

NHS Grampian

<u>JOB IDENTIFICATION</u>	
Job Title:	Custody Health Nurse Practitioner
Department(s):	Aberdeenshire Health & Social Care Partnership
Location:	Kittybrewster Custody Suites/SARCS
Hours:	37hrs hours per week
Grade:	Band 6
Salary:	£43,231 - £52,679 pro rata per annum
Contract:	Fixed Term – 9 months
Job Reference:	LJR239109

SECTION 2

	<p>Job Purpose</p> <p>In conjunction with others provide a safe and supportive environment in order to care for those assessed as requiring healthcare within the Police Custody and SARCS Settings.</p> <p>To undertake assessments to determine fitness for detention, interview, transfer or release whilst in the Grampian area of Police Scotland custody.</p> <p>To participate in the triage assessment of those deemed to require healthcare in the Police Custody setting; assessing patient's needs, plan, implement and evaluate a programme of evidence-based care within a management of minor illness and/or minor injuries framework.</p> <p>To act as chaperone to forensic examinations within SARCS.</p> <p>Guide the patient's journey from presentation at the Police Custody Settings service in taking a history of signs and symptoms, performing a clinical examination and providing the relevant care and required intervention in response to the patient's physical, mental and emotional needs or referring the patient to a medical practitioner or other healthcare service as and when the patient's condition or circumstance requires.</p> <p>The post holder will work internal rotation working night shifts, weekends and unsocial hours and may have to travel to Fraserburgh and/or Elgin as determined by the nurse in charge in response to clinical need.</p>
	<p>Organisational Chart</p> <pre>graph TD; CN[Chief Nurse] --- LNPC[Lead Nurse Prison and Custody]; LNPC --- SCN[Senior Charge Nurse]; SCN --- CHNP["<u>This Role</u> Custody Health Nurse Practitioner"]; FME[Forensic Medical Examiner (FME)] -.-> CHNP;</pre>

<p>1</p>	<p>Communication and relationship skills</p> <p>The post holder will possess good and effective communication and interpersonal skills to enable effective participation in cross boundary working between multi agencies, primary and secondary care.</p> <p>The post holder is regularly required to utilise negotiating, influencing and persuasion skills when dealing with patients (custodies) in order to agree care plans and pathways and assist with the implementation of the plan to ensure a successful outcome. Therefore demonstrates enhanced negotiation, influencing and conflict management skills particular as there may be barriers to understanding due to communicating with patients under the influence of drugs or alcohol or with mental health issues.</p> <p>Communicate complex and sensitive information, directly or indirectly, concerning patient's medical condition, using persuasive and reassurance skills.</p> <p>Maintain confidentiality in all aspects of communication regarding patients.</p> <p>Ensures written communications are accurate, contemporaneous and appropriate and neatly recorded adhering to NMC/ Professional Bodies/NHS Grampian/local policies at all times.</p> <p>Ensures electronic recording system ADASTR/NASH is used appropriately and competently.</p> <p>Demonstrates ability to listen effectively to other points of view.</p>

	<p>Demonstrates ability to address issues arising in a professional and discreet manner whilst knowing their limitations.</p> <p>Attendance at staff meetings or representing the team appropriately at meetings.</p> <p>Participating in Turas and appraisal system.</p>
2	<p>Knowledge, training and experience</p> <p>Qualifications / Training / Registration</p> <p>RGN 1st level nurse current registration with post graduate/registration experience. Educated to Degree level.</p> <p>Evidence of further education equivalent to Post Graduate Diploma level and CPD in relevant area, e.g., Clinical Examination and History taking skills; Minor Injury/Minor Illness/Nurse Prescribing/Psychiatry/Substance Misuse/ A&E Non-medical prescribing.</p> <p>Training for working within Police Custody Settings (this training is provided as part of the role).</p> <p>Must be prepared to undertake further training appropriate to the developing role of a nurse in custodial and forensic services. This training will be decided by the lead nurse and service managers; this will include non-medical prescribing and forensic examinations.</p> <p>Car driver and owner.</p> <p>Experience</p> <p>The post holder will be required to have:</p> <ul style="list-style-type: none"> • Good IT skills essential. • Effective listening and interpersonal skills. • Demonstrate ability to perform specific clinical skills required within the speciality and delivery of evidence based practice. • Evidence of proven decision making skills. • Evidence of ability to adapt to change. • Demonstrates knowledge and proficiency in adhering to NHS Grampian/local policies and procedures including professional registration codes of conduct. • Demonstrates an understanding of and adherence to local and National Health and Safety policies and procedures. • Demonstrates excellent team working skills with ability to work autonomously and ability to work on own initiative. • Non-Medical Prescriber.
3	<p>Analytical and judgemental skills</p>

	<p>Post holder will be responsible for exercising judgment in identifying and assessing complex situations, facts, problems or illnesses and where a range of options, and the implications of each of these have to be considered.</p> <p>Post holder operates with a high level of autonomy to make the correct clinical decisions based on researched evidence. This may involve anticipatory prescribing advice, symptom control advice, care planning.</p> <p>Continuing responsibility for the development, implementation and evaluation of care plans, Standard Operating Procedures and the setting of standards of care.</p> <p>Responsible and accountable for own autonomous practice, continuing professional development within area of expertise.</p> <p>Possession of highly developed analytical and judgmental skills for assessing conditions which can be specialised and taking appropriate, timeously action.</p> <p>The post-holder must always work within their Code of Professional Conduct.</p> <p>Demonstrates ability to address issues arising in a professional and discreet manner whilst knowing their limitations.</p> <p>Demonstrates knowledge and proficiency in implementing NHS Grampian/local policies and procedures.</p> <p>Demonstrates an understanding of and adherence to: local and National Health and Safety policies and procedures; and Police Scotland's health and safety policies.</p>
<p>4</p>	<p>Planning and organisational skills</p> <p>Post holder is responsible for patient assessment, care planning, delivering and reviewing individual patient care requirements, following agreed protocols and guidance.</p> <p>In the absence of the Team Leader, assume responsibility for the day-to-day management and operational responsibilities of the Service, to ensure smooth running of the unit.</p> <p>To embed and facilitate the implementation of best practice as outlined in pathways and SOPs to ensure delivery of research based evidence.</p> <p>Assisting in raising the standard of care and clinical effectiveness in conjunction with current government and local policies.</p>

	<p>Proactively manage resources to ensure efficient and effective use of resources within the area of responsibility.</p> <p>Network with Local and National Custody and Forensic Healthcare groups and suites.</p> <p>Participates in the orientation of staff with regards The Custody and Forensic Health service.</p> <p>Prioritisation of own workload reporting to manager when required.</p>
<p>5</p>	<p>Physical Skills</p> <p>Accuracy and dexterity required while undertaking venepuncture, administering medication and injections.</p> <p>Wound care management including application of dressing's materials including application of glue or wound closure strips to wounds.</p> <p>Blood glucose monitoring.</p> <p>Accurate gathering of forensic samples.</p> <p>Maintain up to date/expert knowledge in the use of some specialist equipment used for diagnostic/treatment e.g. equipment for delivery of oxygen therapy, inhaler devices and nebulisers, pulse oximetry and telehealth equipment and shares knowledge and skills in the use of these.</p> <p>Required to use Laptop/desk top computer and have good keyboard skills and the ability to use e-mail, excel and power point.</p> <p>Driving skills, coping with traffic and/or country roads – all weather conditions when occasionally attending meetings.</p>
<p>6</p>	<p>Responsibilities for patient/client care</p> <p>To be responsible for the assessment, diagnosis and treatment of care needs for patients in Police Custody and the development, implementation and evaluation of individual care plans, which also includes non-medical prescribing.</p> <p>Post holder required to make assessment and decisions on complex facts and a variety of options available to them. Provide nursing interventions as required and be able to identify when medical assessment of custodies is required.</p> <p>The post holder will be competent to practice single nurse administration of medication and if necessary receive telephone prescriptions in line with protocols and within the Scottish legislative framework. The post holder will also</p>

