



Role profile

Job Title	Substance Misuse Nurse - Inpatient Detoxification Unit
Department	Residential Services
Base Location	Hafan Wen - Wrexham
Hours of Working	37.5 hrs over 7 days – working a 24/7 shift pattern
Salary Banding	£33,045 - £35,751 pa – inclusive of shift and bank holiday working

Accountable To	Director of Residential Services Director of Clinical & Therapeutic Services
Reports To	Residential Services Manager – Hafan Wen
Line Management Responsibility	No line management direct reports Delegated supervision of Recovery Workers and other staff as Shift Nurse in Charge in the absence of the Lead Nurse.

Purpose of the role

Provide primary nursing care making an appropriate assessment of patients' care needs, developing, implementing and evaluating care programmes with the shift team, supervising them (on occasions) in the absence of the Lead Nurse.

Contribute to the continuous improvement of clinical guidelines and procedures for the Residential Services Directorate by acquiring best practice knowledge based on the latest therapeutic concepts in the addictions and substance misuse fields.

Dimensions of the role

Role accountability

The role holder is responsible for taking a primary nursing role and for contributing to the overall efficient and effective running of a shift reporting, by exception, to the Residential Services Manager.

Hafan Wen Management Group

The Hafan Wen Management Team is co-ordinated by the Residential Services Manager and consists of the Lead Nurse, Nurse Prescriber, and other nominated personnel as required eg Substance Misuse Nurse to advise on any pertinent matters discussed at a particular time.

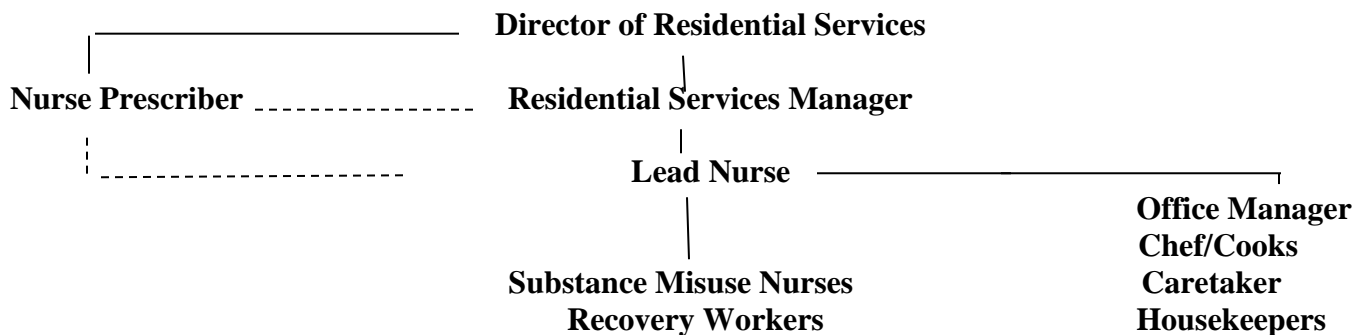
Functional accountability

The role holder will have direct access support and guidance from the Residential Services Manager and the Lead Nurse at Hafan Wen to ensure that the unit operates within internal and external policy and procedure(s) and other regulatory frameworks.

An Independent Nurse Prescriber gives overall clinical advice and guidance to the Hafan Wen Team as required.

The Hafan Wen Team

The below organization chart depicts the roles that relate to this one:



The Nurse and Recovery Worker roles operate a 24/7 shift pattern.

Annual turnover and bed occupancy

Hafan Wen a medically managed inpatient detoxification facility operated by CAIS, a registered not-for-profit charity. CAIS is one of the leading providers of residential treatment in the UK, successfully treating some 1,000 patients per year across 3 facilities, and has a strong history spanning over 40 years of supporting the most vulnerable people in society. Hafan Wen is a managed inpatient detoxification unit, with 25 beds and is one of the prime providers for complex needs residential addiction treatment in North Wales and out of area.

Key areas of focus and expected outcomes of the role

Development and delivery of a clinical & therapeutic service

Working alongside the Hafan Wen Team, contribute to the development, delivery and monitoring of all aspects of the group work programme, including clinical and therapeutic interventions, educational groups, training courses and activities.

Participate and assist in the development, introduction and application of evidence-based findings in relation to excellent standards of nursing care and practice.

Research and implement best nursing practice connected with substance misuse treatment(s) that aid the patient's detoxification recovery plan.

Maintain the therapeutic relationship with the patients, taking a proactive approach, supervising (as required)

mentoring and supporting others in the team.

Facilitate clinical activity in accordance with the needs of the patient group taking an active advisory role in the clinical programme including facilitation of specific group activities and / or individual interventions.

Ensure that nursing practices at the Detoxification Unit comply with CAIS Policies & Procedures, HIW Health Inspectorate Wales standards and NMC Guidelines, by participating in the systematic monitoring of Nursing Practice.

Continuously look to improve on the quality of patient care is akin to the expected standards as directed by internal and external regulatory and care bodies providing evidence of said care.

Promote a positive nurse patient relationship and engage with cares/relatives as appropriate.

Administer and manage medicines according to policy and protocol.

Take prompt action on changes in condition, liaising with other members of the clinical team where necessary, reviewing nursing care and communicating any amendments to the care plan.

In the absence of the Residential Services Manager or Lead Nurse, oversee the provision of pre-admission planning and post treatment support and the co-ordination of effective recovery plans and contingency plans on exit from treatment.

Communicate and liaise with patient's Community based Case Manager and oversee the referral process to other services within CAIS and external agencies in agreement with the Case Manager.

Act as a primary nurse, carrying a caseload, to co-ordinate and monitor the progress of patients along with their care pathways via one-to-one evaluation sessions and group work, reporting any variance from the pathway.

Be accountable and responsible for own professional practice, operating in line with the professional code of conduct

Actively encourage service user involvement and feedback, collaborating on care plans and ensure views are considered and inform service delivery

Act as a brand ambassador for Hafan Wen by promotion and marketing its services

Clinical Governance

As directed, implement quality improvement measures underpinned by The Clinical Governance Framework and obligations in relation to regulatory compliance and associated legislation conducting quality audits that feed into the continuous improvement of the Unit.

Ensure that evidence of compliance with The Health Inspectorate Wales (HIW) is recorded and submit necessary documentation and evidence for inspection as required that ensures all aspects of service delivery meet minimum care standards and regulatory bodies expectations.

Contribute to the development and co-ordination of auditing systems and processes relating to treatment and quality and on quality improvement initiatives.

Ensure that nursing practices at Hafan Wen Detoxification Unit comply with CAIS Policies & Procedures, HIW Standards and NMC Guidelines, by participating in the systematic monitoring of Nursing Practice.

Health & Safety

In the absence of the Residential Services Manager or Lead Nurse, act as the responsible person on shift in all aspects of health and safety by adhering to risk assessments, safe operating procedures and employee health, safety and welfare.

Apply all health and safety measures as determined.

Staff Supervision and Mentoring

Motivate the shift team acting as a role in promoting CAIS values and challenge inappropriate behaviour and negative attitudes. Implement the requisite actions on the continuous improvement feedback cycle including regular supervision meetings.

Act as a preceptor to newly qualified nurses assisting in the identification of objectives and provide on-going support and supervision throughout the preceptorship period.

As the Nurse in Charge in the absence of the Residential Services Manager or Lead Nurse, provide direct supervision of the shift team ensuring all allocated clinical and therapeutic interventions are delivered in accordance with our statement of purpose.

Act as a mentor to the shift team in accordance with CAIS Continuous Professional Development (CPD) Policy and Learning & Development Academy.

Field complaints as a first point of contact, and informally resolve them if possible and/or escalate to the Residential Services Manager or Lead Nurse for formal recording and resolution.

Other Nurse in Charge responsibilities

Plan, organize and deploy staff according to competencies and workload to meet service requirements and patients' needs, in the absence of the Residential Services Manager or Lead Nurse.

Carry a caseload and deliver keyworker sessions and therapeutic Interventions as appropriate to service need and professional development, updating patient records as required.

Professional

- Participate in the CAIS continuous learning, development and appraisal process plus clinical supervision
- Maintain professional accreditation as appropriate to role
- Attend training provided, organised or arranged by CAIS
- Operate within and observe CAIS policies and procedures as amended and updated
- Acquire and attain the best knowledge in relation to evidence-based practice keeping abreast of the latest theories and concepts so that the Hafan Wen Team is an 'authority' on the treatment of addictions and substance misuse

- Be fully conversant and always uphold the Nursing and Midwifery (NMC) Code of Professional conduct acting in accordance with:
 - Midwifery and Nursing Council Code of Professional Practice 2015
 - Scope of Professional Practice
 - Standards for Medicines Management 2008
 - Guidelines for Records and Record Keeping 2015
 - Re-validation from 2016
- Be conversant and comply with all CAIS Policies and Procedures, including Fire, Emergency and Health & Safety.
- Work as part of a nursing team providing 24-hour nursing care to patients working unsociable hours as and when required as part of internal rotation.
- Maintain confidentiality of information regarding patients, with due regard to accountability, Confidentiality Regulations and appropriate Legislation.
- Develop and maintain extensive working relationships with statutory partner agencies/organizations.
- Ensure personal compliance about mandatory training, registration requirements and on-going development as required.

This role profile provides a framework in which duties may be carried out. However, it may be necessary to make alterations and adjustments from time to time to meet the needs of the service.

Person Specification for Substance Misuse Nurse – Hafan Wen

	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
Qualifications	<p>Current NMC Registration as RMN/RGN/RNLD</p> <p>Evidence of recent Continuous professional development</p>	<p>Specialist qualification to degree level</p> <p>Independent/supplementary Prescribing</p> <p>Relevant training in Phlebotomy</p>	<p>Provision of qualification(s) certificates</p> <p>Application form</p>
Experience	<p>Proven experience post registration or for newly qualified nurses a demonstrable commitment and desire to learn and progress</p> <p>Evidence of working with a similar sector within the substance misuse, health care, therapeutic or addictions fields</p> <p>Work under pressure using own initiative</p>	<p>Experience in undertaking clinical audits.</p> <p>Experience of developing and maintaining successful partnerships with GPs, treatment agencies and other healthcare providers.</p>	<p>Application form</p> <p>Assessment/Interview</p> <p>References</p>
Skills	<p>Effective and influential communication skills</p> <p>Ability to motivate a team</p> <p>Plan and organise own and others' work schedules to meet deadlines</p> <p>Contribute to the creation and implement continuous improvement cycles</p> <p>Well versed knowledge of Microsoft Office and other databases and able to extract, interpret and re-present reports into a meaningful presentation for a range of audiences</p>	<p>Conversant in spoken and written in the Welsh Language</p>	<p>Application form</p> <p>Assessment/Interview</p> <p>References</p>

Knowledge	<p>Sound knowledge of care coordination, discharge procedures and the Mental Health Act as well as other legislation applicable to Mental Health Human Rights Act.</p> <p>Awareness of current key developments and research base in the Substance Misuse field</p> <p>Information technology</p> <p>Knowledge of key legislation such as health & Safety, Mental Health Act, Misuse of Drugs Act, Human Rights Act and Access to information Act.</p> <p>Knowledge of other key practices such as Integrated Care Pathway Processes, Clinical Governance, Service User Involvement, Safeguarding Vulnerable Adults, Inspectorate Wales Regulations and Minimum Care standards</p>		<p>Application form</p> <p>Assessment/Interview</p> <p>References</p>
Personal Qualities:	<p>Motivational</p> <p>Empathic</p> <p>Flexible</p> <p>Reliable</p> <p>Pro-active</p>	<p>Established knowledge networks within substance misuse field.</p>	<p>Interview</p> <p>References</p>
Other Relevant Requirements:	<p>Be flexible in working hours to suit the needs of the service</p>	<p>Full driving licence</p>	

Date Prepared: 14th December 2020 (updated 21st January 2021)

Prepared By: Leon Marsh – Director of Residential Services

