

## **Substance Misuse Worker, HM Prison La Moye**

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**Department:** Health and Community Services.

**Division:** Alcohol and Drug Service

**Reports to:** Lead Nurse, Alcohol and Drug Service

**JE Reference:** HCS1316.1

**Grade:**CS9

**JE Date:** 21/06/2024

### **Job purpose**

The post holder will provide a range of psychosocial and educational interventions in the Prison to people who use substances. They will integrate with prison health care clinicians and the community Alcohol and Drug Service to enable continuity of care and wraparound support to enhance recovery outcomes, reduce substance related harm and reoffending.

The post holder will work at the forefront of practice to deliver alcohol and drug education to people detained in prison, and staff to ensure information and treatment remains contemporary and promotes a culture of recovery.

### **Job specific outcomes**

Work jointly with the prison healthcare clinical team to ensure that prisoners with substance use problems are accurately identified. Undertake a substance use assessment within the first week to identify individual needs and formulate a supportive recovery plan. Be responsible for communicating risks to appropriate colleagues to develop joint multi-disciplinary care planning and risk management interventions.

Devise and deliver structured personalised one-to-one substance related psychosocial interventions. These include the provision of harm reduction advice and relapse prevention delivered using motivational interviewing techniques to strengthen commitment to change. Provision will be culturally relevant to promote effectiveness for individuals with a diverse range of backgrounds.

Plan and facilitate the SMART recovery or similar educational or support group programmes for each prison wing and in the community. This will include preparing individuals for group work, risk assessing participants, facilitating sessions, and evaluating outcomes. It is expected that supporting individuals in recovery to complete training to co facilitate groups will be an area of service growth.

Contribute to pre-release planning processes, including being responsible for co-ordinating harm reduction sessions in the final weeks of sentence and securing appropriate community follow up for people who agree to continued community substance misuse treatment.

Forge good working relationships with internal services and external agencies and participate in meetings and other forums to represent clients or the service to ensure that individuals receive an excellent quality of service, continuity of care and to ensure effective joined up working. Participate in supervision sessions, team meetings and case reviews to ensure safe working and appropriate case management.

Responsible for the health, safety and welfare of self and individuals by adhering to prison operating procedures, in particular health and safety, personal security, racial equality, data protection and confidentiality. Maintain accurate records of treatment activity and the provision of information for monitoring and evaluation in line with service development and requirements.

Work at the forefront of practice to enhance treatment and challenge professional and organisational boundaries in the best interest of clients. This includes providing education to prison staff about substances, evidence-based interventions, and the remit of the service to ensure information remains contemporary and the approach to substance use across the prison consistently promotes a culture of client collaboration, recovery, and rehabilitation.

Contribute to the generic functions of the wider Prison and Alcohol and Drug Service team as required, assisting colleagues, working in a liaison capacity, carrying out other responsibilities that may be required as commensurate with the post.

Provide an active role in operational and service planning, identifying any gaps in the service provision and bring to the attention of senior management. Contributing to surveys and audits to help demonstrate the effectiveness of the service. Keeping up to date with changing drug patterns and trends as well as evidenced based interventions and treatment, participating in relevant conferences and courses.

