


Job Title:	Non-Medical Prescriber (NMP)	
Service:	Milton Keynes	
Reports To:	Service Manager	

Purpose of the Role:

As directed by the service manager and under the clinical supervision of the Compass lead nurse, the post-holder will be an integral member of a team delivering comprehensive clinical intervention services. He or she will take a lead role in developing a nurse led prescribing clinic and will act as a point of contact for other workers around prescribing issues, alongside the Specialist doctors.

The role will play a major part in developing and progressing community detoxifications, blood borne virus screening and vaccination and health and well being clinics. The post-holder will contribute to the service to ensure that substance users consistently receive high quality services that adhere to the best practice guidelines and achieve high professional standards. You will be responsible for contributing to the overall performance of the service to ensure that contractual output targets are achieved.

Outline of the Post:

The NMP will work under the guidance of the service manager and lead nurse and be part of a team of nurses and recovery workers providing holistic care including screening, comprehensive assessments, care planning and reviews, titration and prescribing services, support through detoxification and rehabilitation, along side other clinical and psycho-social interventions. You will be required to work flexibly across a number of operational sites as required and work flexibly within an agreed number of hours to maintain the most appropriate level of service provision. This will include evening and weekend working as determined by service user need.

Service Delivery

1. To work with the service manager to develop, implement and review service plans.
2. To work with the service manager to ensure all service targets are achieved. To evaluate and improve service performance through data analysis to understand the key areas of focus such as notable trends or changes to delivery and/or user profile.
3. To use recording and statistical systems to collate and report data and to ensure that all administration, case recording, written reports etc. are maintained to a high standard as described in the personal performance targets.
4. To undertake internal audits across the service and to act on findings from audits.
5. To develop and progress community detoxification, taking the lead in ensuring that the service has a comprehensive and open response to community detoxification

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6. To develop and progress BBV screening and vaccination service and take the lead ensuring the service has a comprehensive and open response
7. As a nurse prescriber, to ensure that clients are fully informed and have given consent to treatment
8. To maintain an up to date knowledge of medicine management and both local and national guidelines and agreements
9. To develop and implement GP Shared Care in Milton Keynes alongside the Service Manager and clinical lead.

People Management

10. To support all colleagues to ensure good clinical practice is achieved at all times.
11. To provide clinical leadership and ensure best clinical practice is followed.
12. To ensure all staff are aware of national and organisational prescribing and clinical guidelines.
13. To proactively develop a self-sufficient team, providing adequate peer support within professional working relationships.
14. To implement and monitor Compass policies and procedures in collaboration with the Service Manager.
15. To implement effective two way communication systems in the service in conjunction with the Service Manager and to be an effective communicator within them.

Practice Development

16. In consultation with the Service Manager offer consultancy and guidance to team members.
17. Network with other Team Leaders within the area/Compass in order to provide and receive support and act as a resource for staff within your own team(s) in terms of case management review and peer review.
18. In conjunction with the Service Manager, ensure all Compass practice guidance and models of clinical governance and evaluation are adhered to.
19. Develop and disseminate information and advice about substance use, health and social well being.

Service Development/Liaison

20. To participate in external working meetings/groups as required to provide a 'voice' for Compass as appropriate.

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21. To develop professional networks with other service providers in local area.

22. To represent and promote Compass in the substance misuse field.

Policy and Implementation

23. To work within Compass policies and procedures at all times.

24. In conjunction with the team, to ensure that Compass' Health and Safety policies and procedures are incorporated into daily work practices and adhered to.

25. To ensure Compass' Equal Opportunities policy is incorporated into daily work practice at all times

26. To adhere to Safeguarding of Children and Young People and Vulnerable Adults policies and procedures, sharing Compass commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.

It is essential that the post holder carries out their work within the context of relevant legislation including Working Together to Safeguard Children 2013; No Secrets 2000, NICE Guidelines, CQC standards of practice and Compass Policies and Procedures.

