



BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS FOUNDATION TRUST

JOB DESCRIPTION

Job Title: Senior Recovery Nurse

Grade: 6

Reporting to: Programme Director

Accountable to: Director of Strategic Delivery

Location: Addictions Wolverhampton

Hours: 37.5

1. Job Purpose

NOTE: The role of Senior Recovery Nurse requires the post holder to demonstrate advanced knowledge in criminal justice, safeguarding or clinical interventions i.e. counselling. You will be expected to take a lead in one of these areas and expected to enhance your skills in other areas in order to provide a clear Senior Recovery Nurse role within the team

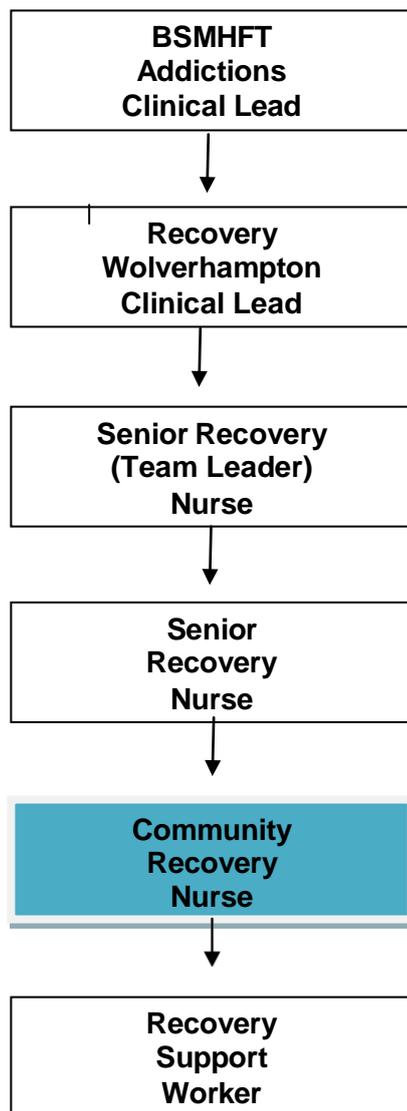
- The post holder will take a lead in the development of an integrated working approach to the implementation of clinical services that enhance a recovery focused model across services. You will be expected to support colleagues to ensure best practice in relation to criminal justice, safeguarding and low intensity psychosocial interventions. The post will form a crucial part in developing clear pathways across the treatment system that enhance service user recovery and reintegration. This will involve collaboration with a wide range of service providers and organisations to maximise service user choice along their recovery journey.
- The post holder will work closely with the team leader in the development of effective systems and processes for the collection of performance outputs and outcomes in relation to clinical interventions provided within the service. This will be achieved by forming effective partnership links with identified partners and community organisations to enhance service user recovery journey based on assessed need.

2. Job Summary:

- To effectively screen and comprehensively assess across a number of domains the needs of service users referred to the service including referrals through DRR and DIP pathways.
- To provide high and low intensity psychosocial Interventions based on service user need that enhance engagement and recovery, including Issues related to criminal justice, safeguarding.
- To provide clinical supervision to team members to enhance clinical practice within the service.
- To devise and review, in association with the service user, recovery plans and risk management plans that positively address identified needs and risks to self or others.
- To manage a defined caseload of service users with complex needs within the service
- To manage clinics within your sphere of responsibility and to provide duty cover as agreed for the service.
- To be the CAF lead for the program (safeguarding)
- To engage and motivate service users by providing evidenced based Intervention for drug/alcohol use with reference to the delivery of the Birmingham Treatment Effectiveness Initiative (BTEI) model and recommended psychosocial Interventions
- To lead on the development of effective Inter-disciplinary and inter-agency relationships via participation and leadership to improve the outcomes for all vulnerable children and adults.
- To lead on the delivery of low intensity psychosocial interventions across the service (interventions lead)
- To ensure that Pregnant Drug Users and other female Service Users are provided with specific Drug Treatment Service that meets their needs and adheres to national guidance for good practice.
- To work in partnership with other services, i.e., criminal justice agencies, social services, community organisations and make appropriate and timely referrals to other services where required to enhance service user recovery capital.

- To provide evidence-based harm reduction advice and information on safer drug use, safer sex, blood borne viruses and safer injecting practices to reduce drug related deaths and the spread of blood borne viruses
- To encourage service users to consider HIV/AIDS, Hepatitis B&C testing, Immunizing and refer clients on for testing, treatment and pre and post test counselling if necessary. (For nursing staff this will include the administration of BBV vaccines)
- To have a good working knowledge of child protection and mental health issues and an ability to assess these and refer to other services as appropriate.
- To comprehensively assess Service users for stabilisation, detoxification and rehabilitation services provided by Birmingham & Solihull MHT or by any other agencies.
- To record accurately all client related interventions and activity using service databases CLIPS / ePEX for this purpose where possible
- To protect the service user and others by working within agreed sharing of information protocols / policies
- To work effectively as part of a Multi Disciplinary Team and attend team / Operational meetings as required.

3. Organisation Chart:



4. Key Communication and Working Relationships

4.1. Internal:

- 4.1.1. Service Director
- 4.1.2. Clinical Director
- 4.1.3. Physical health lead
- 4.1.4. Service Users and carers;
- 4.1.5. Senior Managers.
- 4.1.6. Mental health services
- 4.1.7. Psychology
- 4.1.8. Training and development
- 4.1.9. Nacre & Aquarius.

4.2.

External:-

- 4.2.1. Court Liaison
- 4.2.2. Social services
- 4.2.3. Providers from the Independent and voluntary sectors;
- 4.2.4. Probation
- 4.2.5. Service users and carers
- 4.2.6. Training, Employment & housing Providers
- 4.2.7. Primary care services
- 4.2.8. External regulatory bodies.

5. Principle Duties and Responsibilities

Service Team composition/skills

- Ensure that all staff have a clear understanding of a recovery-based philosophy of service delivery that includes range of service user need i.e. criminal justice, safeguarding and psychosocial Interventions.
- In consultation with the team manager continually encourage a review of roles and skill mix of employees in order to deliver the best possible service within the resources available.

- Support the team leader in identifying training for staff to promote an integrated approach to the delivery of evidence based interventions to promote recovery

Service Quality & Relationship

- Support the team leader in developing a framework of systems and processes to deliver effective clinical governance across the service by creating a culture in which good clinical care will flourish, ensuring all employees embrace clinical governance through effective supervision and time for reflective practice;
- Respect service user opinions and preferences via a choice philosophy.
- Ensure that the recovery based services provided elevate service user hopes and possibilities and build on strengths
- Work to a philosophy that moves service users from professionally directed treatment plans to service user directed recovery plans
- To assist in the Research, Development, and evaluation of the service.
- To maintain adequate and accurate records in line with Trust Policies and collate other statistical performance and client related information, which may be required by the service lead and partner/commissioning agencies.
- Support the Clinical Governance Teams with the implementation of safe and sufficient risk management strategies aimed at Improving the safety and quality of care.
- Support the Team lead to ensure that appropriate systems are In place to report and monitor untoward incidents and complaints and that there is a systematic approach enabling lessons to be learned, Including Individual and team de-briefing;
- Participate in the development of the service and setting of quality standards, including auditing, monitoring and reviewing In line with current clinical guidance practice and policy;

Service Innovation and Duration

- Assist the Team leader In Implementing change and delivering Improvements in clinical services, challenging where necessary to continuously Improve working methods, systems and processes; to maximise effectiveness of service provision
- Work to a philosophy that is focused on building and sustaining recovery
- Work to increase the percentage of service users who successfully complete treatment
- Lead In the development of effective pathways to ensure service users can access services that promote health and well being
- Provide clinical and professional expertise to ensure a strong patient focus and systematic quality, In relation to recovery and exit from treatment
- To provide community detoxification as appropriate
- To provide clinical leadership to clinicians In the team within area of expertise

6. Links to Recovery Communities

- Ensure active liaison with local mutual aid societies
- Support the development of groups focused on low intensity psychosocial interventions and linkage of service users to the
- resources of local recovery communities.
- Support the team In hosting onsite peer support groups
- To promote Involvement of staff, staff and service user family/friends In local recovery celebration events.

7. Professional & Clinical

- Participate in the Trust appraisal process that Identifies individual development and training needs
- Establish therapeutic relationships with service users and implement evidence based therapeutic interventions with appropriate boundaries to facilitate and enhance service user recovery
- Ensure that appropriate safeguards and practices are adopted when working autonomously with service users

- To be familiar with and adhere to the behavioral profile for staff (attached)

8. Operational

- Provide cover for the team leader in their absence
- WDFK within a network of NHS, local community amenities and voluntary sector services to develop recovery focused interventions and promote a menu of treatment options to enhance service user engagement and recovery
- Support the team leader In the Development and implementation of strategies for user/carer Involvement and advocacy within the service
- Act with honesty and integrity at all times, be a positive ambassador for the service and value and respect colleagues and service users whilst showing commitment to working **as a** team member.
- Promote a positive culture based upon diversity and change which encourages staff Involvement and individual and team learning.
- Actively engage with colleagues to ensure the development of effective working re1ationsh1ps and joint working which supports innovation and sharing of good practice.
- Facilitate team problem-solving/case discussions related to complex service user presentation

9. Education, Training and Research

- Contribute *to* research governance within BSMHFT and in particular *to* develop support for the Involvement of drug/alcohol staff in appropriate research.
- To be committed to continued professional and personal development.
- Provide formal/Informal training to statutory and non-statutory services through program training academy as appropriate
- Provide training through program training academy as appropriate

2.2.1 General

Confidentiality

It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and the terms of the Data Protection Act and relevant trust policies are met in respect of information held on the Trust's computerised systems.

Equal Opportunities

The Trust is committed to equality of opportunity. All staff are required to comply with current legislation, trust policies and guidance good practice and the NHS Executive's Planning & Priorities Guidance 1996/7.

Conduct

It is expected that all employees will conduct themselves and represent the Trust in a responsible manner and comply with all policies and procedures;

Risk Management and Health & Safety

The post-holder will ensure compliance with the Trust's Risk Management policies and procedures; these describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, employees and visitors from harm, and stress that all employees have a responsibility to minimise risk. The post-holder will be required to observe local Health & Safety arrangements and take reasonable care of him/herself and the persons that may be affected by his/her work;

Safeguarding

All members of employees have a duty to safeguard and promote the welfare of vulnerable adults, children and young people in all relevant areas of their work. This will include any timely attendance at relevant training events and compliance with the Safeguarding Procedures;

Training, Education and Development

All employees have a responsibility to participate in regular appraisal with their manager and to identify performance standards of the post. As part of the appraisal process every employee is responsible for participating in identifying his or her own training and development needs to meet their KSF outline;

Research and Development

Research and development is at the heart of providing effective treatment and high quality services, supporting a culture of evidence based practice and innovation amongst employees. All employees have a duty to be aware of and comply with their responsibilities for research governance, whether as researchers, as part of the team caring for those participating in research or as research participants themselves;

Control of Infection

All employees whether clinical or non-clinical are required to comply with the Health and Social Care Act 2008: Code of Practice for health and adult social care on the prevention and control of infections and related guidance;

Therefore the post-holder is expected to keep patients, visitors, themselves and other employees safe by continuously reducing the risk of healthcare associated

infections;

As a manager the post holder is required to ensure that infection control responsibilities are clearly identified, allocated and understood within your team and that appropriate resource, training and support is provided to ensure that they are compliant with Trust policies and procedures on Infection Control and Hygiene;

As a manager the post holder is required to ensure that employees are supported in attending the necessary training and on-going professional development to support their responsibilities and ensure full awareness of infection control and hygiene;

Governance Standards

Comply with the relevant Governance Standards applicable to the Trust as communicated to the post-holder from time to time;

Records Management

Maintain Trust and patient records (both paper and electronic) in accordance with Trust policies to facilitate clinical care and effective administration;

Freedom of Information

Provide advice and assistance to all persons who propose to make, or have made requests for information, and to ensure all requests for information are managed appropriately in accordance with Trust Freedom of Information procedures;

Standards of Professional and Business Conduct

The post-holder will be required to comply with the Trust's Standing Orders and Stranding Financial Instructions, and at all times deal honestly with the Trust, with colleagues and all those who have dealings with the Trust, including patients, relatives and suppliers. The post-holder will also be required to comply with the Code of Conduct for NHS Managers and/or the relevant professional Codes of Conduct;

Data Protection

Comply with Trust Policies and the Data Protection Act in all respects, with particular relevance to the protection and use of personal and patient information;

Security

Comply with Trust policies to ensure there is a safe and secure environment that protects patients, employees and visitors and their property, and the physical assets and the information of the organisation;

Smoking

The Trust operates a No Smoking Policy.

Mobility

This is a Trust Wide appointment and travel around the Trust may be required;

Flexibility

BSMHFT is currently working in a climate of great change within the NHS. It is therefore expected that all employees will develop flexible working practices both within the Trust on a cross-directorate basis, and across Trust's and other organisations to meet the challenges and opportunities of working within the new NHS, which could include taking on new and changing responsibilities, according to

the needs of the directorate;

This job description is a reflection of the current position and a summary of the key tasks and may change in light of the developing organisation and in consultation with the post holder. It is the practice of the Trust to regularly examine employees' job descriptions and to update them to ensure that they relate to the job being performed or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager and those working directly to him or her. You will therefore be expected to participate fully in such discussions and in connection with them and to help re-write your job description to bring it up to date if this is considered necessary or desirable. The aim is to reach agreement on reasonable changes, but if agreement is not possible the Trust reserves the right to insist on changes to your job description after consultation with you;

Work will be managed rather than supervised;

Environment

BSMHFT is a major NHS Trust and we pride ourselves in the unique environment which exists for all employees. An environment where innovation is encouraged, hard work rewarded, and where our employees play an inclusive role in new developments;

Health and Safety

Staff must ensure that they are familiar with the requirements of the Health and Safety at Work Act (1974), the Trust's Health & Safety policies/codes of practice or regulations applicable to the work place.

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This job description is indicative only, and the post will continue to evolve as the Trust's priorities develop. It will therefore be revised in consultation with the post holder from time to time and not less than annually. You may also be required to provide cover in other areas following appropriate discussion.

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Additional information

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2.3 Job Description Agreement

Budget Holder	Signature
	Name
Post Holder	Signature
	Name
Date	

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