### **Statutory responsibilities**

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

#### **<Delete the following statement if not applicable>**

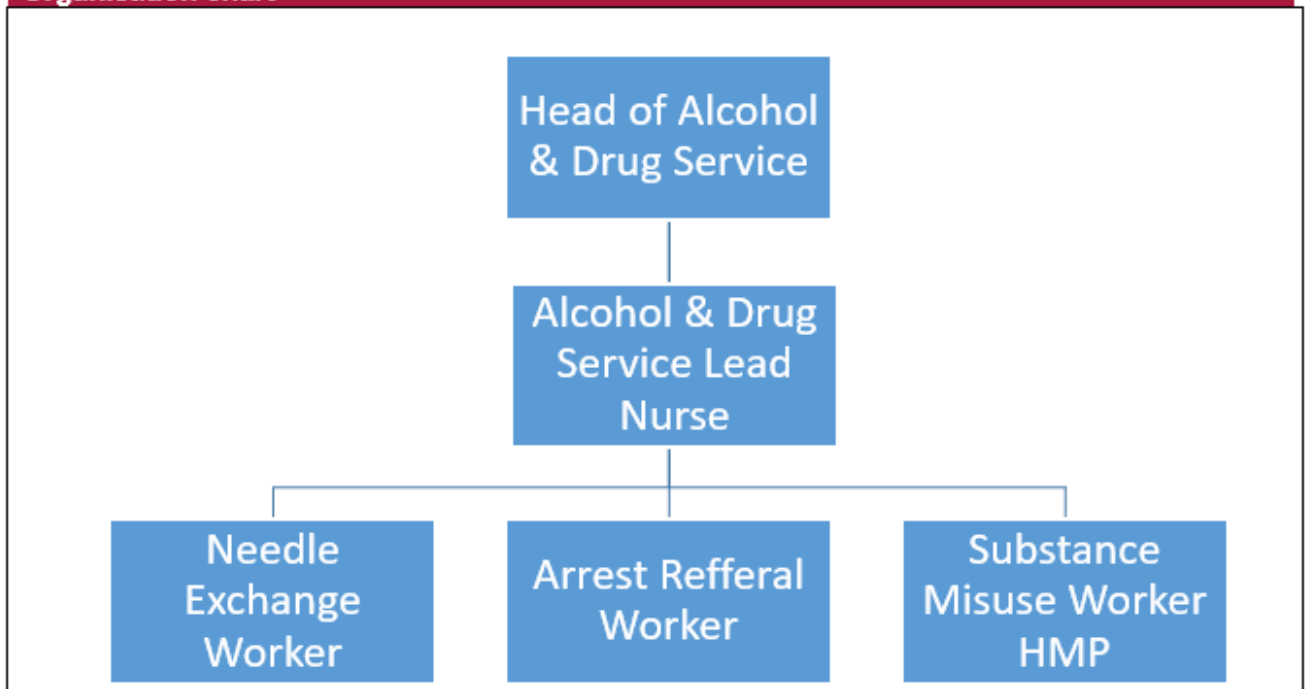
This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

### **Organisational structure**

## Government Departments



### Organisation chart



**Person Specification**

**Specific to the role**

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p><b>Qualifications</b> <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<ul style="list-style-type: none"> <li>• Hold a health related qualification i.e. nursing background, counselling, social work or youth work qualification at Diploma level.</li> </ul>	<ul style="list-style-type: none"> <li>• A degree in a Health or social care subject including psychology or criminology</li> <li>• Teaching qualification</li> <li>• SMART group facilitator</li> </ul>
<p><b>Knowledge</b> <i>This relates to the level and breadth of practical knowledge <b>required</b> to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<ul style="list-style-type: none"> <li>• Competent clinical knowledge and skills in the speciality area underpinned by theory and experience</li> <li>• Active engagement in clinical supervision</li> <li>• Be able to practice effectively within their scope</li> <li>• Candidates must display a good level of knowledge and experience of risk management required to underpin the delivery of safe client care</li> <li>• The post holder must be a confident and resilient decision maker, often having to communicate unpopular decisions and advice in the best interests of the client which may be looked on unfavourably.</li> <li>• Ability to work constructively with a wide variety of stakeholders and professionals in a range of settings i.e. Nurses, Psychiatrists, GPs, Criminal Justice Workers, health care professionals,</li> <li>• Knowledge of Jersey Criminal Justice System</li> </ul>	
<p><b>Technical / Work-based Skills</b> <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<ul style="list-style-type: none"> <li>• Proficient in keyboard skills, knowledge of MS office suite and ability to use / learn to use existing computer system.</li> <li>• Hold a means of independent transport to work between locations</li> </ul>	
<p><b>General Skills/Attributes</b> <i>This relates to more general characteristics</i></p>	<ul style="list-style-type: none"> <li>• High level of written and verbal communication, oral communication skills including good persuasion</li> </ul>	

<p><i>required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>and motivation techniques.</p> <ul style="list-style-type: none"> <li>• Teaching / assessment and presentation skills</li> <li>• Organisation and negotiation skills</li> <li>• Ability to contribute towards Department and Service objectives</li> </ul>	
<p><b>Experience</b> <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<ul style="list-style-type: none"> <li>• Proven experience working in the substance misuse field</li> <li>• Experience of working in a secure area</li> <li>• A thorough awareness and knowledge of effects, problems, models of interventions and legislation relating to illicit drugs and novel psychoactive substances.</li> <li>• Experience of risk assessment and management</li> <li>• Experience of designing and delivering training to colleagues at all levels.</li> </ul> <p>Experience of facilitating groups</p> <ul style="list-style-type: none"> <li>• Able to conduct reflective practice and participates in clinical supervision.</li> <li>• Experience of undertaking or contributing to research / audit.</li> </ul>	

## Personal Attributes

### Delete as appropriate:

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 5 core accountabilities attributes and behaviour indicators.