

## JOB DESCRIPTION

### 1. JOB IDENTIFICATION

Job Title: Drug Addiction Liaison Nurse

Responsible to : Manager Harm Reduction

Department(s): Harm Reduction Team

Directorate: Substance Misuse Service

Operating Division: REAS

Job Reference: 247742

No of Job Holders: 1

Last Update September 2017

### 2. JOB PURPOSE

Act as a key link between acute medical, nursing and community addiction teams, primary care, secondary care services and wider care providers with a pivotal liaison role in ensuring continuity of care for individuals with problem drug use who are admitted to the acute sector and then through to their discharge back to a community setting. This would be an opportunity to support patient assessment and engagement with substance misuse services in the community.

To support the development of competencies of general hospital nurses within a good practice framework of intervention and care delivery for people with problem substance use, including delivering support and training to members of the multidisciplinary team which is evidence based and practice focused. e.g. management of complex withdrawal or pain management related to patients who are opiate dependent

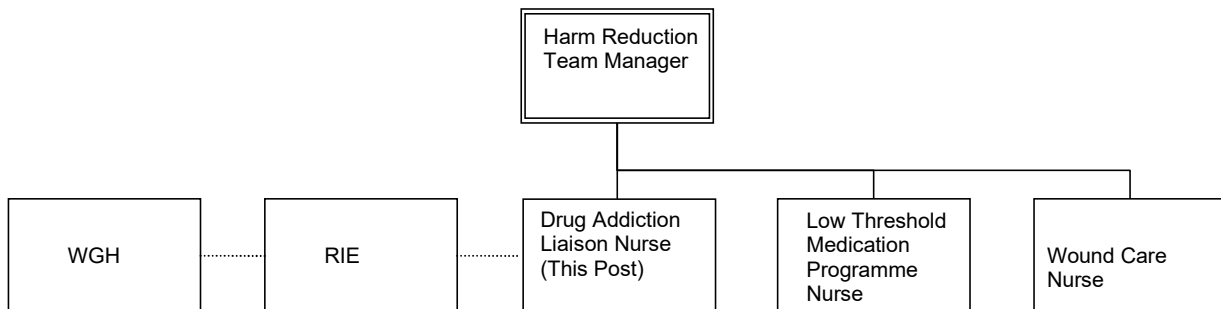
Whilst not carrying a caseload the post holder will act as a clinical lead providing specialist advice and support in the field of addictions.

### 3. DIMENSIONS

This post will provide specialist support to colleagues in the addiction field including community psychiatric nurses and 3<sup>rd</sup> sector partners, acute settings including the RIE and WGH, social care and medical staff where appropriate.

The postholder does not manage a budget but is part of a team operating within a budget in excess of 500k.

### 4. ORGANISATIONAL POSITION



### 5. ROLE OF DEPARTMENT

The Harm Reduction Team provides a service to people who inject drugs across Lothian. The purpose is to keep people free from the harm caused by injecting drugs and to reduce the risk of blood borne viruses.

The team promotes and delivers effective harm reduction interventions for people with problem substance use through the Injecting Equipment Provision (IEP) service at the Spittal Street Centre and outreach locations, and through support to and indirect provision at selected community pharmacies and third sector agencies.

The team also provides a Low Threshold Medication Service to chaotic drug users in Lothian, including individualised packages of care for those seeking support and recovery options.

## **6. KEY RESULT AREAS**

1. To offer harm reduction assessment and other care interventions to individuals affected by drug use especially those people who inject drugs and are admitted to the acute sector. To maximise good health outcomes for the patient and reduce the risk of blood borne viruses, physical and mental harm.
2. To undertake care co-ordination and follow up with relevant community addiction teams, primary and secondary care services and other care providers as appropriate, including the organisation of case management and discharge planning to community services.
3. Offer effective clinical assessment, prescribing and or prescribing advise as well as responses to ensure needs of clients are dealt with within an agreed time frame.
4. Assist and contribute towards clinical guideline development in partnership with acute and community care providers.
5. In line with the job purpose, facilitate teaching and learning for members of the hospital multidisciplinary team in terms of delivering addictions education by a variety of different means such as lectures, needs based training, coaching and mentoring.
6. Compile reports and take part in audit, evaluation and research where appropriate.
7. Ensure clinical competency development is maintained in order to deliver high quality interventions.
8. Demonstrate leadership behaviours at all times and support the 2020 on delivering and assisting others to deliver addictions care.
9. Ensure clinical records and data quality are maintained to NMC standards.
10. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

## **7a. EQUIPMENT AND MACHINERY**

- A computer will be used on a regular basis. The post holder will have a working knowledge of systems such as Microsoft Word, e-mail and internet.
- A telephone and mobile telephone will be used regularly.
- Needles and Syringes.