	<p>be responsible for monitoring the effects of any medication administered and acting accordingly should any adverse reaction occur.</p> <p>Responsible for the delivery of a high standard of evidence based practice.</p> <p>Assess to determine fitness and mental health for detention, interview, court, transfer or release; or seek professional help, to provide advice about appropriate adults, in consultation with the Forensic Medical Examiner as required.</p> <p>Assessment of detainees with substance misuse dependency.</p> <p>Be the first point of contact for Police Scotland via the triage system for Fraserburgh and Elgin Custody suites.</p> <p>To provide clinical advice to Custody Officers for custodies under the care of Police Scotland in a professional manner. Inform the decision making of the Custody Sergeant as to the welfare and medical needs of custodies with respect to drug and alcohol issues.</p> <p>To undertake basic 'forensic' procedures as agreed such as accompanying the forensic physician during sexual assault and rape examinations (as the second professional in attendance and to corroborate only) for alleged victims, Section 5 RTA procedures and Section 4 RTA procedures in line with current legislation.</p> <p>Maintenance and privacy of patient/client records.</p> <p>Proficiently utilise the clinical system ADASTRANASH which is a national system.</p> <p>Work in conjunction with multidisciplinary agencies leading towards integrated care.</p> <p>Responsible for maintaining professional standards and having knowledge of the law in relation to professional responsibilities and accountability Knowledge, understanding and compliance with NMC / Professional Guidelines for all areas of practice.</p> <p>Responsible for promoting and maintaining all aspects of confidentiality.</p> <p>Responsible to NHS Grampian and adhere to local policies and procedures.</p>
7	<p>Responsibilities for policy and service development implementation</p> <p>Evidence:</p> <p>To participate and develop, the implementation of best practice as outlined in pathways and SOPs to ensure delivery of research based evidence.</p>

	<p>Shared commitment to continuous service improvement; Assists with development of the service and suggest proposals for change.</p> <p>Ensure a culture of continuous quality improvement through the use of audit, client feedback and reflection on practice by self and other members of the team.</p> <p>Participates occasionally with the formulation of local policies and protocols.</p> <p>Networking with Local and National Custody and Forensic Healthcare groups.</p> <p>Participates in the orientation of staff with regards to Custody and forensic healthcare.</p> <p>Acts as a positive role model for all disciplines of staff.</p> <p>Post holder responsible for supporting staff with ongoing identification of needs, planning, development and implementation of appropriate care within the custody suites.</p> <p>Adherence of relevant guidelines to ensure clinical governance and clinical standards and encourage adherence to all relevant policies and procedures.</p>
<p>8</p>	<p>Responsibilities for financial and physical resources</p> <p>Ensure the effective use of all resources e.g. staff rostering equipment, prescribing, medical supplies etc.</p> <p>Demonstrates an awareness of available resources, how they should be most effectively used, and economy in the use of supplies and an awareness of stock control systems.</p> <p>Ensures the procedures for the care and maintenance of service stock/equipment is followed.</p>
<p>9</p>	<p>Responsibilities for human resources</p> <p>Demonstrates commitment to developing clinical skills and expertise.</p> <p>Maintains responsibility for own personal development.</p> <p>Acts as a positive role model for all disciplines of staff.</p> <p>Will be required to support colleagues and peers if necessary intervene in complex situations e.g. issues with clinical interventions.</p> <p>Provides support to others within the multidisciplinary team.</p>

	<p>Supports line manager and MDT members in contributing toward the future development of the service.</p> <p>Demonstrates positive attitude to suggest changes in practice through the introduction of evidence based care.</p> <p>Demonstrates an awareness of current and future service redesign in accordance with local and national priorities.</p> <p>Act as a resource of specialised knowledge and clinical expertise to ensure care delivered to detainees is appropriate, optimum and evidence-based, e.g. care of diabetic, learning difficulties.</p>
10	<p>Responsibilities for information resources</p> <p>Responsibility for recording personally generated clinical observations and maintaining and updating client records on an electronic system i.e. ADASTRA following triage and assessment.</p> <p>The post holder will be responsible for entering, collating, analysing and reporting on audit data gathered.</p>
11	<p>Responsibilities for research and development</p> <p>The post holder will be responsible for the collation and presentation of specific one off audit reports in relation to service development in order to improve the service.</p> <p>Occasionally assists in research and audit.</p>
12	<p>Freedom to act</p> <p>Post holder operates within clearly defined policies, guidelines, protocols and Standard Operating Procedures but is accountable and responsible for own professional actions and decisions.</p> <p>Post holder operates with autonomy to make the correct clinical decisions based on evidence, local and national guidance.</p> <p>Demonstrates ability to take responsibility for own workload and to effectively manage time and prioritise to meet service requirements. Balancing the demands of all stakeholders to provide a safe, effective, efficient, person-centred, timely and equitable service.</p> <p>Works autonomously with no direct supervision, reporting to manager when required, for support and guidance.</p>

