

Substance Misuse Nurse

Salary as advertised

Harlow, Essex

37.5 hours per week

Permanent

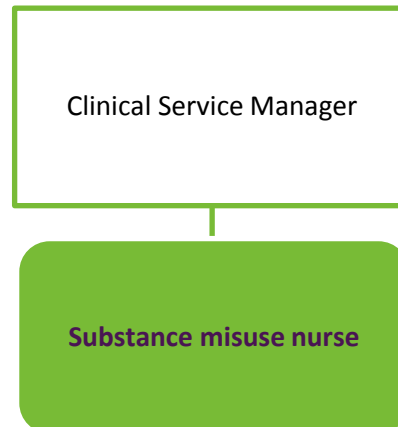
1. Main purpose of the role

- ▶ To provide safe, effective and evidence based care and interventions for service users in Passmores House, requiring clinical and psychosocial interventions for substance misuse
- ▶ To support service users affected by drug and alcohol use in Passmores House to achieve and sustain their recovery
- ▶ To work in partnership with hospital , GP and other colleagues to provide seamless and holistic care packages for service users

2. Reporting and working relationships

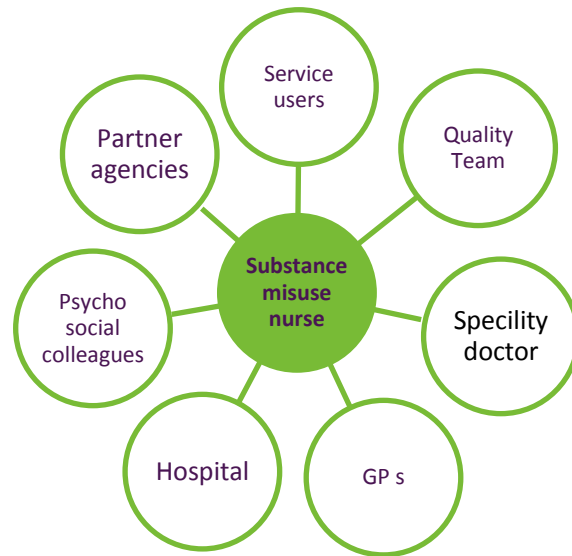
Reporting relationships:

- ▶ **Reports to** Clinical Service Manager



Working relationships:

- ▶ Speciality doctor
- ▶ Service users
- ▶ Clinical colleagues
- ▶ GP s
- ▶ Hospital
- ▶ Psychosocial colleagues
- ▶ Partner agencies
- ▶ Community pharmacies
- ▶ Quality Team



3. Role-specific responsibilities

3.1 Summary

- ▶ This rewarding role will allow you to offer support and help motivate service users through all stages of their individual recovery journey in Passmores House. The role requires an experienced substance misuse nurse, to assess, agree and deliver individualised care plans for service users requiring clinical and psychosocial support for their drug and alcohol use. This role will be to assess and care plan in response to service user need, in line with evidence based best practice and local guidelines, as well as regularly reviewing and supporting service users throughout their recovery journey, to ensure successful treatment completions and outcomes for this service user group. This role will work in partnership with local GPs, hospital, local pharmacies, needle exchange programmes and other community care providers to provide a wrap around service for the service users and holistic care packages. The base for this role will be Harlow, Essex along with partnership working at other sites in Passmores House.

3.2 Summary

- ▶ This post holder will hold clinics to assess the needs of, and agree care plans for service users presenting with drug and alcohol use and work with the service user to achieve their care plan objectives; this will include supporting and delivering interventions. The post holder will also have a caseload of service users under the care of WDP Passmores House, and pro actively engage those not currently engaging with the service. The post holder will support colleagues by providing training and advice regarding the management of drug and alcohol users and their needs, and work in

	partnership with clinical and psychosocial colleagues and external partners to provide robust care packages, including consideration of poly drug users and those affected by dual diagnosis.
3.3	<p>Summary</p> <ul style="list-style-type: none"> ▶ The post holder will be a registered RGN or RMN with current registration and NMC pin number, with experience of managing service users affected by drug and alcohol use. This role will be as part of a larger team, providing integrated drug and alcohol services for those affected by drug and alcohol use in Passmores House.
3.4	<p>General accountabilities</p> <ul style="list-style-type: none"> ▶ Be an active and positive member of the Team ▶ Participate constructively and positively in internal and external meetings and events: behaving as a role model and promoting and supporting communication channels and relationships that reflect positively on WDP ▶ Comply with WDP’s policies and procedures ▶ Comply with all health and safety policies and guidelines, taking responsibility for your own safety, that of colleagues and others as applicable. ▶ Comply with Infection Prevention and Control policies ▶ Observe professional integrity in relationships with all stakeholders ▶ Treat all information acquired as a result of your employment at WDP as confidential, complying with all relevant policies and procedures ▶ Promptly complete all mandatory training and ensure any direct reports do the same.
<h2>4. WDP’s commitment to you</h2>	
<p><i>WDP works within the following framework and requires all employees to do the same.</i></p>	
4.1	<p><u>Equal Opportunities</u></p> <p>WDP is committed to promoting anti-discriminatory practices within society, its organisation and in the promotion of its services to the community. WDP expects all employees to understand, comply with and to promote its policies in their work and to challenge prejudice and discrimination and where necessary to undertake any appropriate training.</p>
4.2	<p><u>Recovery</u></p> <p>WDP is a recovery focused organisation. Our staff and volunteers are committed to helping our service users improve their health and wellbeing, and to become free from dependency.</p>
4.3	<p><u>Career Development and Progression</u></p> <p>At WDP we actively encourage career progression from the talent we have from within and we strive to provide not only promotional progression but to develop a specialist and lead responsibility roles with teams and other services within WDP.</p>
4.4	<p><u>Safeguarding</u></p> <p>WDP is committed to ensuring the safeguarding and wellbeing of children and vulnerable adults, and all applicants will be required to demonstrate understanding of and commitment</p>

	to best safeguarding practice.
4.5	<p><u>Care Quality Commission (CQC)</u></p> <p>Many of WDP’s services are monitored, audited and regulated by the Care Quality Commission (CQC), the independent regulator of health and adult social care in England. Whether or not a particular service is registered, we believe CQC represents the minimum standard we expect for all of our services. We therefore work with all of our staff to make sure that every WDP service provides people with safe, effective, compassionate, high quality care and we encourage our services to learn and improve.</p>
5. Your commitment to WDP	
5.1	<p><u>WDP Vision, Mission and Values</u></p> <p>Promoting and understanding the values, vision and mission statement of WDP. To understand what it means to you in your respective role, to your team and to service delivery.</p>
5.2	<p><u>Vulnerable children and adults</u></p> <p>Demonstrating an understanding of and commitment to best safeguarding practice. Taking immediate and appropriate action as required.</p>
5.3	<p><u>Boundaries and behaviours</u></p> <p>Observing professional integrity in relationships with service users, peers and other relevant professionals.</p>
5.4	<p><u>Health & Safety</u></p> <p>Being responsible for your health and safety and that of colleagues and service users. Employees should co-operate with management and follow established systems of work, use protective equipment where necessary and report defects and hazards to management. To comply with Infection Prevention and Control policies and procedures.</p>
5.5	<p><u>Confidentiality</u></p> <p>Treating all information acquired through the course of your employment as confidential and complying with all the appropriate policies, systems and procedures.</p>
5.6	<p><u>Information Governance</u></p> <p>Applying information governance processes to ensure all necessary safeguards are in place regarding personal information – and its appropriate use – about our service users, workforce and members of the public.</p>
5.7	<p><u>Continuous Professional and Personal Development</u></p> <p>Working within a learning organisation, seeking learning opportunities either by attending learning and training events either externally or internally to improve and broaden their knowledge and skills and develop the personal qualities required in their professional lives.</p>
<p><i>The above is an outline of the post holder’s duties and responsibilities. It is not intended as an exhaustive list and may change from time to time in order to meet the changing needs of WDP.</i></p>	

Person specification

E/D Measured by

Essential and desirable requirements (E & D) for the role and assessing and testing the necessary level of competence required for this role either via the application form (A); interview (I); and/or exercises (E).

Please note - applicants are asked to evidence their ability to meet each aspect of the person specification below, e.g. by highlighting relevant key achievements and duties held within roles.

1.	Education, knowledge and experience		
1.1	Current registered RGN or RMN with valid NMC pin	E	A/I
1.2	At least 6 months experience of working as a substance misuse nurse	E	A/I
1.3	Robust understanding of safeguarding and evidence of experience of upholding principles of safeguarding	E	A/I
1.4	Previous experience of working with substance misuse clients	E	A/I
1.5	Previous experience of assessing service users including initial and on going risk assessment, and producing and delivering individualised holistic care plans	E	A/I
1.6	Flexibility and reliability	E	A/I
1.7	Be able to ensure that service users are fully informed and have given consent to treatment	E	A/I
1.8	To engage with people who have substance misuse problems and provide them with advice, screening and interventions to address their substance misuse needs, and primary health care needs	E	A/I
1.9	To provide sound evidence-based practice to facilitate effective treatment decisions	E	A/I
2.0	To work flexibly and cover a range of shifts including evenings and weekends within the agreed number of hours to maintain the most appropriate level of service provision	E	A/I
2.1	To work autonomously and have a strong awareness of opiate, stimulant and alcohol misuse as well as additions of opiates, stimulants and alcohol, such as Novel psychoactive substances	E	A/I
2.2	Evidence of partnership working and providing successful outcomes for service users	E	A/I
2.3	Excellent record keeping and commitment to performance and data management in relation to caseloads and outcomes	E	A/I
2.4	Experience of delivering training and support to colleagues regarding the management of drug and alcohol users	D	A/I
2.5	Experience of BBV screening and the administration of BBV vaccinations	D	A/I
2.6	Experience of carrying out screening for the presence of drugs and alcohol	E	A/I
2.7	Experience of managing dual diagnosis service users, and working in partnership to meet their needs	E	A/I
2.8	Experience of managing complex needs service users, and working in partnership to meet their needs	E	A/I

2.	Abilities and skills		
2.1	Working with existing and developing new partnerships with other agencies and treatment providers	E	A/I
2.2	To provide robust assessment, risk assessment and care planning for service users	E	A/I
2.3	To deliver evidence based, safe and effective interventions	E	A/I
2.4	To ensure knowledge is up to date and current regarding best practice and evidence based treatment options	E	A/I
2.5	A working knowledge and ability to use email, Microsoft office programmes and case management IT systems	E	A/I
3.	Working within WDP's framework of commitments to employees		
3.1	A commitment to engaging with, understanding and promoting WDP's values, vision and mission.	E	A/I
3.2	An understanding of and commitment to safeguarding best practice.	E	A/I
3.3	An understanding of the importance of professional integrity in relationships with service users, peers and other relevant professionals.	E	A/I
3.4	A responsibility for your own health, safety and wellbeing as well as those around you (e.g. colleagues and service users).	E	A/I
3.5	An understanding of and commitment to treating all information acquired through the course of your employment as confidential.	E	A/I
3.6	An understanding of information governance processes and a commitment to follow and apply all necessary safeguards.	E	A/I
3.7	A commitment to seek learning opportunities to improve and broaden your own professional knowledge and skills and to contribute to and where relevant oversee the learning of others.	E	A/I
4.	Key competencies		
4.1	Registered RGN/RMN with current NMC pin number	E	A/I
4.2	At least 6 months experience as a substance misuse nurse	E	A/I
4.3	Previous experience of working with substance misusers	E	A/I
5.	Equality, diversity, vision, mission and values		
5.1	An empathy for and understanding of our mission, vision and values.	E	A/I
5.2	Commitment to equal opportunities and overcoming barriers to diversity and equality.	E	A/I
5.3	Experience of working with people from a range of social, cultural and ethnic backgrounds.	E	A/I
5.4	Experience and commitment to supporting and working within diversity awareness environments.	E	A/I
6.	Circumstances		
6.1	Able to travel as required for the role and attend meetings and other activities outside office hours	E	A/I
6.2	A flexible approach to workload.	E	A/I

			Authors		
	Version number	Date	Initials	Initials	Initials
	1.0	04.08.15	AW		



“It’s the right time to join WDP as a qualified nurse”

A Senior Management Team with clinical expertise and awareness

WDP’s CEO and Director of Quality both qualified as nurses before specialising in mental health and substance misuse, and are fully supportive of the role of the nurse and the opportunity for professional development and progression within the organisation.

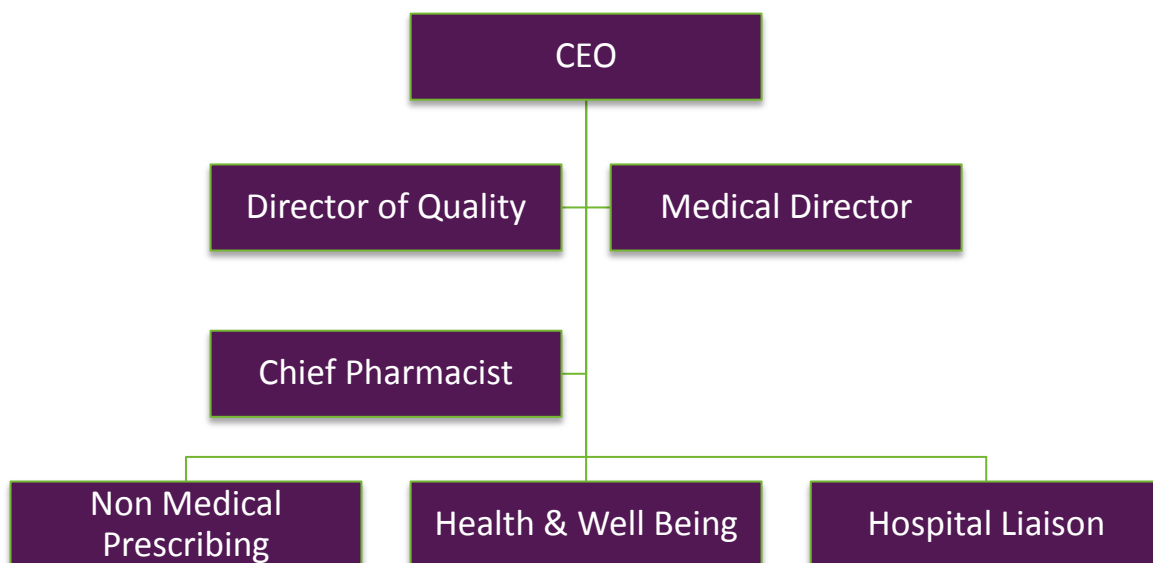
With our ever-growing portfolio of business there is a need to employ the right people with the right skills.

You will be part of a supportive organisation that prides itself on staff training and development.

You will be supported through your Nurse Revalidation and of course will have the opportunity to support less experienced or junior members of staff where you have the necessary skills and expertise to offer.

WDP’s Clinical Structure Chart

WDP delivers clinical substance misuse services in a wide range of settings, including: in prisons, in our residential detox and rehabilitation service, and in communities.



WDP's Strategic priorities

Our workforce is our most powerful investment in the achieving of WDP's strategic aims and objectives, as expressed in the 2015 – 2018 strategy. The strategy contains the following four strategic priorities, each of which is central to our ambitions for clinical care:

- Ensuring safety
- Improving effectiveness
- Enhancing experience, and
- Delivering value.

Our strategic priorities are informed by our values.

Our values

We believe that everything we do should promote recovery:

- We enable everyone to be heard
- We respect differences
- We encourage and support choice
- We see the whole person
- We are stronger in partnership
- And we believe everyone can make a difference

We hope you will consider joining us and help make a difference

For information about current nurse vacancies, please visit our website:

<http://www.wdp.org.uk/jobs/current-vacancies>