

Community Substance Misuse CPN

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Job Advert



Mental Health and Learning Disability Service Community Substance CPN

Band 6 £37,831 - £46,100 per annum

plus £1,279 Distant Islands Allowance per annum

37.5hrs per week

Permanent

This post is eligible for relocation expenses

We are looking for a highly motivated, experienced individual to join the Substance Team within Community Mental Health Team in Lewis and Harris. Applications are invited from individuals who have a extensive post registration experience working in the area of Substance treatment and adult mental health who are seeking to develop their career in a challenging but supportive environment.

The successful candidate will be committed to developing and enhancing their clinical skills including contributing to service re design within the community services of Mental Health. You will be required to work as part of the multidisciplinary team to ensure delivery of a recovery-focussed service to individuals in the Western Isles.

The successful candidate will be a highly motivated individual with excellent communication and team working skills, who is ready to provide a high standard of care when addressing and promoting recovery from substance/mental health issues.

For further information, please contact Coleen Mcleod, coleen.mcleod@nhs.scot, Community Substance Nurse Manager, on Tel No: 01851 703069.

The successful applicant will be required to register with the PVG Scheme (Protecting Vulnerable Groups Scheme).

All NHS Western Isles vacancies appear on the NHS Scotland website: apply.jobs.scot.nhs.uk, along with a job description.

Tha beàrnan-obrach NHS Eilean Siar uile gu léir a' nochdadh air làrach-lìn NHS na h-Alba <https://apply.jobs.scot.nhs.uk/>, còmhla ri dealbh-obrach.

If you have any further queries, please contact Tel: 01851 762027.

NHS WESTERN ISLES

SUBSTANCE MISUSE CPN

1. JOB IDENTIFICATION

Job Title: Substance Misuse CPN

Responsible to: Senior Charge Nurse : Substance Misuse Team Leader Western Isles

Department(s): Community Mental Health and Substance Misuse Service

Job Holder Reference:

No of Job Holders: 1

2. PURPOSE

The post-holder will be expected to provide an accessible, appropriate, high quality and effective substance misuse nursing service to people within Lewis and Harris across all service interfaces. This will be achieved through working in partnership with colleagues within primary and secondary care, social work area teams, service users and other agencies. The provision will emphasise Harm Reduction and the recovery pathway for people with excessive and harmful substance use through liaison with inpatient and emergency department in order to facilitate engagement with community supports.

The post-holder will function as an independent practitioner utilising their high level of knowledge, clinical expertise and specialist experience to take a lead role in streamlining the service user's pathway of care.

N.B In the event of NHS Scotland being placed on an 'Emergency Footing' and or NHSWI declaring a 'Major Incident', or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.

3. DIMENSIONS

The Substance Misuse CPN will have direct responsibility for provision of patient care on their caseload and NHS addiction service provision within Lewis and Harris. In addition, the post holder will offer expert advice regarding addiction and treatment to other services including primary care, secondary care, social work, criminal justice and voluntary sector agencies.

The post holder will be responsible for the ongoing maintenance of contemporary specialist knowledge in the wide range of disorders that affect a person with substance use and ensure that diagnostic tools, treatments and interventions are of the highest quality to support the patient's general and mental health.

The post holder will operate a flexible community nursing service, prioritising need to deliver planned and unplanned interventions. This will include the ability to respond timeously to people with highly complex needs for urgent assessment.

The post holder will be responsible for effective transfer of service users/patients to other practitioners or agencies as appropriate in their pathway of care.

The post holder will be responsible for the collation and submission of activity related data for the Area Drugs Partnership, and other relevant agencies.

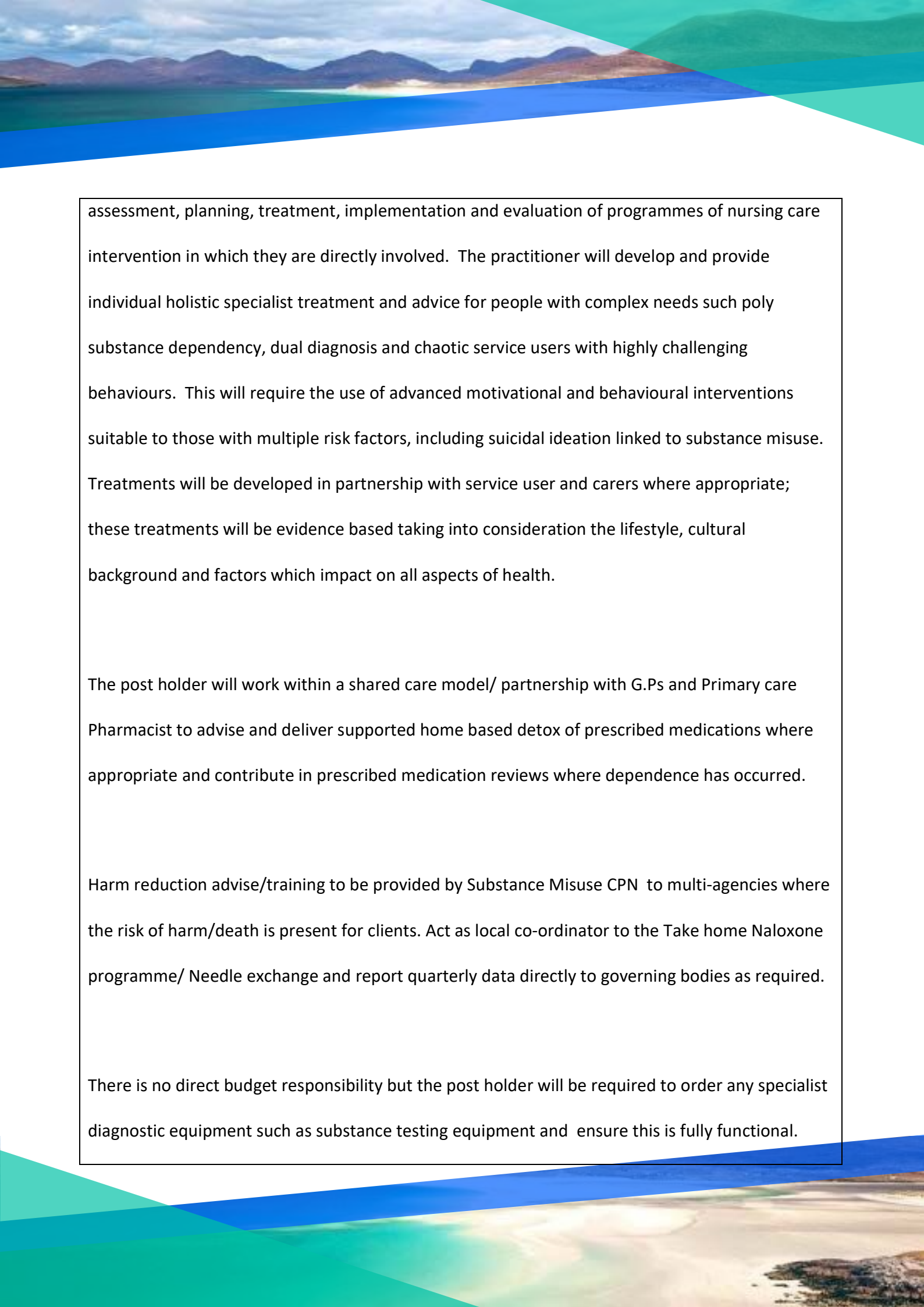
ORGANISATIONAL CHART

4. MAIN DUTIES AND RESPONSIBILITIES OF THE POST

To work independently and without direct clinical supervision across the service interfaces providing clinical care/ advice and support on substance misuse issues.

The post holder is responsible and be accountable for management of the caseload to ensure the

Substance Misuse
Support Workers



assessment, planning, treatment, implementation and evaluation of programmes of nursing care intervention in which they are directly involved. The practitioner will develop and provide individual holistic specialist treatment and advice for people with complex needs such as poly substance dependency, dual diagnosis and chaotic service users with highly challenging behaviours. This will require the use of advanced motivational and behavioural interventions suitable to those with multiple risk factors, including suicidal ideation linked to substance misuse. Treatments will be developed in partnership with service user and carers where appropriate; these treatments will be evidence based taking into consideration the lifestyle, cultural background and factors which impact on all aspects of health.

The post holder will work within a shared care model/ partnership with G.Ps and Primary care Pharmacist to advise and deliver supported home based detox of prescribed medications where appropriate and contribute in prescribed medication reviews where dependence has occurred.

Harm reduction advice/training to be provided by Substance Misuse CPN to multi-agencies where the risk of harm/death is present for clients. Act as local co-ordinator to the Take home Naloxone programme/ Needle exchange and report quarterly data directly to governing bodies as required.

There is no direct budget responsibility but the post holder will be required to order any specialist diagnostic equipment such as substance testing equipment and ensure this is fully functional.

Prescribing will be cost effective as well as evidence based, meeting national guidelines where available.

Maintain accurate up-to-date clinical records and care plans in accordance with NMC standards for record and record keeping, ensuring compliance with the Data Protection Act and Freedom of Information Act. Ensure compliance with data entry to national and local reporting systems.

4a. CLINICAL PRACTICE, SKILLS AND KNOWLEDGE

Within the extensive scope of practice, the post holder deploys a wide range of evidence based interventions, including specialist pharmacotherapy management, to meet the needs of a diverse range of clients with complex substance use related issues such as blood born virus/sexual health testing and treatment.

It is essential that the post holder has:

Significant experience acquired by accredited study modules and demonstrated by CPD in formal/informal experiential learning and reflection on a variety of models of treatment and care for people with substance use problems (these should include for instance Motivational Interviewing/Enhancement, Opiate substitute programmes, Harm reduction, Relapse Prevention,

Contingency management)

- A comprehensive professional knowledge of addiction and the addiction treatment context including theoretical models, epidemiology and patterns of use, co-existing substance use and mental health problems.

The post holder:

- Receives patients for assessment and support with undifferentiated and undiagnosed problems where substance use and mental health problems co-occur.
- Provides treatment, care and advice for people with substance use related mental and physical ill health to prevent unscheduled admission and attendance at Emergency Department.
- Links with the Emergency Department to co-ordinate the required service for discharge and follow up care.
- Negotiates appropriate admissions for detox and substance related physical health issues. Contribute to discharge plan following a multidisciplinary assessment and providing rapid follow-up in the community to improve outcomes and support patient safety.
- Provides management advice to GP's and primary care providers for patients with prescribed medication addiction problems.
- Carries out mental health nursing assessments/procedures with the ability to interpret results and initiate appropriate action including but not confined to intramuscular injections, venepuncture, drug screens, breathalysing and basic life support.

The practitioner independently assesses, prescribes and manages the complete treatments for illicit drug addiction. Clinical support will be provided via Line Manager, GP and Consultant Psychiatrist.

4b. COMMUNICATION

Communication is a vital aspect of this role and the post holder will be required to overcome the daily barriers for service users such as acute withdrawal symptoms, intoxication, brain damage, disinhibition and aggression. Carers may be frustrated and can frequently exhibit anger.

Appropriate and skilled challenging may be required to overcome negative attitudes from other services.

The practitioner will use negotiation and conflict resolution skills to manage and resolve addiction related conflict situations that arise within multi-disciplinary team environments and collaborative working arrangements across settings including but not confined to:

- Patients/Carers
- Multi-disciplinary teams
- Ward Staff and department managers
- Social Work Area Teams/ Social Work Review Teams
- Voluntary and statutory sector
- Care Homes and supported Accommodation
- Care managers
- Pharmacists
- Consultant Physicians, Surgeons and Psychiatrists
- GP's

The post holder will:

- Maintain positive and meaningful engagement with people who may frequently exhibit highly challenging behaviours.
- Demonstrate the ability to support individuals with complex challenging behaviours who have limited insight into their presentation in public or other areas e.g. persuading an

intoxicated person who is lying in contaminants to move to a more appropriate area or change clothes.

- Maintain close links with pharmacists in relation to monitoring of community clients for adverse effects of medication and potential poly substance use.
- Establish and maintain systems to ensure timely transfer of client records/information to ensure seamless continuity of care.

The Substance Misuse CPN is responsible for establishing and maintaining effective communications and joint working relationships with secondary care, social work department, supported accommodation and collaborate with statutory and voluntary agencies to ensure effective co-ordination of services for individual patients/service users.

4c. ANALYSIS & JUDGEMENTS

The practitioner will give specialist advice and support on the management of patients who are dependent on substances and have complex physical or mental health issues, which contraindicate standard treatment protocols including analysis of factors likely to impact on patient safety and outcomes.

4d. ORGANISATIONAL RESPONSIBILITIES

The post-holder:

- Is responsible for the development of policies for substance use treatments within own practice.
- Will be familiar with and lead on the implementation of local regional and national policies, protocols and guidelines that contribute to the care pathway for patients with substance use throughout the Western Isles NHS for instance emergency management, inpatient treatment, community parental vitamin supplements and emerging treatments in primary care.
- Provides formal and informal education inputs on early identification and interventions for substance use to a wide range of professionals including GPs, junior doctors, nurses, AHPs and other service providers.
- Is responsible for continued professional development within the substance misuse field, disseminates information to other professionals to highlight changing patterns of substance use locally and nationally such as National Naloxone Programme and needle exchange Forum.
- Contributes to the learning and development of staff within all settings to enable them to identify the needs of individuals with substance misuse and evaluate outcomes, imparting specialist knowledge and addiction nursing clinical skills to staff across agencies.
- Provide treatment, care, and advice for people with substance use related mental/physical ill health to prevent unscheduled admission and attendance at Emergency Department.
- Links with the Emergency Department to co-ordinate the required service for discharge and/or follow up care where required.
- Contributes appropriate Substance misuse related admissions and discharges by contributing to multidisciplinary assessment and providing rapid follow up in the community where appropriate to improve outcomes and support patient safety.

5. LEADERSHIP

The post holder:

- Will hold the responsibility for decision-making processes which contributed to resolution of complex addiction practice ethical issues that are in accordance with client's rights and codes of ethics.
- Leads the transition and integration of additional related research findings into practice to improve quality of care for patients with substance use related problems.
- Has an in depth understanding of common ethical dilemmas which impact on nursing practice and treatment more broadly in the Addiction Speciality and Criminal Justice System.
- Liaison and assessment of mental health/substance misuse of individuals within the homeless service.
- Takes a leadership role within a multi-disciplinary context in managing crisis and high risk situations involving clients with addiction problems.
- Mobilises and co-ordinates resources and assumes leadership in managing addiction related clinical crises and high risk situations.
- Provide specialist advice and assessment for staff supporting the service user with substance misuse including suitability for drug treatment orders.

6. WORKING CONDITIONS

The post holder may be exposed to uncontained bodily fluids including urine, faeces and vomit and noxious fumes while visiting a patient in their own home. Home visits will take place following extensive risk assessment as appropriate in line with treatment requirements.

Rare exposure to potential violence which may cause alarm.

7. PHYSICAL, MENTAL AND EMOTIONAL IMPACT

Physical Effort

Moving and Handling skills for equipment use.

Movement and handling of patients occasionally, which may involve assistance to transfer.

Working in patient's own homes where the areas may be cramped or severely unkempt.

Mental Effort

Need to fully therapeutically engage the patient with active listening on a daily basis.

Analyse and prioritise complex data when devising holistic plans of care for patients

with complex needs.

Multi-tasking and prioritising of competing demands on a daily basis.

Daily management of an unpredictable and highly challenging caseload.

Emotional Demands

On a daily basis, maintaining positive regard for individuals who are unable to address problematic behaviours.

At least weekly supporting patients, carers and staff through difficult situations e.g. new diagnosis of BBV or Cirrhosis, complex distressing symptoms, disease progression, limited prognosis, end-of-life issues, bereavement and dealing with challenging behaviour.

Dealing with complaints.

Dealing with potential conflict.

Lone working.

8. STANDARD ELEMENTS

STANDARD ELEMENTS

Confidentiality

Comply with all approved NSWI Policies and Procedures.

Comply with NSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

Health and Safety:

Assist in maintaining own and others' health, safety and security.

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It

is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions support equality, diversity and rights.

This involves:

- a) Acting in ways consistent with the Board's policies and procedures.
- b) Treating those you come into contact with equitably and with respect.
- c) Recognising the need for aids or adaptations.

JOB DESCRIPTION AGREEMENT

I, (Print Name)..... confirm that the job description(s) /person specification(s) attached have been discussed with me and are an accurate and up-to-date account of the duties and responsibilities and skills/qualifications required to undertake the post.

Job Holder's Signature:

Date:

Head of Department Signature:

Date:09.04.2024

NHS WESTERN ISLES
PERSON SPECIFICATION

Job Title: Substance Misuse CPN
Department: Mental Health
Location: Springfield Road, Health Centre, Stornoway

FACTOR	ESSENTIAL	DESIRABLE
1. EDUCATION & TRAINING:	1 ST Level Registration (RMN or RGN) <ul style="list-style-type: none"> • Post Graduate Qualification in Alcohol and Drugs Studies • Non Medical Prescriber 	
2. SKILLS & KNOWLEDGE:	<ul style="list-style-type: none"> • Ability to work independently • Proven record of critical clinical judgement with positive patient outcomes • Mental Health Act • Counselling Skills • Individual or Group therapeutic intervention • Motivational Interviewing • Working Knowledge of mental health policies and procedures. • Risk Assessment • Clinical Governance within Mental Health • Willingness to train as Nurse Mentor to student nurses. • Multiagency public protection arrangements (MAPPAs) • Knowledge of health and social care provision in the Western Isles • Ability to work effectively using knowledge of team dynamics, in multidisciplinary and multi – agency teams 	

	<ul style="list-style-type: none"> • Ability to manage own work load, use designated procedures, and respond to frequent interruptions and unpredictable situations 	
3.WORK EXPERIENCE	<ul style="list-style-type: none"> • Extensive post graduate experience in substance misuse field • Track record of proactive assessment and management of risk. • No less than 5 years post registration experience in area of substance use. 	
4.Disposition:	<ul style="list-style-type: none"> • Positive, assertive, flexible and resilient <ul style="list-style-type: none"> ▪ Physical fitness to meet the requirements of the post ▪ Commitment to client centred, non-discriminatory inclusive practice 	
OTHER	<p><i>Full Driving Licence and Access to a Car</i></p> <p><i>Ability to work across a variety of settings.</i></p>	

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our recently-installed sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.



NHS WESTERN ISLES BENEFITS

Pay

The NHS pay system is known as Agenda for Change (AfC) which applies to all staff excluding medical, dental and executive level managers.

The benefits include a standard working week of 37.5 hours, with pay enhancements to reward weekends, nights and overtime working. This ranges from time plus 88% to time plus 30% depending on your pay band and shifts you work.

Distant Islands Allowance is paid to all staff who live in the Western Isles. This is currently £1,117 per year.

Annual Leave

Annual leave entitlement is 27 working days, rising to 29 working days after 5 years' service and 33 days after 10 years' service. In addition to this, you are entitled to 8 statutory public holidays every year.

Work-life balance

We understand that balancing work and home commitments can sometimes be difficult.

Our policies offer:

- Flexible working including home working
- Paid parental leave
- Paid carer leave
- Paid bereavement leave
- Occupational sick pay scheme

Wellbeing

We recognise that your mental and physical wellbeing is important and we aim to support you in the workplace.

We have a 24-hour confidential helpline to support you and your family through any of life's issues or problems. This includes counselling, family issues, bereavement, financial wellbeing, relationship advice, legal information and more.

NHS Pension Scheme

All new employees will automatically be enrolled in the NHS Pension Scheme, or if you are an existing member your membership will continue.

Key features

- Benefits accrued on a Career Average Revalued Earnings (CARE) basis.
- Normal pension age the same as your State Pension Age.
- Pension accrual rate of 1/54th of pensionable earnings each year.
- Valuable death benefits for your dependents.
- Option to take part of your pension and continue working.

Further information on the benefits of the scheme, can be found at sppa.gov.uk.

Travel & Transport

We participate in the Cycle to Work scheme, enabling you the opportunity to buy a bike tax-free.

Those who need to travel a lot for work will be eligible for a leased car.

Right to Work in the United Kingdom

We will support those that are eligible for a certificate of sponsorship to apply for a work visa. Candidates who require a Certificate of Sponsorship can access further information on the UK Border Agency's new points based system that now governs the way individuals from outside the EEA can work in the UK at bia.homeoffice.gov.uk.

