



Job Description

Job Title: **Regional Substance Misuse Lead**
Accountable to: **Regional Manager**

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

As the Regional Substance Misuse Lead will provide subject expertise in substance misuse care in order to consistently develop high quality, safe and cost effective substance misuse care services for patients. In conjunction with the other regional leads will provide leadership to our substance misuse services within the regions, supporting the network of services.

As a Regional Substance Misuse Lead with Practice Plus Group, you will support the Head of Substance Misuse in driving the implementation of our strategy:

Provide outstanding evidence based care, listening and acting on patient feedback so that care is personalised and informed by what matters to them. You will provide strong professional leadership across the region and to wider teams

Deliver non-judgemental planned care, building therapeutic relationships and promoting professional boundaries. You'll make a real difference embedding PPG's Strategies. Following our policies, procedures and always thinking Safeguarding. Leading and delivering on project objectives and targets

Inspire and forge strong links with our partners and stakeholders, providing a service that people can trust, feel safe within and feel proud of

Promote best practice, supervision, evidence based care and continuous quality improvement, embedding a culture of reflection and shared learning patients taking ownership for their health and wellbeing

Share knowledge, skills and expertise to ensure safe care to manage and lead your clinical and non-clinical colleagues to do a great job



Professional standards:

- Providing a visible and accessible presence when visiting our Prison & ICR sites ensuring patients and staff have the opportunity to seek information, help and support or to share problems or successes
- Maintain own professional competence and credibility seeking opportunities to role model standards of care and expected behaviour, to measure agreed standards of practice.
- Maintain own personal professional development and participate in the joint PCR review process with the Regional manager and Head of Substance Misuse service.
- Support the facilitation of improvements as necessary in response to changes in best practice, corporate governance approaches or external standards.

Safety and Quality of Patient Care:

- Promote a culture of openness and transparency in line with the duty of candour and ensure that all incidents of poor care and harm are investigated openly, reported widely and clear changes and improvements to practice are implemented within the agreed governance framework.
- In collaboration Patient Safety & Compliance Managers and Regional Medical Lead, ensure that the quality of care and outcomes within Health in Justice are continuously assessed and improved.
- Be an expert source of advice in relation to legislative and statutory guidance pertinent to the service line, particularly CQC's Essential Standards of Quality and Safety and NICE guidance.
- Ensure that risk management and continuous audit are an integral part of care, promoting this within the multidisciplinary team to demonstrate an improvement in outcome for our patient group.

Vision and Leadership:

- You will be a member of the Regional Senior Management Team (SMT) providing leadership and subject expertise to regional discussions and decisions, including matters of assurance.
- Act as a role model to healthcare teams, encouraging effective working relationships and the development of a cohesive regional team, working with a common philosophy
- Represent Health in Justice with external agencies including NHS England and regional commissioners, other service providers, networks, patients, communication groups, and other national bodies.
- Working in collaboration with site service leads, continuously review and, where necessary, support with re- design of the clinical and psychosocial workforce and skill mix, including the embedding of robust competency frameworks.
- In conjunction with the Regional Medical Lead, lead the development and delivery of substance misuse in Health in Justice regionally
- Support the development of new roles within substance misuse services in line with community services, exploring opportunities to link with community and 3rd Sector care networks
- Empower the teams to highlight areas for change and development, by demonstrating leadership and change management skills.

Professional development

- To work with national training team and Professional Practice and Development Lead to develop and deliver training and supervision sessions across the region
- Identify and respond to own development needs, taking responsibility for keeping up to date with new developments.



About you

- Registered professional with current active registration (NMC, GPHC, HCPC)
- Specialist qualification or considerable experience relevant to Health in Justice Services or equivalent experience in primary care
- Non-medical prescriber qualification
- Advanced theoretical and practical knowledge of a wide range of approaches to the management of patients, demonstrated by advanced clinical reasoning, advanced clinical assessment skills, ability to work autonomously
- Experience of delivering innovative practice and service development showing improved patient outcomes
- Experience of patient safety systems and processes including quality assurance of patient safety
- Previous experience of supervision and support for junior staff and students
- Evidence of continued professional development – including reviewing current practice and research developments within specialist area and application to clinical practice
- To have proven experience of engaging with and undertaking service development through pathway leadership
- To have proven compassionate, inclusive clinical leadership skills
- Knowledge of the statutory requirements for the safeguarding of adults and children
- Promotes a patient centred approach to patient care and service improvement
- Ability to identify risks, anticipate issues and create solutions and to resolve problems in relation to project or service delivery.
- Able to disseminate information in both written format and in public speaking forums
- 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
- Excellent written and verbal communication skills demonstrating the use of a variety of



media/IT skills

- Proven ability of planning and delivering programmes and projects and services on time.
- Ability to translate and integrate evidence based research/guidelines into the development of local pathways of care
- Ability to develop working relationships locally, regionally and nationally
- Ability to impart complex information to teams and patients



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.