JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title:	Community Health Inequalities Specialist Nurse Practitioner
Responsible to:	Harm Reduction Team Manager
Department(s):	Harm Reduction Team
Directorate:	Addiction Treatment and Recovery Care
Operating Division:	REAS
Job Reference:	056973
No of Job Holders:	2
Last Update:	June 2019

2. JOB PURPOSE

To undertake the role of a Community Health Inequalities Team Specialist Nurse Practitioner. This involves working with people most vulnerable to poor health and health inequalities; to support them to improve and manage their health and to access local services, such as drug treatment or welfare rights. Nurses provide an outreach service and offer time-limited self-management support. This service aims to improve the quality of life of people with one or more long-term health conditions and/or a significant difficulty in their life.

Support the development of the service to improve practice and work collaboratively across health and social care boundaries, implementing and evaluating evidence based standards, guidelines and policies.

3. DIMENSIONS

The Niddry Street Project is a collaborative initiative with the Salvation Army and funded by the Drugs Death Task Force. It is committed to tackling health inequalities and to working with people who find it more difficult to attend mainstream services.

This role is key to the success of the Niddry Street project.

It involves work across the across the city centre and with a wide range of other agencies in the statutory and voluntary sector.

Population and demographic indicators of the area are:

The post holder is expected to work with people who are experiencing homelessness, people with mental health difficulties, people with substance misuse difficulties, veterans, ex-offenders, carers, people living in poverty, people who have experienced trauma and other people for whom time limited specialist support will be beneficial. Personal care is not part of this role.

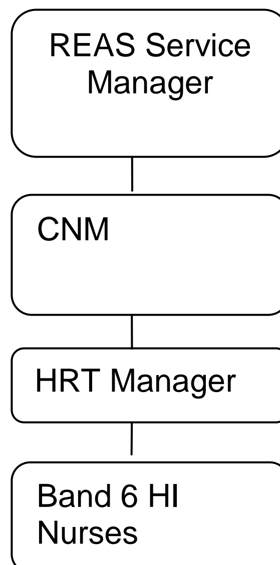
Financial/Budgetary:

ordering supplies, stock control, ordering and maintaining equipment, etc

Staffing Responsibility:

Work as part of team and in conjunction with the Salvation Army partners.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

To provide a comprehensive Needle Exchange Service to communities throughout all the Lothians, through direct service provision at the Spittal Street Centre and indirect provision through selected pharmacies and non-statutory agencies.

To provide outreach needle exchange throughout Lothian, in collaboration with other agencies.

To provide a BBV testing service, including HBV vaccination for those at risk of BBVs throughout Lothian.

To provide a Low Threshold Medication Service to 60 chaotic drug users in Lothian, including individualised packages of care for those attending the Spittal Street Centre and those cared for in the community.

To provide training and consultation for staff within and outwith the Health Service on Harm Reduction.

To contribute to planning and policy in a number of related fields.

6. KEY RESULT AREAS

Specialist Practice

1. Responsible for clinical decision making around patient referrals to accept or reject, for, decisions around support and treatment planning and when to discharge patients from the service.

2. Provide high level support through the identification of health concerns, via the health assessment, in order to reduce the likelihood of illness, risks and prevent hospital admission. Act as an advocate by working in partnership with patients at all levels of care delivery in order to promote self management. Use specialist critical thinking and diagnostic reasoning skills (including Blood Borne Virus testing) and interpreting results to enable the development of a plan which will meet the physical and psychosocial needs of the patient.

3. Responsible for attending services and facilities to engage with people most vulnerable to poor health and health inequalities and who could benefit from the assessment, advice and support the service provides. Working in partnership with a range of agencies is crucial.

4. Support people with, or at higher risk of, long term conditions (including cancer), blood borne viruses or common mental health problems to live well, using a structured conversation approach to ensure support is constructed around the needs of the person and accounts for the wider determinants of health, such as social issues and poverty. The ability to support people to access local services and community support is also required.

5. Administration and management of medication in line with Patient Group Directive.

6. To ensure that the key principles of privacy, confidentiality and dignity, rights, independence, choice and inclusion, should underpin all actions and decisions when providing CHIT services to people.

7. Create learning opportunities within the team and other professionals that they work with through team reflection and participation in local forums involving other professional groups.

8.
9. Apply principles of epidemiology and demography in clinical practice, recognising risks and patterns of disease and work collaboratively with a variety of stakeholders to develop health promotion strategies and reduce health inequalities.

10. To undertake risk assessment (including patient behaviours and working environment) and incident management within clinical and non-clinical areas including implementation of action plans and associated learning to ensure ongoing compliance with related legislation and guidelines, including Health and Safety at Work Act and NHS Lothian Health and Safety policy and reporting systems, to safeguard patients, visitors and staff.

Leadership and Management

11. Provide specialist support in relation to the support of people who are vulnerable to health inequalities, working at specialist practice level to provide mentoring, supervision and clinical advice where required to the multidisciplinary partners within the Health and Social Care Partnership.

12. Develop effective partnerships and positive working relationships with a variety of internal and external agencies in order to support improved care provision across all agencies.

13. Support the development of local procedures and protocols ensuring compliance with National legislation and NHS Lothian policies and identify opportunities for the continuous development of service.

14. Provide supervisory support including work allocation to junior staff including Administrator.

15. Mentor nursing students on placement in the team.

Practice Development and Facilitated Learning

16. Provide specialist advice to the multidisciplinary team, patients and others as appropriate to facilitate improved health and access to community or hospital based support and services; taking lead role and linking with appropriate services as required. Participate in specialist groups, which facilitate networking and sharing best practice through the provision of specialist professional advice.