Key Performance Indicators (KPI's)

- Increase new presentations into treatment
- Increase numbers in treatment
- Reduce drop out
- Deliver timely and time lined clinical pathways that promote recovery
- Increase uptake of Blood Bourne virus screening
- Reduce harm to individuals and the general public
- Increase positive outcomes
- Increase the number of clients accepting and receiving BBV screening and Hepatitis B vaccinations

Key stakeholders:

- Children's social care
- Adult social care
- Hospital
- Pharmacies
- Community and faith groups
- Compass YP service
- Mental health services
- Police
- Safer neighbourhoods
- Housing providers/homeless services

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Financial Responsibilities:

None

People responsibilities:

Clinical oversight of a team of recovery workers, Link workers, Nurses and NMP's
Clinical Supervision of nursing staff

Key Activities and Responsibilities

- Promote the safeguarding of individuals
- Support individuals to access and use services and facilities
- Contribute to the protection of individuals from abuse
- Work in partnership with carer's to support individuals
- Contribute to assessing and act upon risk of danger, harm and abuse
- Recognise problematic use of alcohol or other substances and refer individuals to services
- Support individuals who misuse substances
- Contribute to the prevention and management of abusive and aggressive behavior
- Assess and act upon immediate risk of danger to individuals who have used alcohol or other substances
- Relate to and interact with individuals
- Support individuals to access and use support services
- Promote the equality, diversity, rights and responsibilities of individuals
- Promote choice, well being and the protection of all individuals
- Support individuals who are distressed
- Support individuals who are substance users
- Contribute to the prevention and management of abusive and aggressive behaviour
- Contribute to the protection of individuals from harm and abuse
- Assess and act upon immediate risk of danger to substance users
- Contribute to assessing and act upon risk of danger, harm and abuse
- Reflect on and develop your practice
- Make use of supervision
- Contribute to the development of the knowledge and practice of others
- Raise awareness about substances, their use and effects

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- Develop and disseminate information and advice about substance use, health and social well-being
- Carry out screening and referral assessment
- Carry out comprehensive substance misuse assessment
- Develop, implement and review care plans for individuals
- Assist in the transfer of individuals between agencies and services
- Supply and exchange injecting equipment for individuals
- Support individuals to undertake and monitor their own health care
- Undertake treatments and dressings related to the care of lesions and wounds
- Support individuals through detoxification programmes
- Dispense medicines and products
- Supervise methadone consumption
- Prepare prescriptions for controlled drugs
- Enable individuals to take their medication as prescribed
- Help individuals address their substance use through an action plan
- Contribute to the development of organisational policy and practice
- Promote your organisation and its services to stakeholders
- Support the health and safety of yourself and individuals
- Receive, analyse, process, use and store information
- Supply information for management control
- Promote effective communication for and about individuals
- Develop productive working relationships
- Develop and sustain effective working relationships with staff in other agencies
- Participate in inter-disciplinary team working to support individuals

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Person Specification

Qualifications, Skills and experience	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • First level registered RGN/RMN with a current PIN • Experience of prescribing within a substance misuse treatment setting. • Have completed and recorded with the NMC the V300 full formulary nurse prescribing course • Sound knowledge of clinical prescribing. • Knowledge of the issues facing substance misusers including appropriate medical interventions, social care and health issues. • Experience of contributing to project development. • Clinical auditing skills to inform evaluation of the service and identify areas for development. • Experience of delivering services within a performance management framework • Experience of contributing to the training and development of others • Experience of working in a multidisciplinary team • Understands others points of view • Is open to new suggestions • Is willing to change ideas based on new information or evidence • Written and Oral communication is clear and concise 	<ul style="list-style-type: none"> • Access to own transport (non-essential). • Knowledge of local services and geography. • RCGP Certificate in Substance Misuse – level 1 • Understanding of the role of Care Quality Commission and the relevant Essential Standards for the service • Confident in challenging areas of practice within self and team • Developing and implementing action plans in order to meet specific national and local targets • Experience of clinically supervising drug workers or nurses • Facilitating structured training

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<ul style="list-style-type: none">• Understands non verbal communication• Encourages others to express their views, feelings and wishes• Uses and follows known procedures to identify and solve problems• Tackles problems in a logical step by step way• Knows when to refer a problem to a manager• Confidently contributes to debate• Shares own thoughts and opinions• Promotes the organisation by their own standards of conduct• Adopts an active role within the team• Encourages, values and respects contributions from other team members	
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A DBS check will be undertaken before appointment can be confirmed

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