

DIRECTORATE

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Veterans High Intensity Service (HIS) Substance Misuse Clinician

BAND: Band 6

REPORTS TO: Team Manager

BASE: The Railings, Rugby – West Midlands

JOB SUMMARY

The post holder will primarily be responsible for Veterans on the HIS caseload with identified substance misuse needs. They will offer psychoeducational and low-level support with coping skills supporting the Veteran through a period of stabilisation as needed. The post holder will liaise with local substance misuse services and support engagement with these services.

When Veterans with substance misuse needs are low the post holder will work within the wider HIS caseload providing co-ordination of care needs, assessment, planning, and implementation of evidence-based care to a defined group of service users and their carers within the service catchment area.

The post holder will provide professional advice and support to other agencies and members of the multi-disciplinary team. The post will involve working within the High Intensity Service and closely with Veteran specific TILS & CTS services and other appropriate services across the area of responsibility.

This is a community-based post providing initial and continuing assessment of mental health needs of military Veterans ensuring that an agreed package of care is implemented which reflects the Trust's policy to engage services users and their carers in all aspects of their carer and treatment. The service covers a large geographical area over the West Midlands incorporating Coventry and Warwickshire, Leicestershire, Herefordshire, and Worcestershire. Appointments are made using a combination of in person, digital and telephone.



Respect



Excellence



Integrity

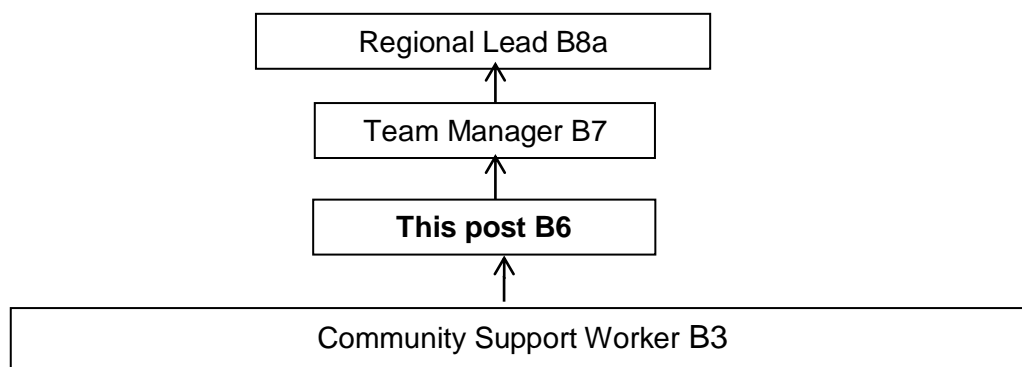


Collaboration



Compassion

ORGANISATIONAL CHART



MAIN RESPONSIBILITIES OF THE POST

Duties:

- To provide a high standard of clinical care ensuring safe and effective assessment, treatment and comprehensive discharge planning using highly developed clinical reasoning skills and appropriate assessment tools.
- Provide appropriate substance misuse assessment
- Identify specific SMU needs and develop care plan accordingly
- Provide psychoeducation and low-level therapy appropriate to SMU needs
- To ensure the clinical caseload and clinical practice is of the highest standard of clinical care.
- To manage caseload and service delivery in accordance with and in order to contribute towards the attainment of Service/Trust/commissioning productivity requirements.
- To ensure up to date care plans, risk assessments and reviews are in place.
- Work with individuals to assess their mental health, recognise mental illness and identify their related needs and circumstances; and enable them to understand, manage and where appropriate change their behaviour.
- Plan, implement, review and improve interventions to meet people's identified needs and manage their inherent risk.
- To assess carers' and family's needs and develop, implement and review programmes of support for cares and families.
- Protect people from abuse, neglect, and harm.
- Enable individuals to develop independent living skills and live in the community.
- To work collaboratively and promote effective working relationships with members of the multi-disciplinary teams across the geographical area of responsibility, ensuring effective and appropriate clinical decision-making, both within the Home Treatment Team and with external agencies.
- To maintain accurate and timely clinical records and risk assessments, and to co-ordinate and monitor those of the team.
- To adhere to N.M.C. or other relevant codes of professional conduct and ethics, plus associated legislation.



- To develop clinical practice having due regard to Department of Health and other guidelines.
- To demonstrate empowering leadership skills within the Home Treatment Team and seek opportunities in the local and national area to promote and develop the profession.
- To participate in Clinical Governance activities, including induction, supervision, personal development review, health and safety, risk management and audit.
- To provide Management Supervision to Band 5 & Band 3 High Intensity Service (HIS) workers
- To undertake specific project work or any other duties as negotiated with the HIS.
- Develop effective and supportive links with other health and social care staff. To create networks that improve the pathway of care for clients referred to the Home Treatment Team.
- Participate in all clinical governance and audit developments including post registration education, training and continuing professional development.

Organisational Values:



Communication

- Always act in a dignified and responsible manner with service users, carers and colleagues, using appropriate language and communication skills, which acknowledge barriers to understanding, cultural differences and diversity.
- To provide supportive and sensitive communication, written and verbal advice to patients, carers and staff, whilst demonstrating an understanding of the nature and effects of some information and of barriers to effective communication e. g, sensory or cognitive impairment and unrealistic expectations whilst being considerate of client confidentiality.
- Develop and maintain communication (sensitive, complex and contentious) with other teams, external agencies, in order to promote good client care.
- To confidently convey complex written and verbal information on both clinical and non-clinical issues and to support the development of these skills with individuals within the team.
- Act as an advocate, support service users through their care programme both physically and psychologically to achieve expected outcomes, explaining care, treatment and associated risks (complex information)
- Provide and receive complex information where persuasive, motivational, negotiating, empathic and re-assurance skills are required to support service users through their recovery period.
- Maintain strict confidentiality of complex and sensitive client information at all times.



Analytical and Judgemental Skills / Freedom to Act

- Develop and complete risk assessments, analysing and deciding the most appropriate approach to implementing care plans, agreeing objectives with service users and carers.

Planning and Organisational Skills

- Organise and plan activities with service users, facilitating therapeutic and educational groups, adjusting own workload in response to prevailing circumstances.

Physical Skills

- In order to manage risk – requirement to adhere to individual risk assessments.

Responsibility for Patients / Clients

- Plan, implement, review and improve interventions to meet people's identified needs and manage their inherent risk.
- Contribute to case conferences and reviews, supporting service users and carers to engage with services and contribute to their care.
- Accept ongoing accountability for service users, assist with the management of the caseload and supervise and/or mentor junior staff and learners as required.
- Act as an advocate, support service users through their care programme both physically and psychologically to achieve expected outcomes, explaining care, treatment and associated risks (complex information)
- Monitor and review service user progress where frequent concentration is required, against planned objectives and use initiative to act on results within own sphere of responsibility, including reporting observations and taking action to minimise risks.
- Assist service users with personal care as need arises. Implement planned care programme, education and teaching which encourages and empowers them and their carers to maximise self-care and individual autonomy i.e., medicines, mobility, hygiene, budgeting, etc
- Contribute to case conferences and reviews, supporting service users and carers to engage with services and contribute to their care.
- Undertake reviews of care programmes with service users, carers and team members.

Policy and Service Responsibilities

- Comply with and carry out safe practice in accordance with Trust policies and procedures, appropriate Codes of Conduct, the Mental Health Act (1983) and other relevant national and local guidance commenting on policies, procedures and developments as necessary.

Responsibility for Financial and Physical Resources



- Use safely in accordance with manufacturers guidance clinical equipment in the performance of their work to appropriate high standards of care.
- Ensure any stock and supplies, clinical equipment or medications are ordered as required.

Responsibility for Staff

- To provide both formal and informal training, health promotion and advice to patients and carer/relatives regarding their mental health needs.
- To actively participate in the delivery of training opportunities for staff and students, including those from other teams and disciplines.
- To provide high quality practice placement education for nursing students as detailed in departmental guidelines acting as mentor as required.
- To promote a learning environment and culture within the clinical team and wider service
- To identify own training and development needs and those of junior nursing staff, including the development of competencies and to attend key in-service courses and conferences as required
- To maintain own continuing professional development and use reflective practice to evaluate and update current practice.
- To provide management supervision to the Band 5 and 3's within the team.
- Day to day management cover of the team where required.

Responsibility for Information

- Record all self-generated information within the service users clinical notes and/or using the Trust's clinical information system (CareNotes)

Research and Development

- Participate in audit and research as required and contribute to quality improvement initiatives, policy review and practice development.

Physical Effort

- Frequent requirement to exert moderate physical activity for several short periods during shifts worked to assist service user mobility or therapeutic activities.

Mental Effort

- Frequent requirement for concentration to undertake nursing assessments and development of care plans, service user interviews and observation procedure.
- Monitor and review service user progress where frequent concentration is required, against planned objectives and use initiative to act on results within own sphere of responsibility, including reporting observations and taking action to minimise risks.

Emotional Effort



- Frequent exposure to distressing or emotional circumstances relating to exposure to severe and challenging behaviours presented by service users with a mental disorder, including access to information about abuse, neglect and other trauma experienced.
- Manage occasional difficult and highly distressing service user behaviour, including verbal and physical aggression, seeking support and assistance as required.

Working Conditions

- Frequent exposure to unpleasant working conditions where there is exposure to bodily fluids, medication and lotions as well as potential substances controlled via COSHH regulations.

OTHER DUTIES

1. The post holder will be required to use a computer, either a stand alone or as part of a networked system and will be responsible for the quality of information. The amount of time spent on this type of work will depend on the job.
2. The Trust embraces the principles of Improving Working Lives and all staff will be required to adhere to the standards laid down in this initiative.
3. The post holder will be required to take part in an annual performance appraisal, where this job description will be reviewed, and objectives set.
4. The Trust has a No Smoking Policy that prohibits any smoking whilst at work.
5. To follow and adhere to the Trust's Health and Safety Policies and instructions and be responsible for your own and others health and safety in the workplace.
6. The post holder is expected to contribute to the creation of a working environment where everyone feels respected, valued and treated with dignity

This job description is not exhaustive and may be amended in consultation with the post holder. It should be reviewed whenever major changes have been agreed to the post and should be reviewed as part of the annual appraisal process to ensure it remains an accurate reflection of the duties and responsibilities undertaken by the post holder.

Safeguarding Children and Adults

All Trust staff has a responsibility to ensure the safeguarding of children, young people and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults boards' policies and procedures and inter-agency guidance as identified in the Trust's Safeguarding policies and procedures.



Confidentiality

Personal information and many of the duties of this post are of a confidential nature and disciplinary action will be taken if confidential information is divulged to inappropriate persons.

Data Protection Act

All staff are reminded of their duties and responsibilities as employees under the General Data Protection Regulations (2018) and in particular to ensure that Personal Data is not negligently or unlawfully handled or disclosed to unauthorised persons.

Infection Control

As an employee of Coventry and Warwickshire Partnership Trust you are responsible for protecting yourself and others against the risk of acquiring a Healthcare Associated Infection. All staff, clinical or non-clinical are expected to comply with infection control policies and procedures. You will attend the mandatory infection control training and updates as required by the Trust.

Environmental Issues

The Trust is committed to reducing its impact on the environment by preventing pollution, continually improving its environmental performance which increases the wellbeing of staff and patients. As a member of staff, you are expected to adhere to policies to assist the Trust in meeting its environmental and sustainability targets.

Post holder's Signature

Date:

Post holder's Name:

Manager's Signature


Date:

Manager's Name:



Person Specification

JOB TITLE: Veterans High Intensity Service (HIS) Substance Misuse Clinician

		HOW MEASURED? A (Application form) I (Interview)	WEIGHTING 1 – Low 2 – Medium 3 – High
Coventry and Warwickshire Partnership Trust Values	Demonstrable ability to meet the Trust's Values 	A/I	3
Qualifications	<ul style="list-style-type: none"> • RMN or RNLD or RN, S/W, O/T,: 1 st Level Registration (NMC) or degree or equivalent. • Current Registered Professional • ENB998 / FliPS or equivalent • Mentorship Module (degree level) • Evidence of specialised continued professional training (degree level) in clinical practice. 	<ul style="list-style-type: none"> • Management training • Certificate in clinical supervision (or working towards) 	Application Form Interview
Experience	<ul style="list-style-type: none"> • Knowledge/Understanding of Armed Forces and the mental health needs of veterans and their families • Experience of working with individuals in crisis 		Application Form



	<p>and skills that are transferable to both community/in-patient.</p> <ul style="list-style-type: none"> • Experience of working with people with severe and enduring mental illnesses • Experience of working within substance misuse service or with substance misuse clients in MH setting • Evidence of continuing professional development 		
Skills & Competences	<ul style="list-style-type: none"> • Sound knowledge of national agenda for mental health. • Highly developed clinical reasoning skills. • Sound knowledge of clinical/risk assessment and understanding of Information Governance principles. • Highly developed communication skills. • Delegation whilst maintaining overall responsibility for patients care, where appropriate. • Demonstrate the ability to lead a clinical team. • Highly motivated & able to engage with service users & carers to improve outcomes. • Ability to work independently and collectively. 		Application Form Interview
Special Requirements	<ul style="list-style-type: none"> • Ability to travel independently throughout the Midlands without the use of public transport • Sound knowledge/experience of Veteran mental health and military culture 		
Qualifications	<ul style="list-style-type: none"> • RMN or RNLD or RN, 		



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	<p>S/W, O/T,: 1 st Level Registration (NMC) or degree or equivalent.</p> <ul style="list-style-type: none"> • Current Registered Professional • ENB998 / FliPS or equivalent • Mentorship Module (degree level) • Evidence of specialised continued professional training (degree level) in clinical practice. 	<ul style="list-style-type: none"> • Management training • Certificate in clinical supervision (or working towards) 	<p>Application Form Interview</p>
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