

Senior Specialist Substance Misuse Nurse Role Profile



...Leading the delivering of high quality, specialist, effective and safe nursing interventions within a substance misuse service

WHAT I AM ACCOUNTABLE FOR:

- Ensuring the delivery and development of high quality, safe and effective clinical practice, pathways and multi-disciplinary team in line with the national drug strategy aims and wider health improvement agenda;
- Supporting with the leadership within the clinical team including providing line management, nurse leadership and mentorship;
- Ensuring holistic assessment of complex service user needs, providing consultancy and coaching support where required;
- Ensuring effective nurse triage, assessment and monitoring of substance misuse & related health needs (including assessing dependency and withdrawal), safe management of medically assisted community alcohol detoxes in line with policy;
- Acting as a subject matter expert in a specific area of practice (e.g. long term conditions, alcohol)
- Ensuring that all medication is administered safely in line with service PGDs/PSDs;
- Oversight of effective medicines optimisation processes including clinical checks, controlled drug process monitoring, other medication storage and stock compliance/recording processes in line with policy;
- Provide effective incident management, case review and completion of follow up processes;
- Supporting case advocacy or incident escalation either internally and with other partner agencies where appropriate;
- Contribute and provide leadership in key areas e.g. effective clinical governance processes including clinical audit planning/activities and the dissemination of key learning within the service and nationally;
- Monitoring and ensuring a high standard of clinical record keeping in accordance with Turning Point policy and procedures.

HOW I OPERATE:

Values Led Leadership

- I treat all others with respect, listen to and empower my colleagues and the people we support to create an inclusive and positive environment that enables others to thrive and feel valued;
- I actively take ownership and accountability for personal and professional development and that of my team;
- I provide practice oversight, bespoke and blended feedback and coaching to my colleagues to support continual practice development centred around safe and effective treatment;
- I uphold and maintain professional boundaries, adhere to the NMC code of conduct and ensure that I represent my organisation positively at all times.

WHAT I NEED:

Skills \ Knowledge

Essential:

- Registered RMN or RGN with evidence of post registration development, professional and personal.
- Demonstrable understanding of the substance misuse sector and health issues relating to substance misuse
- Leadership or management qualification or willingness to work towards one.
- Minimum of 2 years at Specialist Nurse within substance misuse or Band 6 equivalent.
- Demonstratable experience of clinical leadership and undertaking clinical supervision.

Senior Specialist Substance Misuse Nurse Role Expectations



PEOPLE:

- Working within and lead a multi-disciplinary team to plan, schedule and deliver person centred and holistic clinical interventions and assessment to those with a varying degree of complexity.
- Timely and effective communication with colleagues within my team, the wider organisation and partner agencies.
- Lead on the recruitment and retention of a high-quality nursing team (student nurse, HCAs, Nurse Associates, Specialist Nurse or other nurse colleagues) through co-ordinating induction, coaching and mentoring, co-ordinating and undertaking clinical supervision, competency assessments, on-going personal reviews and personal development planning; including supporting revalidation and access to CPD;
- Providing preceptorship to newly qualified nurses;
- Support Clinical Services Manager, Clinical Lead and Senior Clinical Team in service delivery and policy developments, clinical checks, medication including controlled drug monitoring checks, clinical audit planning and activities
- Representing Turning Point and Turning Point's organisational values at external meetings and events;
- Prioritising safeguarding of children and vulnerable adults and escalating any concerns in line with Turning Point's policies.
- Respond to clinical delivery concerns and complaints from the people we support or partner agencies in line with the customer feedback policy.

PROCESS:

- Planning, scheduling and delivery of needs led substance misuse related clinical interventions and procedures in line PGD, PSD's, personal and nursing staff training and competencies.
- Carrying out audit and observations of practice and clinical record keeping including competency assessments to ensure cost effective, evidenced based, person centred delivery , holistic assessment/screening.
- Providing support and liaising with other agencies and onward referrals to provide safe and effective discharge planning (clinician to clinician liaison).
- Liaison with other professionals; development of clinical pathways for clients with complex needs and poor engagement.
- Attend and contribute to complex case, multi-agency/disciplinary meetings, mortality and morbidity and safeguarding meetings.
- Ensuring incident reporting procedures are adhered to.
- Support in the review and analysis of incident trends and in service user mortality review processes.
- Support other nurse team members to use data reports to offer targeted clinical and harm reduction interventions in line with service level targets and key performance indicators.
- Support with staff development planning, delivery of staff training and CPD.
- Schedule and provision of clinical supervision to nursing team members.
- Follow all information governance guidance and policies, NMC guidance/code of conduct.
- Maintain and support staff to maintain confidentiality as outlined within data protection policies.
- Ensure Health and safety standards are maintained.