	<p>Has responsibility to reflect upon and review their decisions in relation to assessing, monitoring, evaluating and interpreting clients' condition and effectiveness of their care programmes.</p> <p>Knowledge, understanding and compliance with NMC/ professional Guidelines for all areas of practice.</p> <p>Complies with Police Scotland regulations in terms of safe working practices.</p> <p>Responsible for ensuring compliance with national legislation such as Data Protection.</p> <p>Specialist knowledge in area of practice.</p> <p>Post holder is required to meet regularly with line manager and participates in the appraisal system (Turas). Objectives agreed annually.</p>
<p>13</p>	<p>Physical effort</p> <p>Evidence:</p> <p>There is a frequent requirement to spend time sitting in a restricted position for a substantial proportion of the working day e.g. driving, inputting at keyboard, meetings and patient assessment (occasionally undertaken in an enclosed area i.e. cell).</p> <p>Frequent use of VDU.</p> <p>Occasional Driving.</p> <p>Working within agreed protocols within a cell environment.</p> <p>Physical requirement of effort while occasionally being involved with working with patients under control and restraint.</p>
<p>14</p>	<p>Mental effort</p> <p>Post holder frequently requires long periods of concentration when assessing or triaging patients; checking documents/patients notes and calculating drug dosages, whilst subject to interruptions.</p> <p>Police will often interrupt the post holder when it is necessary for them to see a patient. The post holder won't be aware of which patients are coming in when or how many, managing an unpredictable workload.</p> <p>Post holder required to make assessment and decisions on complex facts and a variety of options available to them.</p>

	<p>The post holder is regularly required to utilise negotiating, influencing and persuading skills when dealing with professionals from a range of disciplines in order to agree care plans and pathways and assist with the implementation of the plan to ensure a successful outcome.</p>
15	<p>Emotional effort</p> <p>Occasionally dealing with patients with severely challenging behaviour. Communicating with those who are distressed, worried, under the influence of drugs or alcohol or with mental health issues. Ensuring own and others safety, working with a custody officer present at all interventions/interactions with those in custody.</p> <p>At times working in an enclosed area i.e. cell.</p> <p>Working across different sectors and professional groups.</p>
16	<p>Working conditions</p> <p>Frequent exposure to verbal aggression.</p> <p>Frequent exposure to body fluids which may be potentially infectious several times each shift.</p> <p>Exposure to physical aggression on an occasional basis.</p> <p>Working within an area that is non health service premises and requires compliance with Police Scotland Health and safety regulations and legislation.</p>

Disposition	Requires the ability to deal with situations with constant interruptions. Requires to the ability to deal with periods of high service demand Excellent communication skills both written and verbal. Good organisational skills	
Physical Requirements	Often required to undertake patient assessment in a confined space i.e. cell Often required to deal with patients with severely challenging behaviours who may become aggressive. Ensuring own and others safety, working with a custody officer present at all interventions/interactions with those in custody. IT keyboard skills, accuracy in reporting	
Particular Requirements of the Post	Car owner/driver Ability to manage unpredictable work patterns.	

MAJOR RISKS IN DOING THIS JOB	
<i>Please indicate the major risks the job holder could face in doing this job e.g. lifting patients/objects, working with hazardous substances, dealing with violence and aggression..</i>	
<u>Lifting and handling is associated with this job.</u> <i>If there are no major risks for the job holder please tick this box</i>	<input type="checkbox"/>