

Clinical Specialist– Band 7

Employer – RDaSH

Aspire Drug and Alcohol Services are provided in partnership by Rotherham Doncaster and South Humber NHS Trust (RDaSH) and The Alcohol and Drug Service (ADS). We pride ourselves on being innovative and forward thinking, and work closely with the recovery communities we serve to provide flexible, responsive services, which offer the best possible recovery outcomes for all our service users.

The Aspire Community Reintegration Model is based on the principle that everyone's recovery journey is individual to them and is related to their community, society and aspirations. Sustaining a successful, fulfilling and independent life away from specialist services depends on support networks embedded in the wider community. Therefore community reintegration is key to sustainable recovery.

Our approach takes the view that there are three things that the sense of community is based on:



The Aspire Partnership is committed to providing high quality, evidence based recovery interventions and care. We are a learning partnership which promotes staff training, development and competence and values clinical governance, audit and research. We have an excellent track record of modernising services and managing complex change; of integrating provision in a range of health and social care services; a high level of service user and carer involvement in delivering services and a highly committed and motivated workforce.

ASPIRE DRUG AND ALCOHOL SERVICE

Clinical Specialist - Band 7

JOB DESCRIPTION

Job Title:	Clinical Specialist
Employer:	RDaSH
Reports to:	Consultant Psychiatrist and Service Manager
Grade:	Band 7
Hours:	37.5 per week
Location:	In order to meet the needs of the service you will be required to work across multiple base points. The Trust reserves the right to change your normal place of work to any other location within the service; this may include any of the bases used by the service and agencies it works in partnership with.

JOB PURPOSE

The post holder will be responsible for the assessment, diagnosis and management of clients referred to the service including pharmacological interventions. The post holder will act autonomously to holistically manage patients with highly complex comorbidities across Aspire.

The post holder will be responsible the day to day and longer term clinical support for staff to support the formulation of care for patients on an on-going clinical basis

The post holder, alongside the Consultant, will be responsible and accountable as Clinical Specialist for the development and delivery of high quality services meeting the needs of patients.

The post holder will be required to work flexibly across operational sites as required and work flexibly within agreed contracted hours to maintain the most appropriate level of service provision. This will include evening working.

The post holder will work collaboratively to meet the needs of patients, supporting the delivery of policies and procedures and providing clinical leadership to the MDT

ORGANISATION CHART



MAIN DUTIES

Clinical

To assess, diagnose and manage new patients referred to Aspire; to autonomously prescribe safe and effective interventions for patients within Aspire.

To manage patients on long term pharmacological interventions, including independent non medical prescribing.

To lead on risk assessing patients on long term pharmacological interventions and escalate care as appropriate.

To initiate and analyse investigations for patients on the caseload and provide specialist advice to team members regarding investigations.

To manage patients with complex comorbidities, including issues with physical and mental health.

To autonomously manage urgent situations escalating appropriately e.g. hospital discharges.

To provide clinical advice and guidance for other members of the team to patients who the postholder may not have personally seen. To provide daily clinical advice and leadership to the multi-disciplinary team with regards to managing patient care;

To take responsibility for the development of clinical policies and standard operating procedures for the service, including members of the multi disciplinary team where appropriate.

To manage clinics effectively ensuring optimal service coverage and support colleagues in providing a flexible and effective service to the service user group.

To ensure activity is delivered in accordance with the agreed quality standards and Key Performance Indicators.

To provide clinical and managerial supervision to staff, including those undertaking a non-medical prescribing role.

To ensure that all patients have the necessary physical health checks required for any treatment intervention that they receive.

To complete medicolegal reports such as coroners reports.

To lead on serious incident investigations and implementing actions plans ensuring that timescales are met;

To manage resources effectively within delegated budgets, considering prescribing methods and drugs available.

To promote and deliver physical health screening including testing and vaccination for blood borne viruses ensuring that service users are provided with information in an understandable way to enable them to consent .

To lead on referral meetings to ensure patients receive appropriate timely interventions.

To lead on clinical meetings for all staff within Aspire, in liaison with the Consultant.

To evaluate NICE guidance relevant to the Service and put in place implement changes where appropriate.

Professional

To maintain own professional registration as appropriate, complying with the relevant code of conduct for the registering organisation.

To demonstrate excellence in clinical practice, monitoring and ensuring maintenance of standards of care. To work effectively within both local and national guidelines and within an agreed formulary.

To ensure the principles of clinical governance are established and monitored effectively in day to day practice.

To act as Non-Medical Prescribing Champion across the Trust and provide Continuing Professional Development across the Trust with regards to substance misuse

To develop and deliver training within the service and across the Trust in relation to specialist area.

To maintain all patient confidential information in line with both Trust policies and relevant legislation.

To lead, participate in, encourage and support audit and research within the service.

To lead the implementation of the findings of audit and research within the service.

To be accountable to review all service developments to ensure that they are evidence based.

To ensure that, where relevant, all services users have a safeguarding assessment and plan in place and that any prescribing plan takes this into account;

To take responsibility for Continuing Professional Development and remain compliant with all Mandatory and Statutory Training, Supervision and Personal Development Review.

Personnel

To participate in the recruitment and selection of staff within the service involving professional advisors as appropriate.

To escalate any service delivery issues that may affect the quality of care to the appropriate person.

To maintain staff clinical supervision records.

To participate in the on call clinical / management rota as required.

General

To contribute to the development of best practice within the service across a range of providers and PHE forums.

To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to service delivery.

All employees have a duty and responsibility for their own health and safety and health and safety of colleagues, patients and the general public.

All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.

It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.

This is not an exhaustive list of duties and responsibilities and in discussion with the manager the post holder may be required to undertake other duties which fall within the banding of the post. The job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

The post holder should be comfortable in the use of computer technology, have basic keyboard skills and have the ability to use email.

All employees are expected to observe the following:-

Equal Opportunities and Dignity at Work - Statement of Intent

The Trust is a major employer and provider of services. We are committed to building a workforce which reflects the diversity and meets the needs of the local community.

We oppose all forms of discrimination on legal and moral grounds, and recognise that discrimination creates barriers to achieving equality for everyone.

The Trust is committed to making equality of opportunity and fair treatment a reality whereby an individual can seek, obtain and continue employment without unfair discrimination.

As an equal opportunities employer, we will ensure that all job applicants and employees receive fair and equal treatment and will not be disadvantaged by unjustified conditions or requirements.

The Trust's Policy Relating to Equal Opportunities and Diversity in Employment underpins the Trust's commitment to achieve equality and fairness at work and to ensure that individuals or groups are not unfairly discriminated against.

Safeguarding Children and Adults

The Trust is committed to safeguarding and promoting the welfare of children, young people (anyone under the age of 18) and adults. It expects all staff, volunteers and contracted staff to share this commitment and act in such a way that safeguards and promotes the health and well-being of children, young people and adults.

Staff must ensure that they are familiar with the signs and symptoms of abuse and know what to do if any such concerns are raised.

Staff are expected to know about and follow the Trust's safeguarding children and safeguarding adult policies which can be found on the Trust intranet, and participate in related mandatory/statutory training.

ASPIRE DRUG AND ALCOHOL SERVICE

PERSON SPECIFICATION

Job Title: Clinical Specialist – Non Medical Prescriber **Grade:** Band 7

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSED BY
Educational Qualifications & Vocational Training	<p>First level Registered Nurse or qualified pharmacist</p> <p>Qualified independent non-medical prescriber</p> <p>All qualifications must be currently registered with appropriate bodies</p> <p>Additional training in substance misuse to post graduate level or significant equivalent post registration experience in substance misuse</p>	<p>Post graduate qualification in substance misuse</p> <p>Management qualification and or relevant clinical qualification at master's level or equivalent</p> <p>Teaching and assessing qualification</p> <p>Immunisation and vaccination.</p> <p>RCGP Drug and Alcohol Qualifications</p>	Application form and interview
Relevant Experience	<p>Experience of independent non-medical prescribing within the spheres of both drug and alcohol treatment. Alternatively experience of independently prescribing within area of competence- e.g. physical or mental health</p> <p>Experience in the development and delivery to projects whilst meeting key performance indicators.</p> <p>Experience in assessing and managing high risk service users and behaviours</p> <p>Experience of working as a senior clinician in substance misuse services.</p>	<p>Experience of working within multi-disciplinary & multi-agency teams</p> <p>Experience in delivering healthcare clinics, immunisations and vaccinations.</p> <p>Experience in managing drug and alcohol related health issues.</p>	Application form, interview and presentation
Knowledge and Skills	The ability to carry out a comprehensive assessment, request relevant physical	<p>Other relevant legislation</p> <p>Local policies</p>	Application form, interview and

	<p>health checks, interpret results and assimilate into management plans to meet the need of service users.</p> <p>Excellent oral and written communication skills</p> <p>Excellent Numeracy skills</p> <p>Ability to organise and prioritise.</p> <p>Ability to work effectively within a multi professional team and with partnership agencies.</p> <p>Harm minimisation and risk management interventions.</p> <p>Knowledge of relevant processes, procedures and legislation in relation to safeguarding children and adults, risk, mental health and mental capacity.</p>	IT Literate	presentation
Personal Attributes	<p>Commitment to high quality care and the promotion of good care and recovery planning.</p> <p>Commitment to integrated working</p> <p>Personal effectiveness – positive, enthusiastic and motivated.</p> <p>Ability to lead and adopt a problem solving approach particular in times of change or crisis.</p> <p>Able to use initiative, experience and take personal responsibility.</p> <p>Effective in managing personal and works stressors.</p> <p>Diversity – be able to work effectively with people regardless of their ethnic,</p>		Application form and interview

	cultural, social background, gender, age, religious belief, disability and sexual orientation		
Additional Factors	Ability to travel across the Doncaster geographical area		Application and interview