

Nurse Team Leader

Role purpose

- The post holder will work across an agreed geographical area, as a qualified nurse, with significant substance misuse experience.
- They will manage and provide clinical supervision to their allocated team.
- They will provide safe, effective and evidence-based clinical interventions, for service users requiring clinical support in relation to their substance use.
- This role forms part of the management team and will contribute to and support the overall performance of the service to ensure that contractual output targets are achieved.

Key duties and activities of the role

- Responsible for the development and day to day coordination of nursing interventions, working closely with the management team providing leadership and direction.
- Support and undertake duties around suitable clinical interventions in the service (like BBV, Buvital, health and wellbeing assessments, community detoxification etc.)
- Provide supervision, competency assessment and training of allocated staff and support direct reports to develop in their roles to deliver clinically excellent services.
- Ensure that all clinical processes and procedures are in line with Via policy and CQC standards and that all nursing staff are aware of policies and processes.
- To oversee medicines and controlled drugs management and ensure patient group directions requirements are met.
- To assist in the development of systems, pathways and policies that promote delivery of services to dual diagnosis clients.
- Work in partnership with hospitals, GPs, the criminal justice system, and any other relevant stakeholders to provide seamless and holistic care packages for service users.
- Work in conjunction with the management team to formulate and develop health and wellbeing services.
- Ensure that all services are run in compliance with CQC KLOE, related clinical standards and practitioner codes of conduct as well as organisational standards.
- Be involved in the clinical audit of the service and to ensure service compliance.
- Ensure the efficacy, effectiveness and performance of clinical interventions related to OST and Community Ambulatory Detox.
- Support hospital liaison provision and continue to develop Hep C treatment provision in the community, delivering Hep C treatment as required.
- Work alongside the service manager and their direct reports to effectively support a 'one team' approach.

Person specification for the role

- Registered Nurse (RMN, RGN or Learning Disabilities Nurse) with a current active PIN number.

- Experience of community-related clinical substance misuse multi-disciplinary work.
- Sound and demonstrable knowledge of clinical prescribing issues including appropriate medical, harm reduction and health promotion interventions.
- Experience of supervising and appraising staff.
- Experience of BBV screening and the administration of BBV vaccinations.
- Experience of managing dual diagnosis service users and working in partnership to meet their needs.
- Good IT skills including use of Microsoft Office programmes and digital meeting platforms and case management systems like Nebula, System One or Theseus.
- A demonstrable understanding of the Health and Social Care regulatory requirements of the Care Quality Commission (CQC), National Institute for Clinical Excellence (NICE) and any other relevant bodies.
- A demonstrable commitment to working in partnership with other professionals such as criminal justice agencies, primary care, community groups and other stakeholders to achieve good outcomes for our service users.
- The ability to work calmly under pressure, ensuring that deadlines are met, and ensure all information is recorded in a timely manner.
- The ability to communicate effectively, both verbally and in writing, in different settings (e.g., written, spoken, presented, etc) and to different groups of people.
- Great team working, communication, interpersonal skills and cooperative approach to supporting colleagues and the whole team to deliver service objectives, as well as in working directly with service users and their significant others.

Responsibilities for all Via staff

- To work within Via values and ethos, supportively collaborating with all colleagues, and demonstrating active engagement with the wider organisation.
- To promote and deliver positive, inclusive, and anti-discriminatory practices in line with Via policies, professional and sector requirements, and legislative frameworks.
- To act on all safeguarding risks and concerns so that all statutory and organisational safeguarding responsibilities are met and that all learning is shared.
- To always observe professional integrity and candour with all people.
- To comply with all organisational policies and procedures including GDPR and all health and safety policy and guidance, taking responsibility for your own safety and contributing to that of colleagues and others as applicable.
- To regularly participate in one-to-one / supervision sessions, objective setting and review, training, practice and learning forums.
- A commitment to learning and to continuously improve everyone's knowledge and skills.
- To work flexibly to enable the delivery of effective services. This may include flexibility across sites or flexible hours and any other duties that may reasonably be required.

Version control					
Version Number	Date Salary Banded	Salary Banding	Authors Initials		
1.0	29/01/2024		FH & YA	TS	MD