

Job Description

Post Title	Dual Diagnosis (Inpatient / or Rehab) Senior Practitioner (3 posts in total – equivalent 1 fte for rehab and 2fte for Inpatient acute services).
Band	7
Directorate	Manchester
Location/Base	Manchester Services
Responsible to	Operational Management Inpatient/rehab
Accountable to	Dual Diagnosis Lead (MDDLs)

Job Summary/Purpose

Manchester Dual Diagnosis Liaison Service (MDDLs) provided training to over 1500 members of staff and over 250 case advice sessions to front line practitioners based within mental health and substance use services. The team is looking to support three new posts within Inpatient Psychiatric Acute service and the Rehabilitation Division. Short term funding has been approved with a view to provide better and more integrated responses to those with co-occurring mental health, alcohol & substance use.

Banded at NHS afc Band 7 (12-month secondment or fixed term post) this post will be line managed within inpatient or rehab services and close clinical support in the delivery of the role will be provided by MDDLs.

The new senior practitioners will specialise in the facilitation of a co-occurring conditions clinic model. They will offer dual assessment, formulation, brief intervention, extended intervention & planning to inform service inclusion requirements with the integrated drug and alcohol service Change, Grow, Live (CGL). This will occur either during inpatient stay or as part of their discharge plan and handover to community mental health and/or substance misuse services or supported accommodation.

These roles would enhance pathways to substance use services more broadly (i.e. substance use rehab) and would also support continuity of care between inpatient and community services. These three roles would provide support to embed the existing training, provide role modelling support and respond to incidents, three-day reviews and to incorporate learning to staff teams in the inpatient/rehab units. This could include reflective supervision groups.

The successful candidates will be required to develop a good working relationship with ward staff and across the multidisciplinary team. They will develop and promote their own role within the service in which they are based and encourage staff to refer patients. Successful candidates will identify their own areas of professional development and work as independent autonomous professionals.

Central to the care approach in this service is a focus on ensuring that people are not excluded from mental health services because of cooccurring substance misuse nor from substance misuse services because of cooccurring severe mental illness. This post covers multiple inpatient sites and ability to travel is required and each member of staff may be required to cover for each other on leave as required.

There will be continuing professional development opportunities relevant to the post.

Main Duties & Responsibilities

Heading	Duty/Responsibility
Clinical Practice Expertise	<ul style="list-style-type: none"> • Delivery of dual diagnosis case advice, in line with national best practice guidance, NICE and Department of Health

	<p>guidance, Trust policy, and in consultation with other dual diagnosis colleagues.</p> <ul style="list-style-type: none"> • Have a good working knowledge of approaches of support to people with co-occurring mental health, alcohol and drugs. • To have a good working knowledge of Motivational Interviewing • To provide supervision, consultation and advice to team members from all professional backgrounds, in order to facilitate high quality, comprehensive and prompt dual diagnosis assessments and interventions. • Work collaboratively with colleagues and service leaders to agree and implement dual diagnosis plans that address the development and sustenance of high-quality practice within the service, including structures that would help embed performance reporting into service monitoring systems. • Work with colleagues to implement harm minimisation measures that ensure safe environments; minimising substance use on Trust premises and potential harms for service users, visitors, and staff. • To carry a small, specialised caseload, when required, of clients with complex dual diagnosis disorders including clients presenting with high levels of risk and co-morbidity. • To consider development of dual diagnosis champions in their role development, the development of the dual diagnosis group work initiative and the development of policy and practice within their host wards. • To provide specialised dual diagnosis assessments of referred patients, based on appropriate use, interpretation and integration of complex information from a variety of sources, including general assessment, self-report measures, rating scales and semi-structured interviews with clients, family members and others involved in the client's care. • To develop highly specialised formulations and advice for referred clients, based on an appropriate conceptual framework of the client's problems and drawing upon extensive theoretical knowledge of different explanatory psychological and psychiatric models and specialist expertise in the implementation of evidence-based practice. • To ensure information about services and pathways is current and accessible and promote positivity within the wider health and social care system. • To advise on specialised risk assessment and risk management of clients presenting with vulnerability, self-harm and/or risk of physical, sexual or emotional harm to others or self in the context of their substance misuse. • To provide general advice to other professions on substance misuse aspects of risk assessment and management.
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	<ul style="list-style-type: none"> To effectively manage high levels of emotional distress including expressions of anger, suicide and self-harm displayed by clients.
Policy and Practice	<ul style="list-style-type: none"> To support implementation of systems to ensure all service users are being assessed for alcohol and drug use as part of a comprehensive assessment and information is recorded in line with Trust standards. Support delivery and implementation of GMMH Trust wide dual diagnosis policy.
Service Development and Audit	<ul style="list-style-type: none"> To support the development of ongoing liaison with local substance misuse services to promote effective collaborative planning and transfer of care where appropriate. To work collaboratively with team managers to inform the supervision, appraisal and development of PDRs of team members in relation to dual diagnosis.
Professional Practice	<ul style="list-style-type: none"> To work as an autonomous professional within guidelines of the relevant professional body and the policies and procedures of the service, taking full responsibility for own work including To exercise autonomy and responsibility for the provision of treatment advice to the inpatient MDT's in relation to admission and discharge of clients with complex substance misuse difficulties.
Carers and Service Users	<ul style="list-style-type: none"> To facilitate carers/family members' involvement in training where appropriate and ensure they are offered information about support groups. To contribute to the consultation and engagement of service users in planning and developing services.
Serious Incidents	<ul style="list-style-type: none"> To participate in the monitoring and review of any serious incidents that involve dual diagnosis cases as appropriate
Training and Resource	<ul style="list-style-type: none"> To act as a dual diagnosis resource for services, accessing and disseminating up to date information on guidance, research/audit and promoting implementation of same. To identify individual and team training needs and design and coordinate/ deliver bespoke dual diagnosis training for individuals and teams in conjunction with existing trainer. To contribute to the design and delivery of Trust wide dual diagnosis training and provide post-training support and supervision in conjunction with existing trainer. To provide supervision and development opportunities for junior dual diagnosis colleagues and other clinicians as appropriate
Communication and Liaison	<ul style="list-style-type: none"> To communicate regularly with partner agencies involved in the treatment of people with dual diagnosis. To support regular contact with substance misuse services to promote information sharing, joint care planning and seamless care pathways. To communicate regularly with Dual diagnosis lead and other dual diagnosis practitioners elsewhere in the Trust and also

	<p>keep abreast of developments in local substance misuse services.</p> <ul style="list-style-type: none"> • To skilfully deliver specialised dual diagnosis training and highly complex and sensitive information to clients, carers and colleagues if required. • To attend and develop local Dual Diagnosis Meetings
<p>Trust Mandatory On-going Requirements - to be met by the candidate after commencing in post, these will not be assessed at the recruitment stage</p>	<ul style="list-style-type: none"> • To undertake any other reasonable duty, when requested to do so by an appropriate Trust manager. • To understand and comply with all Trust policies, procedures, protocols and guidelines. • To understand the Trusts Strategic Goals and how you can support them. • To understand the need to safeguarding children and vulnerable adults and adhere to all principles in effective safeguarding. • To carry out all duties and responsibilities of the post in accordance with Equal Opportunities, Equality and Diversity and dignity in care/work policies and principles • To avoid unlawful discriminatory behaviour and actions when dealing with the colleagues, services users, members of the public and all stakeholders. • To access only information, where paper, electronic, or, in another media, which is authorised to you as part of the duties of your role. • Not to communicate to anyone or inside or outside the NHS, information relating to patients, services users, staff, contractors or any information of a commercially sensitive nature, unless done in the normal course of carrying out the duties of the post and with appropriate permission. • To maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. • To ensure their day to day activities embrace sustainability and reduce the impact upon the environment by minimising waste and maximising recycling; saving energy; minimising water usage and reporting electrical faults, water leakages or other environmental concerns to the facilities department or their line manager. • Take reasonable care of the health and safety of yourself and other persons • To contribute to the control of risk and to report any incident, accident or near miss • To protect service users, visitors and employees against the risk of acquiring health care associated infections. • To take responsibility for your own learning and development by recognising and taking advantage of all opportunities to learn in line with appraisal and supervision.

Further Information for Postholder(s)

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process. All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy

Person Specification

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<p>Essential Criteria - The qualities without which a post holder could not be appointed.</p>	<p>Desirable Criteria - Extra qualities which can be used to choose between candidates who meet all the essential criteria</p>	<p>How Assessed – AP = Application form IN = Interview OA = Other Assessment</p>
<p>Education / Qualifications - to be able to complete the duties as laid out on the Job Description</p>		
<p>Education and Qualifications</p> <ul style="list-style-type: none"> • Relevant professional qualification (RMN, Social Work) or • Post education qualification relevant to addictions • Psychosocial Intervention qualification e.g. cert in MI / diploma in CBT. Trained in delivering Link Node Mapping 	<p>Motivational Interviewing competence assessed</p>	<p>Interview OA</p>
<p>Experience - to be able to complete the duties as laid out on the Job Description</p>		
<p>Experience</p> <ul style="list-style-type: none"> • Experience working with service users in a specialist substance misuse service or • Experience of working with service users in an inpatient mental health setting • Experience of assessing service users needs and involving them in the planning of their care • Experience of leading on a piece of work that has contributed to effective and efficient service delivery • Experience of working as part of a team in order to achieve a shared vision/goal • Experience of maintaining quality standards in ones work 		<p>AP</p>

Knowledge - to be able to complete the duties as laid out on the Job Description		
Knowledge <ul style="list-style-type: none"> • Knowledge of the physical, psychological and social effects of substance misuse and appropriate interventions • An understanding of the complex needs of this client group • Understanding of current national policy and initiatives in relation to working in the mental health and substance misuse field • Knowledge of equal opportunities legislation • An awareness of policies & procedures in relation to confidentiality, information sharing, and child protection 		AP Interview
Skills and Abilities - to be able to complete the duties as laid out on the Job Description		
Skills & Abilities <ul style="list-style-type: none"> • Ability to handle challenging situations and behave in a professional manner • Ability to communicate with a wide range of people including: service users, carers, members of the public and other professionals • To have a positive regard for people with co-occurring mental health, alcohol or drug use and to understand the importance of involving them in their care • Good organisational skills • Ability to use one's own initiative and work autonomously, seeking support and advice where necessary 	<ul style="list-style-type: none"> • 	Interview AP OA

<ul style="list-style-type: none"> • Ability to present information in an effective and professional manner • IT skills and ability to use Microsoft Word, Internet and e.mails • Motivated to work towards creating a safe, open & trusting environment • Commitment to one's own professional development 		
Other Requirements - to be able to complete the duties as laid out on the Job Description		
<p>Work Circumstances</p> <ul style="list-style-type: none"> • Prepared to work flexibly to meet the needs of the service 		

The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.

Drawn up by: Ben Metcalfe
Designation: Dual Diagnosis Service Lead - MDDL
Date: 06/02/2024