

NHS Lothian

Post: Band 5 Mental Health Nurse Addiction

PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	<ul style="list-style-type: none"> •Team player •Flexible •Excellent Communication skills •Commitment to high standard of care •Compassionate •Comfortable working in a multidisciplinary team environment 		A, I, R
Qualifications and Training	<ul style="list-style-type: none"> •RMN with current NMC registration •Knowledge of NMC Guidelines 	Evidence of Continuous Professional Development <ul style="list-style-type: none"> • Commitment to ongoing Education/Training • Experience in secure setting. •Post registration in community addiction setting 	A, C, I, R
Experience and Knowledge	<ul style="list-style-type: none"> •Thorough and up-to-date knowledge of nursing theory and best practice. • Understanding of equality & diversity and how to apply it to self. • Understanding of NMC Code of Practice and requirements of it 		A, I
Skills and/or Abilities	<ul style="list-style-type: none"> •Demonstrates effective nursing practice in all basic registered nurse procedures. • Demonstrates an empathetic and caring approach to patients and relatives and ensure that patients' dignity & respect is maintained at all times. • Able to prioritise own workload and 	<ul style="list-style-type: none"> •IT Skills •Enthusiasm to learn and develop 	A, C, I, R

	<p>that of others as appropriate.</p> <ul style="list-style-type: none"> • Able to work under own initiative within boundaries of role. • Demonstrates awareness of importance of working as part of a team. • Demonstrates awareness of research-based practice. • Demonstrates ability to maintain confidentiality at all times. • Demonstrates awareness of audit and quality issues and able to apply this. <p><u>Communication</u></p> <ul style="list-style-type: none"> • Able to communicate effectively verbally and written to staff, patients and relatives ensuring that communication is tailored to the person being addressed. • Able to document observations, results, decisions and actions etc effectively in patient notes and communicate these effectively to appropriate members of the multidisciplinary team. • Motivated, and able to articulate reasons for desire, to work in this clinical area. • Able to supervise HCSW and students effectively when required • Willing to work in other clinical areas as and when required 		
Specific Job Requirements	<ul style="list-style-type: none"> • Involves direct contact with body fluids, on a number of occasions per shift. • Involves risk of verbal aggression from patients & relatives 	Other non health care experience that would add to life skills to undertake job	A, I, R

Key – how assessed	
A = Application form	I = Interview
C = Copies of certificates	T = Test or exercise
P = Presentation	R = References

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Mental Health Nurse Addictions

Responsible to: Senior Charge Nurse

Department(s): Addictions Team HMP Addiewell

Directorate:

Operating Division: East Lothian

Job Reference: L-CHP-HMPAHC-MHNA

No of Job Holders: 1

2. JOB PURPOSE

As part of a multidisciplinary team the post holder will have responsibility to ensure the delivery of high quality care to patients by the assessment of care needs, the development of programmes of care, the implementation and the evaluation of these programmes.

The postholder is responsible for managing an allocated caseload within HMP Addiewell and as part of a specialist service for individuals who are experiencing a broad range of complex needs relating to substance misuse problems and related mental health problems. Promoting a harm reduction and recovery philosophy with all agencies and individuals in contact with the service.

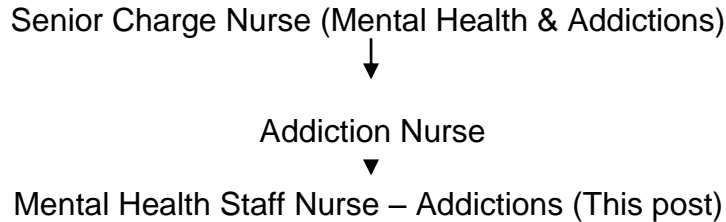
3. DIMENSIONS

The postholder will manage an allocated caseload of individuals with complex substance misuse problems in HMP Addiewell.

Individuals with complex needs such as mental health problems, poly substance misuse, chronic illness, child protection issues or other difficulties are assessed, diagnosed and case managed by the Addictions Team at HMP Addiewell.

Substance misuse services are promoted and developed in all contacts with other statutory and non-statutory services and both formal and informal support and advice given. High quality interventions will be implemented as directed by policy and the evidence base in the substance misuse field.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The Addictions Team at MHP Addiewell aims to provide a high quality, flexible and evidence-based treatment service to meet the needs of individuals with substance misuse problems within the prison. The service operates within the recovery and harm reduction models and works in collaboration with GP's, local authorities, non-statutory agencies and pharmacists, encompassing a shared care approach.