Research and Development

17. Monitor the service and reflect this learning internally to their team and externally to other stakeholders:
    - Implement a system to monitor the service and review (with partners where appropriate) as required
    - Monitoring the numbers and demographics of people referred/engaging with service;
    - Measuring the change for the person, and;
    - Capturing qualitative stories of people's journeys. Sharing learning on a regular basis to stakeholders.

18. Contribute towards research in area of expertise and critically appraise, evaluate and apply knowledge of theoretical frameworks, evidence and research findings.

7a. EQUIPMENT AND MACHINERY

The post holder will be expected to be responsible and knowledgeable in the safe use of all clinical and non clinical equipment used within the area ensuring this is checked and maintained and where problem are identified these resolved so that all equipment is fit for purpose.

Note: New equipment may be introduced as the organisation and technology develops, however training will be provided.

7b. SYSTEMS

The following are examples of systems which will be used when undertaking the role:

To maintain accurate and up to date clinical records complying with patient confidentiality and provide data for core surveillance.

To be responsible for recording all activity/contact on appropriate local system.

To update and maintain a range of information databases.

Responsible for regularly completing and timesheets/mileage forms.

Responsible for ordering supplies e.g. supplies and equipment using ordering systems.

To be proficient in the use of IT systems - internet/intranet including use of email.

Risk assessments.

New systems may be introduced as the organisation and technology develops, however training will be provided.

8. ASSIGNMENT AND REVIEW OF WORK

Will have a Professional Personal Development Plan, including an assessment of clinical competence which will be reviewed annually by the responsible line manager. Works within broad occupational, national and local policies and guidelines.

Governance of Clinical competence is undertaken by the clinical nurse manager who will provide professional nursing advice.

The post is self directed, organising own workload in relation to specialist caseload to meet the demands of the service.

The clinical workload is generated from hospitals, GPs, Social Care providers including homeless hostels and criminal justice social workers.

9. DECISIONS AND JUDGEMENTS

The role requires the high levels of autonomous decision making and clinical judgment. Makes complex autonomous clinical decisions including analysis, assessment and clinical management, based on specialist knowledge e.g. following an assessment of a person's needs undertake clinical testing, complete triage for substance misuse treatment, agree plan with multiagency team members.

Agree referral protocols, undertake risk assessments and using specialist clinical reasoning skills, make further referrals to senior staff and Clinicians when it is identified that further clinical intervention is required. e.g. GPs, secondary care health professionals, mental health psychiatrists and other mental health staff, housing support officers, adult protection leads, etc

Participate in the appraisal process through Personal Development Planning and Review in line with the Knowledge and Skills Framework. Address performance management issues for area of responsibility.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Continued development and promotion of the Specialist Nurse role through challenging the boundaries of the current parameters of practice.

Work with a challenging caseload, be flexible in service delivery.

Make clinical decisions around patient referrals to accept or reject and when to discharge patients from the service.

11. COMMUNICATIONS AND RELATIONSHIPS

Communicate verbally and in writing to members of the multidisciplinary team - members of Primary and Secondary Health Care Teams, Social Care; statutory and non-statutory services with the ability to express professional views within group settings and support client advocacy.

In addition to the above other contact falls into the following main categories in relation to healthcare, staffing and service issues:

Statutory and voluntary sector partners such as homeless services, criminal justice services, adult protection professionals, social work, police and others.
Partnership, Trade Union and Professional Organisation representatives in relation to service and staffing issues.

Acts as a patient/staff advocate through the application of ethical, legal and professional knowledge and skills.

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

This section may vary depending on clinical/service area. Examples may include:

Physical Skills:
Administer medicines, injections, such as contraception Implants
Apply wound dressings
Manual handling techniques.
Keyboard skills.
Venepuncture.

Physical Demands:
Push wheelchairs and other mobile equipment.
Stand/walk for the majority of shift.

Mental Demands:
Concentration is required at all times when caring for patients and undertaking clinical decision making.
Maintenance of precise and accurate records and report writing.
Frequent interruptions from patients/team members/partner agencies.
Concentration required when observing patient behaviours which may be unpredictable.

Emotional Demands:
Communicating with distressed/anxious/worried patients.
Caring for patients following receipt of bad news and supporting them in identifying realistic expectations in relation to conditions and/or circumstances.
Motivating and supporting junior staff/colleagues in the work environment.
Communicating with and caring for patients who have reduced understanding and insight due to cognitive impairments.
Caring for people with mental health and/or addiction.

Working Conditions:
Exposure to body fluids – at least weekly
Potential exposure to verbal and physical aggression from patients and relatives / others (e.g. other hostel residents).
Exposure to infections and temperature variations.
Travel within Midlothian to various sites.

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

Registered Nurse (general or mental health).

Evidence of further education including post-graduate certificate/diploma/Continuous Professional Development relevant to working with people who are more likely to experience inequalities such as people who are homeless, who live in poverty, who have an addiction, who have been in prison and others e.g. post graduate courses in sexual health, public health or mental health.

Knowledge of inequalities in health outcomes across the population; why it remains a challenge and has a significant impact on the demands on health and other services.

An understanding of the complex social disadvantage experienced by some individuals and families and how this impacts on their access to services. Knowledge of services and approaches that are known to reduce, not increase, inequalities in health.

Experience of service delivery that is designed to reduce the barriers to health and other services that people who experience socio-economic deprivation can face.
Significant community nursing experience to undertake and fulfill the key areas of this role.

Specialist clinical practice skills e.g. BBV testing and routine health check (BP, BMI, etc).
Experience of supervision and training.

Good communication skills both written and verbal

IT skills

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies. Job Holder's Signature: Head of Department Signature:	 Date: Date: