

Job Description

Job Title: Substance Misuse/Early Days in Custody Lead
Reportable to: Deputy Head of Healthcare
Accountable to: Head of Healthcare

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

In order to meet the needs of patients in our prisons, Practice Plus Group has developed an exciting new integrated approach to the provision of care. Teams will work together at each stage of the patient journey, supporting them as they arrive in the prison (Early Days in Custody Team), delivering the care they need, promoting good health and supporting resettlement (Planned Care Team) and responding to urgent and emergency needs (Unscheduled Care Team).

As a member of the Healthcare Department's senior management team, you will be responsible for providing the day-to-day clinical and operational management of the Substance Misuse and Early Days in Custody service (SM-EDiC). You will work collaboratively with the multidisciplinary team, our psychosocial healthcare partner and the HMPPS Drug Strategy Lead to contribute to the strategic direction of the substance misuse strategy in the prison. You will also work as part of a multidisciplinary team ensuring patients arriving into HMP Brixton receive a full assessment, understanding their risks and needs to enable proactive care planning. To support them through their time in custody you will access services and receive assessments in a timely manner, work with a variety of registered and non-registered professionals including; mental health, primary care and allied health professions as well as HMPPS. You and your dedicated team will manage the care of all patients coming into the prison within their first 10 days.

Where required, you will ensure an appropriate recovery-orientated Early Days care plan is put in place - one that focuses on delivering integrated seamless person-centred care aligned to the clinical service models already in place within the prison. You will help to ensure that prison and healthcare staff are appropriately informed, feel engaged, and supported to enable them to support the patients within the prison.

You will support your team to carry out comprehensive assessments, confidently communicating



treatment options, and initiating supportive care plans, working with individuals on a 1-2-1 basis alongside the wider multi-disciplinary team.

There will be an expectation for the post holder to lead/contribute to clinical audits. You will be accountable responsible to the Head of Healthcare, ensuring management of the service meets its contractual obligations.

This includes ensuring all operational and clinical data requirements on the Key Performance Indicators (KPI's) are submitted within agreed deadlines and that KPI data is utilised to manage the performance of the team. You will be responsible for rota management and ensuring clinical oversight of your staffing team. You will also be responsible for stock management and ordering of resources.

You will also;

Provide outstanding evidence based care, listening and acting on patient feedback. Ensuring that care is personalised and informed by what matters to them. You will also provide assessment, diagnostics, treatment and continued management of patients with acute and long term medical conditions.

Deliver non-judgemental care by leading the team to deliver care that is safe, high quality, patient centred whilst meeting CQC requirements following our policies, procedures and always considering safeguarding.

Inspire excellence in your colleagues by pro-actively leading and motivating the team recognising that our workforce is our most valuable asset. You will provide professional leadership to the nursing team to ensure we provide a service that people can trust, feel safe within and feel proud of.

Promote best practice, clinical supervision, evidence based care and continuous quality improvement embedding a culture of reflection and shared learning.

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

About you

- Registered general Nurse registered with NMC
- Evidence of appropriate clinical professional development activity to maintain up to date knowledge and ongoing competence
- Evidence of working autonomously and as part of a team
- Proven ability to evaluate the safety and effectiveness of their own clinical practice.
- Experience of minor illness, clinical management and patient referrals.
- Computer literate.
- Understanding the principles of clinical governance.
- Understanding of systems to gain an understanding of the health needs of prison population as they relate to primary care.
- Understanding of evidence based practice.
- Knowledge of national standards that inform practice (National service frameworks, NICE guidelines etc.)
- Knowledge of identifying long term conditions e.g. Asthma, COPD, Diabetes, CHD
- Knowledge of the NHS & government policies
- Good interpersonal skills and ability to communicate with clinicians, health care professionals, external stakeholders, HMPPS partners and patients.
- Understanding and accountability arising from the NMC Code of professional conduct and medico-legal aspects of the nurse practitioner role.



- Ability to assess and manage patient risk effectively and safely.
- Understanding of equal opportunity and diversity issues.
- Well-developed word processing/data collection/ IT skills
- Excellent interpersonal, verbal and written communication skills
- Ability to manage own workload and meet objectives and targets.
- Ability to analyse data and information, drawing out implications for the individual patient/impact on care plan.
- Able to establish and maintain effective communication pathways within the organisation, the local CCGs and with key external stakeholders.
- A non-judgmental, patient centred and compassionate approach
- Good IT skills and IT literacy
- Proactive problem solving skills
- Flexible attitude to working arrangements
- Ability to work within a busy environment



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.