6. KEY RESULT AREAS

1. Responsible for the management of an allocated caseload by assessing, planning and managing a variety of treatment interventions appropriate to the patient group with supervision from Band 6 Addictions Nurse as appropriate and review when necessary by Service GPs and the visiting Consultant Psychiatrist.
2. Respond to referrals from other professional groups or individuals providing them with timely and pertinent feedback.
3. Liase with professional and voluntary agencies to provide appropriate specialist advice for clients with substance misuse and related mental health problems and call, attend and contribute to multidisciplinary team meetings and case conferences.
4. Be familiar with all local, regional and national policies, procedures and guidelines pertinent to all staff within area of responsibility and comply with their contents in the pursuit of the highest standards of client care.
5. Practice within the legal and ethical framework as established by the Nursing and Midwifery Council and national legislations, including substance misuse, mental health, community care, child protection and vulnerable adults, to ensure clients interests and well being are met.
6. Establish and maintain therapeutic nurse/client relationships by planning programmes of therapeutic intervention. Offer a wide range of evidence based treatment strategies, on an

individual and group basis, use individual care plans and follow the philosophy and objectives of the Addictions Service under the supervision of a Band 6 Addictions Nurse.

7. Establishing, developing and maintaining good relationships with clients, carers, relatives, prison and fellow health, social and welfare professionals who are involved in care delivery to affect the highest standards attainable in good mental health care.
8. Responsible for own professional development and awareness of the evidence base in the field of substance misuse. Participate in continuing education and health promotion programmes and mandatory training.
9. Provide an effective and high standard of communication via a wide range of oral, written and electronic channels.
10. Initiate, develop and implement new ideas and methods for improvement of patient care in consultation with the Band 6 Addictions Nurse.
11. Provide support, training and education to student nurses and other learners within the team. Participating in appraisal as appropriate and ensuring development of good practice and initiative
12. Update client records including collection of caseload statistics and activity information as required by the Band 6 Addictions Nurse.
13. Ensure correct custody, control and administration of all medications, drugs and prescriptions according to statutory regulations and guidelines.
14. To act up in the absence of the senior nurses.

7a. EQUIPMENT AND MACHINERY

Personal Computer
Needles & Syringes
Blood Pressure Monitoring
Alcometer
Personal Alarms
Audiovisual equipment
Bodily fluid collection equipment

7b. SYSTEMS

Personally generated patient notes.
Input into computerised patient activity system including waiting times
Responsibility for inputting data to prescribing computer.

8. ASSIGNMENT AND REVIEW OF WORK

The postholder's work will be assigned, supported and reviewed by the Band 6 Addictions Nurse. The post holder will manage an allocated caseload, some of this work will be self directed.

Performance will be supervised and reviewed by the Band 6 Addictions Nurse on an ongoing basis.

Additionally there will be a yearly appraisal and performance review carried out by the band 6 Addictions Nurse.

Mentor students when allocated.

9. DECISIONS AND JUDGEMENTS

Take professionally and clinically autonomous decisions on a daily basis including:

Independently develop, assess, implement and evaluate programmes of care for the client group.

Advising GP's and other professional groups on the appropriateness of a given intervention.

Prioritise, plan and evaluate clinical activity accessing medical review when necessary. Onward referral to other agencies or discharge as appropriate.

10. MOST CHALLENGING/ DIFFICULT PARTS OF THE JOB

Managing an allocated caseload in a variety of settings.

Prioritising from a range of demands.

Managing duty calls, at times in isolation.

Child protection proceedings in particular court attendance.

Working with resistant clients.

11. COMMUNICATIONS AND RELATIONSHIPS

The postholder will liaise and communicate regularly through the course of a day with a variety of personnel and agencies across the prison and Community services, including Community Mental Health

Nurses, other members of the multidisciplinary team, primary health and social care teams and other community agencies regarding clients care in order that an effective service can be provided for people with substance misuse problems.

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

Physical Skills

- Keyboard
- Intra-muscular Injection
- Utilising clinical equipment for testing bodily fluids
- CPR
- Operation of audiovisual equipment
- Breakaway techniques
- Operation of personal alarms

Physical Effort

Combination of walking, sitting, standing and driving.

Mental Effort

- Daily intense individual therapy sessions up to 1 hour per session (max 6-7 patients per day).
- Ability to cope with frequent interruptions.
- Ability to meet deadlines.

Emotional Effort

- Make and communicate effectively decisions on clinical management which might be unwelcome.
- Work sensitively and effectively in a non-judgemental manner with individuals who might be challenging, demanding and aggressive.
- Ability to cope with exposure to highly distressing and emotional circumstances on a daily basis and discuss these sensitively e.g. domestic violence, sexual abuse, relationship problems, family conflict and chronic illness.

Environmental Factors

- Body fluids both contained and uncontained on a daily basis.
- Exposure to verbal and physical aggression/violence on a regular basis.

- - Working in less secure and unpredictable environments.

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

Completion of Training as a first level registered nurse in mental health

Experience of working in the field of substance misuse/addictions

Good communication skills and excellent assessment skills.

Evidence of Continuing Professional Development.

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: