



Job description and person specification

Together, we are making life better for our communities

Our behaviours, our values, our mission



We will treat you as an individual; feeling valued, engaged and listened to; a focus on health & wellbeing, continuing development, career progression and equality of opportunity; sustainable approach to addressing inequality; offering complete care and concern for our workforce

JOB DESCRIPTION

DATE: 03/03/24

REF NO: AFC489

JOB DETAILS

JOB TITLE: Countywide Health and Wellbeing Nurse

BAND:

HOURS: 37.5

DEPARTMENT: Inclusion

LOCATION: Inclusion Recovery Hampshire

REPORTS TO: Clinical Lead

ACCOUNTABLE TO: Service Manager

RESPONSIBLE FOR:

- With the Harm Reduction Coordinator and Clinical Lead – support and develop the Health and Wellbeing offer across Hampshire
 - Work with pharmacies and needle exchange clients to ensure Health issues are referred/signposted or treated appropriately
 - Link with P2P Hepatitis C project and mobile van service to support appropriate clients
 - With the Clinical Lead, the post holder will support the development of Inclusion's offer of Health and Wellbeing interventions
 - Provide Health and Wellbeing advice/referral/treatment and signposting across Hampshire
 - Promote safer injecting/harm minimisation/over dose awareness and training to clients, staff and other professionals across Hampshire
 - Support nursing students in their placements where needed and provide learning opportunities
 - Report appropriate incidents and complete SI reports when requested by Clinical Lead
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WORKING RELATIONSHIPS

INTERNAL: Administrators, Data Administrators, Recovery Workers, Recovery Nurses, Recovery Practitioners, Medical Staff, Volunteers, Recovery Champions, Team Managers, Inclusion Managers, Clinical Lead, Catch22 Managers, Catch 22 Service Co-ordinators

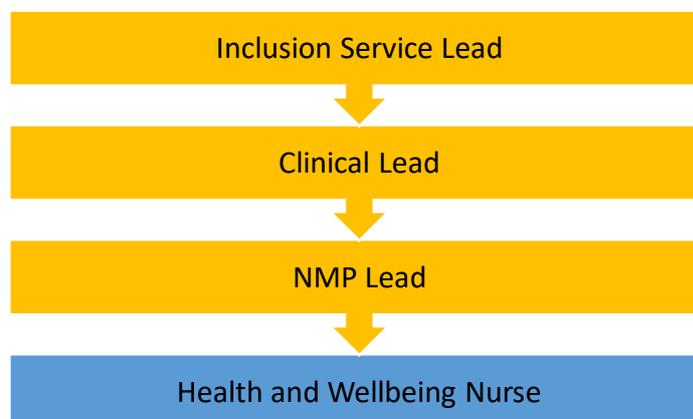
EXTERNAL: GP's, Practice Nurses, Pharmacists, Dentists, Prisons, Probation, Police, Primary and Secondary Healthcare (Physical and Mental Health) Services, Health and Non Health related professionals, Education, Training and Employment (ETE) agencies (including Universities for Nursing/allied health professional students), Housing organisations.

JOB PURPOSE

1. To provide a Health and Wellbeing service specifically for people who use substances and alcohol. This will include health screening and assessment, vaccinations, other health/wellbeing treatment and signposting and onward referral to the relevant services. Working collaboratively in order to reduce the risk of drug and alcohol related harm, this service will aim to increase access to other Health and Wellbeing services and play a significant role in identifying illness early with the aim of accessing the right treatment at the right time.

Please note: This post requires travel across all Hampshire sites.

ORGANISATIONAL STRUCTURE



KEY RESPONSIBILITIES

Main duties and responsibilities

1. To provide a clinical service to people who use our services consistent to their needs including individual treatment and care packages underpinned by a sound evidence base.
2. To deliver an effective health and wellbeing screening, assessment and health clinic in all main sites of IRH, that meets the individual needs of each service user. This will include developing relationships that allow for other Health Services deliver services in.
3. To carry out alcohol and drug detoxification planning with service users.
4. To report to the Clinical Lead for Hampshire.
5. To line manage nursing and other staff working within the Health and Wellbeing Pathway in Hampshire.
6. To facilitate placement and mentorship for student nurses.
7. To develop and maintain effective liaison with other agencies including Criminal Justice Teams, non-statutory services, Specialist Drug and Alcohol Services, primary care, shared care GPs, Community Mental Health Teams, IAPT Service, Social Work Teams, Sexual Health Services, Hospitals (including Specialist Healthcare departments).
8. To support and assist in development of service protocols and policies in line with national guidance for own specialist area.
9. To ensure that accurate notes of all consultations with service users are recorded clearly and fully in clinical notes.
10. To signpost service users to other services, which will meet their needs as identified through screening and assessment and to ensure appropriate liaison with those services is maintained.
11. To provide information to the Clinical Lead, Service Manager, Inclusion Senior Management Team and Catch 22 Management Team when required to do so.
12. To be a specialist resource within the team with regards substance use/alcohol use, to Inclusion, Catch 22 and to other partner agencies and services.
13. To provide clinical support to medical staff including external GPs and the wider Health and Wellbeing Team members.
14. Promote partnership work and develop integrated care pathways with local health and wellbeing agencies, both in primary and secondary care.
15. Responsible for the ordering and monitoring of equipment.
16. To be an authorised signatory for the service (general stock and pharmacy orders).
17. Together with NMP Leads and Clinical Lead ensure Quality Control – PGD's are up to date and that timely checks are made on equipment such as fridges,

medicines, etc. to check in date. To ensure that equipment is serviced as advised by manufacturers.

18. Where appropriate to be able to accommodate those service users who drop in to see the doctor and their key worker and provide them with BBV and health screening.
19. Train and support other nursing, medical and recovery staff in delivering health and wellbeing assessments specific to substance use such as but not limited to; LFT, ECG, physical health assessment, vaccinations, BBV tests, sexual health screening, basic observations.
20. Work with local GPs and pharmacies. To ensure all test results such as blood tests, ECGs, LFTs are reviewed by medical staff if any concerns are identified, and a copy is sent to their local GP.
21. Record and document information on ILLY Care-Path. Work with the data admin team to produce a spreadsheet to monitor the health and wellbeing clinic and to provide this information to the Clinical Lead on a monthly basis.
22. Maintain continuous professional development (CPD) as per NMC code and revalidation requirements.
23. To support and develop all promotional material regarding health and wellbeing locally and nationally.
24. To provide tailored treatment interventions including community detoxification, medication titration, stabilisation programmes and relapse prevention plans.
25. Independently assess and diagnose a complex range of patients and formulate care plans.
26. Promote the role internally and externally.

Staff Support

27. To line manage the staff who will operate within the Health and Wellbeing Pathway.
28. To provide support and information to the staff team in areas of clinical expertise.
29. Mentorship of student nurses/midwives.
30. To provide group clinical supervision in the absence of the Clinical Lead.

Training

31. To keep up to date with general health developments in the field of drug and alcohol treatment and to be aware of the health and wellbeing implications often faced by Inclusion Hampshire service users.
32. To participate in a programme of education and training for Inclusion staff.
33. Identify own training needs through supervision, appraisal and the Knowledge and Skills Framework.

34. To demonstrate knowledge and skills gained from continuing education and work experience in the blood borne virus fields.
35. Ensure mandatory training is fully completed and training completion timelines are observed at all times.

General

36. To contribute to strategy development for the service and for Inclusion.
37. To contribute and support the service in ensuring it meets the CQC key lines of enquiry domains.
38. To encourage service users to be involved in their own treatment and in the development of the Treatment Services.
39. Ensure confidentiality and security of written and verbal information acquired in a professional capacity whilst appropriately sharing information with colleagues in line with GDPR requirements and Trust Information Governance policies.
40. Demonstrate knowledge of ethical issues and their impact on the healthcare of drug users and their families.
41. Follow professional codes of conduct.
42. Be available for and engage with line management and clinical supervision on a regular basis.
43. To attend all appropriate training to maintain competency within the role.
44. To represent the service and Inclusion positively in attendance at all relevant meetings.
45. To engage with all IT systems, data collection requirements, monitoring and evaluation procedures, prepare and present reports when required.
46. Undertake any other duties deemed relevant and reasonable within the role and as stipulated by Manager.
47. Be committed to the equal opportunities and diversity policies of Midlands Partnership Foundation NHS Trust and consistent with professional requirements.

Systems and equipment

48. To contribute to the development of systems and interventions as and when required.
49. To familiarise and use IT equipment as provided by Inclusion and to include ILLY (or any other introduced) and accurately record all required information.
50. To be familiar with use of the NHS spine, including Information Governance policies associated with its use.
51. To be able to work effectively using digital platforms to enable best possible engagement with service users, colleagues and other professionals.

Decisions and judgements

- 52. To make decisions based on effective communication and risk management.
- 53. To be able to identify and seek management advice where appropriate.
- 54. To identify training needs and utilise supervision effectively.
- 55. To be aware of, maintain and promote professional boundaries at all times.

Communication and relationships

- 56. To effectively communicate and work collaboratively with a range of people including service users and their families/carers, colleagues, external partners/providers to ensure the service users' needs are met.
- 57. To effectively communicate with people where there are barriers to understanding.
- 58. To work within and promote an Integrated Drug and Alcohol Recovery Service.
- 59. To be professional at all times, including whilst representing Inclusion at internal and external events.
- 60. To take part in appropriate training and development.

Physical demands of the job

- 61. To use IT equipment on a daily basis.
- 62. Working remotely via digital platforms.
- 63. To be able to work in different geographical areas for the service.
- 64. To work flexible hours in line with service needs (i.e. evening, bank holidays and weekend as and when required).
- 65. The ability to maintain concentration over long periods.
- 66. The post holder will occasionally be exposed to highly distressing circumstances through assessment of patients and/or providing clinical supervision.
- 67. The post holder may occasionally be exposed to bodily fluids whilst undertaking physical health assessments/examinations.

Most challenging / difficult part of the job

- 68. To be responsible for your own security and safety and be fully compliant with Trust policies.

JOB STATEMENT

<p>Infection Control</p>
<p>Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.</p>
<p>Learning and Development</p>
<p>As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in PDC / appraisal processes in line with Trust policy and guidance.</p>
<p>Health and Safety</p>
<p>As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.</p>
<p>Constitution, Competence and Capability</p>
<p>As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.</p>
<p>Dignity at Work Statement</p>
<p>Midlands Partnership University NHS Foundation Trust is committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.</p>
<p>Safeguarding Children and Vulnerable Adults</p>
<p>All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well-being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.</p>
<p>Environmental Sustainability and Net Zero</p>
<p>As an employee of the Trust you have a responsibility to be familiar with policies and procedures relating to environmental sustainability and the Net Zero agenda. You are actively encouraged and supported to explore and implement sustainable ways of working within your role to reduce carbon and minimise the environmental impact of health and social care.</p>

PERSON SPECIFICATION

JOB TITLE: Countrywide Harm Reduction Health and Wellbeing Nurse	
DEPARTMENT: Inclusion	BAND:

*Assessed by: A = Application I = Interview R = References T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
QUALIFICATIONS & TRAINING			
Qualified Nurse – Adult/Mental Health	A/I	NMC approved mentorship / practice assessment programme	A/I
Extensive experience of substance misuse/detox and harms associated with the client group	A/I	Expertise on physical health such treatments as wound care	A/I
		Health and well-being assessment	A/I
EXPERIENCE			
Willingness to contribute toward training & mentoring	A/I	Experience of developing and delivering group work	A/I
Previous experience of working with drug and alcohol users	A/I	Understanding of physical health conditions associated with substance misuse	A/I
Evidence of working effectively within a multi-disciplinary health and social care setting	A/I		
Experience of developing links with one or more services to develop care	A/I		

pathways to support the needs of service users			
Significant experience in physical health screening and assessment	A/I		
Significant demonstrable experience of harm reduction approaches to working with people who use drugs and/or alcohol	A/I		
Evidence of promoting research, evidence based practice, clinical excellence and quality approaches to support outcome focussed care	A/I		
Experience of the administration and management of medicines according to policy and local protocols	A/I		
Excellent communication skills and a willingness to promote service user involvement	A/I		
Line management, supervision and case management experience	A/I		
The ability to work under pressure	A/I		
Excellent presentation skills both written and oral including the ability to produce and present reports	A/I		
SKILLS, KNOWLEDGE & ABILITIES			
Excellent knowledge of blood borne viruses, sexual health, health inequalities, physical/mental health screening and assessment in	A/I	Knowledge of criminal justice field	A/I

substance and alcohol use			
Ability to work effectively as a member of a team and demonstrate positive leadership attributes	A/I	Knowledge of the older adult within substance and alcohol use services	A/I
Excellent understanding of medicines prescribed within substance and alcohol use treatment and their side effects and adverse reactions	A/I		
Ability to promote community detoxification and support staff, service users and their carers	A/I		
Ability to work with people who use drugs/alcohol in a community environment	A/I		
Ability to prioritise	A/I		
Ability to work collaboratively with other professionals	A/I		
Good interpersonal skills and communication skills	A/I		
Ability to work under pressure	A/I		
Ability to work flexibly to meet the needs of the service	A/I		
Good IT skills	A/I		
Ability to liaise and build links with relevant statutory and non-statutory agencies	A/I		
Ability to collect, analyse, interpret and keep statistical data and produce well written reports	A/I		
A willingness to undertake home visits	A/I		
A commitment to and understanding of equal opportunities and respect for diversity	A/I		

Standard keyboard skills	A/I		
PERSONAL ATTRIBUTES			
An ability to assimilate new concepts and approaches to care	A/I	Demonstrate values that are complementary to those of the organisation service	A
An ability to meet contractual requirements	A/I		
Commitment to work within the framework of the recovery agenda	A/I		
An ability to travel within the geographical work area	A/I		
Reliable and punctual	A/I		
A desire to improve access to health and wellbeing services for those who use drugs and/or alcohol	A/I		
An ability to communicate effectively when working with people who may have barriers to understanding and/or who may have complex health and social circumstances	A/I		

JOB HOLDER	SIGNATURE
	DATE
MANAGER	SIGNATURE
	DATE