## **7b. SYSTEMS**

The post holder will regularly use the following systems;

- TRAK and other hospital and community based patient care IT systems.
- Outlook for diary and information management.
- Planning and recording of annual leave or other planned and unplanned leave.
- Ongoing maintenance of paper based and electronic patient records.
- Delivery of appraisal and personal development planning systems.
- Maintenance of training records.
- Recording of practice support/supervision sessions.
- Use of standardised clinical rating scales.

## **8. ASSIGNMENT AND REVIEW OF WORK**

The postholder will be an autonomous practitioner taking referrals from addiction teams and acute sector. The post holder is supervised by and responsible to the Harm Reduction Team Manager.

The postholder will have professional accountability to the Harm Reduction Team Manager for the services provided and will report back on a regular basis on all developments and outcomes. The manager will undertake annual appraisal and performance review.

## **9. DECISIONS AND JUDGEMENTS**

Expected to make autonomous clinical decisions on a day to day basis. This includes the provision of advice/ support to members of the general nursing and medical teams and to the multi-professional team within the acute and community settings.e.g. advice on safe opioid replacement treatment.

Accountable for their actions and judgements and is responsible for safe and effective care management advice to the multidisciplinary teams.

Practice is guided by professional and organisational policy, protocols, guidelines and procedures and the post holder is also required to make decisions that are informed by the legal and ethical framework within which they operate e.g. compliant with the trak system, NMC and national prescribing guidance.

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

The most challenging parts of the job will be balancing the clinical, leadership and education demands of the role with the effective delivery of high quality care co ordination within the multidisciplinary environment.

The role will also involve working within differing cultures within the hospital settings.

## **11. COMMUNICATIONS AND RELATIONSHIPS**

- The post holder will establish and maintain clear lines of communication, both oral and written between all members of the local addiction teams, Harm Reduction Team, hospital nurses, secondary services, external organisations, including professionals and involving patients, family, carers and all relevant agencies.
- The post holder will regularly be involved in communicating internally and externally with health and social care professionals as well as users and carers regarding patient care
- The role will involve an educational and teaching dimension with patients, colleagues and members of the nursing and multidisciplinary team.
- The post holder will also attend a range of meetings across addiction services and the acute settings that support effective communications, including:
  - Clinical meetings
  - Staff meetings, including presentations and progress reports
  - Operational and business meetings regarding in patient care and onward referral to services

## **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB**

### **Physical Skills and Effort:**

- Combination of walking, sitting and standing.
- Management of violence and aggression at Breakaway level
- May involve the setting up of equipment and/or the preparation of rooms

### **Mental Effort:**

Concentration required when the post holder will :

- Frequently come into contact with patients who may be agitated, displaying challenging behaviour and/or suffering from drug withdrawal.
- Concentration required for report writing and the presentation of patient outcomes.

### **Emotional Effort:**

- The emotional effort involved in the role will be high and will occur frequently. This could be driven by the needs of service users and their carers, drug related illnesses and potential drug related death as well as difficult communication with hospital multi-professional staff.

### **Environmental Conditions:**

- Working conditions are variable and unpredictable as the role will involve visiting patients in a range of hospital settings, as will responding to verbal and/or physical abuse.
- Working conditions relating to liaison aspect of treatment and care in acute settings
- Regular travel between the three acute hospital sites will be required.

### **13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

First level Registered RGN and or RMN Nurse plus:

Non Medical Prescribing qualification at SCQF Level 9

Evidence of further education including post graduate certification/diploma and or continuous professional development in the field of addictions.

Experience of working with complex addictions patients and expert knowledge of national addiction policy.

Experience of working in the acute hospital.

Experience of working with mental health patients.

Breakaway level of violence and aggression training.

Evidence of effective problem solving and communication skills.

Standard keyboard / IT systems.

### **14. JOB DESCRIPTION AGREEMENT**

A separate job description will need to be signed off by each job holder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: