

Job Description

Job Title: SMS Recovery Hub Lead (NMP)
Accountable to: Operation Recovery & Partnership Lead
Professionally accountable to: Regional Primary Care Lead Nurse

Practice Plus Group's mission is **Access to Excellence**. Our core values are;

- we treat patients and each other as we would like to be treated
- we act with integrity
- we embrace diversity
- we strive to do things better together

Patients can only access excellence if we commit to living our values in everything we do when we're at work.

We believe in putting the patient first, regardless of the environment or their history. The prison population is one of the most vulnerable and challenged patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.



The role

The post holder will demonstrate courageous and critical thinking as a caring, compassionate and committed experienced nurse who, acting within their professional boundaries, will provide care for the presenting patient from initial Substance Misuse history taking, clinical assessment, diagnosis, treatment and evaluation of care across multiple sites. They will demonstrate safe, competent clinical decision-making and expert care, including assessment and diagnostic skills, for patients within multiple health in justice sites and via digital technologies.

The post holder will commit to demonstrating critical thinking in the safe clinical decision-making process. They will communicate and work collaboratively with the general practice teams across sites to meet the needs of Substance Misuse Service (SMS) patients, supporting the delivery of policy and procedures, and providing nurse education and leadership as required. Demonstrating all four pillars of advanced clinical practice.

Clinical Practice:

- Assess, diagnose, plan, implement and evaluate treatment/interventions and care for patients presenting with an undifferentiated diagnosis.

- Clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly.
- Assess, diagnosis, plan, implement and evaluate interventions/treatments for patients with complex needs.
- Prescribe and review medication for therapeutic effectiveness, appropriate to patients SMS needs and in accordance with evidence-based practice and national and practice protocols, and within scope of practice.
- Work with patients in order to support compliance with and adherence to prescribed treatments.
- Work in partnership with other services such as Psychosocial, mental health and community providers.
- Provide information and advice on prescribed or over-the-counter medication on medication regimens, side-effects, and interactions.
- Prioritise health problems and intervene appropriately to assist the patient in complex, urgent or emergency situations, including initiation of effective emergency care.
- Support patients to adopt health promotion strategies that promote healthy lifestyles, and apply principles of self-care.
- Assess, identify, and refer patients presenting with mental health needs.

Communication:

- Utilise and demonstrate sensitive communication styles, to ensure patients are fully informed and consent to treatment.
- Have the ability to assess patients via virtual platforms.
- Communicate with and support patients even when messages are difficult to convey.
- Communicate effectively with patients and carers, recognising the need for alternative methods of communication to overcome different levels of understanding, cultural background and preferred ways of communicating.

Delivering a quality service:

- Recognise and work within own competence and professional code of conduct as regulated by the NMC.
- Produce accurate, contemporaneous, and complete records of patient consultation, consistent with legislation, policies, and procedures.
- Deliver care according to NSF, NICE guidelines, and evidence-based care.
- Assess effectiveness of care delivery through self and peer review, benchmarking, and formal evaluation.
- Evaluate patients' response to health care provision and the effectiveness of care.
- Support and participate in shared learning across the practice and wider organisation.

- Use a structured framework (e.g. root-cause analysis) to manage, review and identify learning from patient complaints, clinical incidents, and near-miss events.

Leadership – personal and people development:

- Act as a clinical leader in the delivery of practice nursing services.
- Take responsibility for own learning and performance including participating in clinical supervision and acting as a positive role model.
- Support staff development in order to maximise potential.
- Contribute to the development of local guidelines, protocols and standards.

Team working:

- Understand own role and scope and identify how this may develop over time.
- Work as an effective and responsible team member, supporting others and exploring the mechanisms to develop new ways of working across multiple sites.
- Delegate clearly and appropriately, adopting the principles of safe practice and assessment of competence.
- Create clear referral mechanisms to meet patient need.

Management of Risk:

- Manage and assess risk within the areas of responsibility, ensuring adequate measures are in place to protect staff and patients.
- Monitor work areas and practices to ensure they are safe and free from hazards and conform to health, safety and security legislation, policies, procedures and guidelines.
- Ensure appropriate supervision of safe storage, rotation and disposal of vaccines and drugs. Oversee the monitoring, stock control and documentation of controlled drug usage according to legal requirements where appropriate.

Managing Information:

- Use technology and appropriate software as an aid to management in planning, implementation and monitoring of care, presenting and communicating information.
- Understand responsibility of self and others to the primary care teams regarding General Data Protection Regulation (GDPR)

Learning and development:

- Undertake mentorship for more junior staff, assessing competence against set standards.
- Disseminate learning and information gained to other team members in order to share good practice and inform others about current and future developments (e.g. courses and conferences).
- Assess own learning needs and undertake learning as appropriate.
- Provide an educational role to patients, carers, families and colleagues in an environment that facilitates learning.



About you

- Registered Nurse – Adult or Mental Health (RGN or RMN) with current NMC registration
- Independent/supplementary prescriber qualification and nurse prescribing.
- Experience of working with opiate dependant patients.
- Clinical supervision training and experience.
- RCGP 1 in Substance Misuse or willingness to undertake.
- Significant experience working autonomously post registration as an Non Medical Prescriber following best practice guidance and identifying risks to patients through sound use of clinical expertise.
- Evidence of implementation of local and national policies e.g. NICE guidance, developing protocols/care pathways and monitoring effectiveness.
- Demonstrates understanding of the role of primary care professionals within the Health in Justice Services and the impact of current government/regional policy developments Proven ability to develop and lead a team both within the nursing profession and multi professional working, within the service and across organisational boundaries.
- Experience demonstrating high levels of clinical expertise in decision making and judgement, enabling the development, monitoring and improvement of standard of care through supervision, clinical practice, audit, research, education and professional leadership.

- Carry out comprehensive assessments, initiate and review individual recovery plans and confidently communicate the full range of treatment options available to patients.
- Knowledge of clinical audit and its relationship to research.
- Knowledge of the statutory requirements for the safeguarding of adults and children.
- Willing to be innovative and embrace learning through continued professional development and the practical application of new skills in the workplace.
- Excellent communication skills and ability to communicate openly, consistently and clearly with a range of key stakeholders in a variety of settings.
- A non-judgmental, patient centred and compassionate approach.
- Strong IT skills and IT literacy including competence in digital platforms for consultation and Outlook and SystemOne.
- Proactive problem solving skills and flexible attitude to working arrangements.
- Ability to work within a busy environment and prioritise workload.
- Ability to work within own scope of practice understanding when to refer to GP's.



Additional information

Disclosure and Barring Service- a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

Prison Vetting- a HMPPS (Her Majesties Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.

Education and Training- continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.