

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Community Mental Health Nurse (Addictions)

Responsible to: Nurse Team Leader

Department(s): Substance Misuse Teams

Directorate: Mental Health and Substance Misuse

Operating Division: Edinburgh's Health and Social Care Partnership

Job Reference: P-MH-APS-NUR2

No of Job Holders: 3

Last Update (insert date): October 2004

2. JOB PURPOSE

The postholder is responsible for managing their own caseload within a defined geographical area and as part of a specialist service for individuals who are experiencing a broad range of complex needs relating to substance misuse problems and related mental health problems. Promoting a harm reduction philosophy with all agencies and individuals in contact with the service.

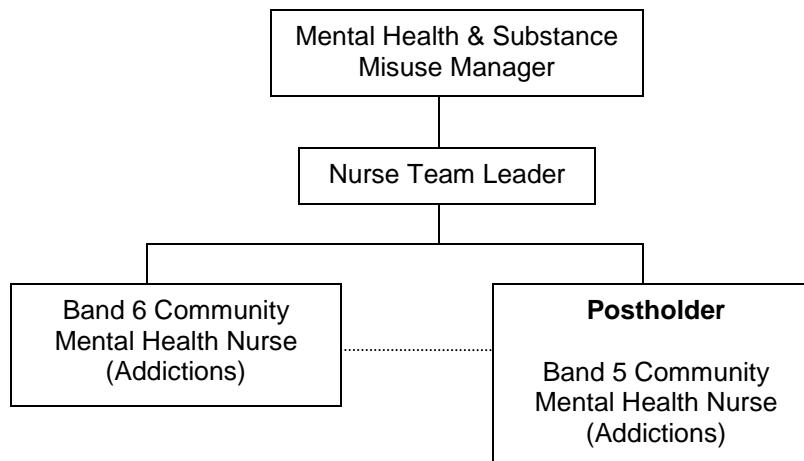
3. DIMENSIONS

The postholder will manage an allocated caseload of individuals with complex substance misuse problems from Edinburgh.

Individuals with complex needs such as mental health problems, pregnancy, poly substance misuse, chronic illness, child protection issues or other difficulties are assessed, diagnosed and case managed by substance misuse services.

Substance misuse services are promoted and developed in all contacts with other statutory and non-statutory services and both formal and informal support and advice given. High quality interventions will be implemented as directed by policy and the evidence base in the substance misuse field.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The Substance Misuse teams are part of integrated mental health and substance misuse services based in one of the four localities in Edinburgh. They aim to provide a high quality, flexible and evidence-based treatment service to meet the needs of individuals with substance misuse problems. The service operates within the harm reduction model and works in collaboration with GPs, local authorities, non-statutory agencies, locality clinics and pharmacists, encompassing a shared care approach.

6. KEY RESULT AREAS

1. Responsible for the management of own caseload by assessing, planning and managing a variety of treatment interventions appropriate to the patient group with supervision from Band 6 Community Mental Health Nurse as appropriate and review when necessary by the Consultant Psychiatrist.
2. Respond to referrals from other professional groups or individuals providing them with timely and pertinent feedback.
3. Liaise with professional and voluntary agencies to provide appropriate specialist advice for clients with substance misuse and related mental health problems and call, attend and contribute to multidisciplinary team meetings and case conferences.
4. Be familiar with all local, regional and national policies, procedures and guidelines pertinent to all staff within area of responsibility and comply with their contents in the pursuit of the highest standards of client care.
5. Be able to practice within the legal and ethical framework as established by the Nursing and Midwifery Council and national legislations, including substance misuse, mental health, community care, child protection and vulnerable adults, to ensure clients interests and well being are met.
6. Establish and maintain therapeutic nurse/patient relationships by planning programmes of

therapeutic intervention. Offer a wide range of evidence based treatment strategies, on an individual and group basis, use individual care plans and follow the philosophy and objectives of substance misuse services under the supervision of a Band 6 Community Mental Health Nurse.

7. Establishing, developing and maintaining good relationships with clients, carers, relatives, prison and fellow health, social and welfare professionals who are involved in care delivery to affect the highest standards attainable in good mental health care.
8. Be responsible for your own professional development and awareness of the evidence base in the field of substance misuse. Participate in continuing education and health promotion programmes and mandatory training.
9. Provide an effective and high standard of communication via a wide range of oral, written and electronic channels.
10. Initiate, develop and implement new ideas and methods for improvement of patient care in consultation with the Band 6 Community Mental Health Nurse.
11. Provide support, training and education to student nurses and other learners within the team. Participating in appraisal as appropriate and ensuring development of good practice and initiative
12. Update client records including collection of caseload statistics and activity information as required by the Band 6 Community Mental Health Nurse.
13. Ensure correct custody, control and administration of all medications, drugs and prescriptions according to statutory regulations and guidelines.
14. To act up in the absence of the senior nurses.

7a. EQUIPMENT AND MACHINERY

Mobile phones
Personal Computer
Needles & Syringes
Blood Pressure Monitoring
Alcometer
Car driver
Personal Alarms
Audiovisual equipment
Bodily fluid collection equipment

7b. SYSTEMS

Personally generated patient notes.
Input into computerised patient activity system including waiting times (TRAK).
Responsibility for inputting data to prescribing computer.

8. ASSIGNMENT AND REVIEW OF WORK

The postholder's work will be assigned, supported and reviewed by the Band 6 Community Mental Health Nurse. The post holder will manage an allocated caseload, some of this work will be self directed.

Performance will be supervised and reviewed by the Senior Community Mental Health Nurse on an ongoing basis.

Additionally there will be a yearly appraisal and performance review carried out by the band 6 Community Mental Health Nurse.

Mentor students when allocated.

9. DECISIONS AND JUDGEMENTS

Take professionally and clinically autonomous decisions on a daily basis including:

Independently develop, assess, implement and evaluate programmes of care for the client group.

Advising GP's and other professional groups on the appropriateness of a given intervention.

Prioritise, plan and evaluate clinical activity accessing medical review when necessary. Onward referral to other agencies or discharge as appropriate.

10. MOST CHALLENGING/ DIFFICULT PARTS OF THE JOB

Managing own caseload in a variety of settings.

Prioritising from a range of demands.

Managing duty calls, at times in isolation.

Child protection proceedings in particular court attendance.

Working with resistant clients.

11. COMMUNICATIONS AND RELATIONSHIPS

The postholder will liaise and communicate regularly through the course of a day with a variety of personnel and agencies across the geographical area. Including Community Mental Health Nurses, other members of the multidisciplinary team, primary health and social care teams and other community agencies regarding clients care in order that an effective service can be provided for people with substance misuse problems.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical Skills

- Keyboard
- Driving
- Intra-muscular Injection
- Utilising clinical equipment for testing bodily fluids
- CPR
- Operation of audiovisual equipment
- Breakaway techniques
- Operation of personal alarms

Physical Effort

Combination of walking, sitting, standing and driving.

Mental Effort

- Daily intense individual therapy sessions up to 1 hour per session (max 6-7 patients per day).
- Ability to cope with frequent interruptions.
- Ability to meet deadlines.

Emotional Effort

- Make and communicate effectively decisions on clinical management which might be unwelcome.
- Work sensitively and effectively in a non-judgemental manner with individuals who might be challenging, demanding and aggressive.
- Ability to cope with exposure to highly distressing and emotional circumstances on a daily basis and discuss these sensitively e.g. domestic violence, sexual abuse, relationship problems, family conflict and chronic illness.

Environmental Factors

- Body fluids both contained and uncontained on a daily basis.
- Exposure to verbal and physical aggression/violence on a regular basis.
- Building not fit for purpose.
- Driving – all weathers
- Working in less secure and unpredictable environments.

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Completion of Training as a first level registered nurse in mental health with a currently valid registration with the Nursing and Midwifery Council.

A responsible and empathic outlook on health cares delivery that respects clients' dignity and human rights. Ability to make valid decisions and exercise mature judgement.

To be able to work independently and in a team, be self-motivated and able to accept responsibility. Able to cope in stressful situations.

Good communication skills and excellent assessment skills. An ability to manage time effectively and good written documentation skills.

Experience of working in and/or a genuine interest in the field of substance misuse.

Evidence of Continuing Professional Development.

A current full driving license is desirable.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Additional information

NHS Lothian

Post: - Community Mental Health Staff Nurse (Substance Misuse) (Band 5)

PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	Good interpersonal skills including observational, listening and empathy skills. Able to work independently or as part of a team. Interest in drugs and alcohol field		A, I
Qualifications and Training	Registered Mental Health Nurse. DipHE Nursing or equivalent	Degree in Nursing Further substance misuse training	A, C
Experience and Knowledge	Experience of working with clients with complex substance misuse / mental health needs and their families/carers	Community based substance misuse / mental health experience	A, I
Skills and/or Abilities	Team working skills Ability to use own initiative. Effective time management skills. Well developed written and verbal communication skills		A, I
Specific Job Requirements	Able to manage physical demands of job		A, I

Key – how assessed

A = Application form	I = Interview
C = Copies of certificates	T = Test or exercise
P = Presentation	R = References