



Role Profile

Job Title: Young People's Healthcare Professional/ Substance Misuse Worker	Grade/ Level: N	Post Number: DR1327
Directorate: Children's Family and Community Health		Date Prepared: July 2017

Role reports to: Restorative Youth Service's Operational Manager and Specialist Service

Job Purpose:

To provide substance misuse assessments and interventions, particularly for young people with complex needs, and assist them towards healthier lifestyle choices.

To provide advice, information and harm reduction interventions on a one-to-one basis, relapse prevention support and referrals to other relevant interventions to address substance misuse and related problems for young people.

To support medical interventions offered to young people via close monitoring of programmes which may include prescribing.

To work within the requirements of Public Health England and Swindon Borough Council guidance relevant to substance misuse.

To contribute to the ongoing development of Uturn, within Swindon's Restorative Youth Services (RYS), and to continue to shape policies and practice to meet the needs, including diversity issues, of this client group.

Key Accountabilities:

1. To undertake assessment of young people, particularly those with complex needs, within specified time scales of referral and determine appropriate level of intervention
2. To devise individual care plans based upon assessment specifying level and nature of contacts by the worker
3. To commence and review individual care plans programmes within specified timescales
4. To provide advice, information and brief interventions (e.g. motivational interviewing) to young people, and where appropriate parents and carers, within a harm reduction framework on an one-to-one basis as part of the individual plans
5. Where appropriate, to provide longer term one-to-one structured support including detox programmes

6. To contribute to the development, co-ordination and facilitation of early interventions and prevention work within schools and colleges
7. To ensure appropriate multi-agency working and referrals to other agencies
8. To participate in providing training to other professionals in substance misuse as well as advice and support on an ad hoc or planned basis
9. To develop and provide appropriate support on relapse prevention as part of this service
10. To commit to accurate data recording and timely data submissions to local and national substance misuse databases

Supplementary Accountabilities:

1. Carry out relevant administration requirements of the post, including effective written communication with all staff, young people, parents/carers and other professionals
2. To monitor and evaluate the service offered ensuring it considers the diverse needs of the community
3. To conduct all work within statutory responsibilities of Swindon Borough Council and within policies and practices, e.g. on Equal Opportunities, Risk Management, Child Protection, Code of Ethics and Health and Safety, including at any satellite or off-site provision
4. Actively engage with other team members and work constructively with colleagues and managers in all aspects of the work
5. Share information appropriately with professional/agencies involved in client care within the boundaries of the Data Protection Act, Uturn's confidentiality policy and any applicable information sharing protocols as agreed within the borough
6. Promote the aims and objectives of Uturn and represent the service at external meetings related to work and as required by the manager or team leader
7. Participate fully with the agreed support structures for the post which incorporates a programme of regular managerial and live supervision
8. To regularly attend team meetings/briefings and staff training and planning days as required by Uturn
9. To contribute to the development of young people's involvement, feedback and support within the service
10. Work at all times with respect and sensitivity to the needs of young people, ensuring that they are listened to and that action required is consistently delivered
11. To communicate effectively with team members within Uturn and RYS
12. To contribute to the review and development of Uturn policies and practice
13. To undertake any other duties appropriate to this post

Equal Opportunities

The Community Directorate is committed to working in a manner that does not discriminate against any individual or group regardless of ethnic origin, sexual orientation, disability, age, religion or gender.

Disclosure and Barring Service

The nature of the work requires that the post-holder has undergone checks by the Disclosure and Barring Service and has the relevant level of Disclosure.

NOTE:

This job description is intended as a general guide to the duties attached to the post and is not an inflexible specification. It may therefore be altered from time to time to reflect the changing needs of the department, always in conjunction with the post holder.

Qualifications:

Essential:

- A relevant healthcare qualification
- A relevant healthcare registration
- Driving licence and car or equivalent mobility

Desirable:

- Specialist qualification e.g. Diploma in Substance Misuse, Working with Young People, Mental Health

Skills/abilities:

Essential:

- Ability to engage young people in appropriate interventions to address substance use and/ or behaviour
- Ability to work on own initiative safely and effectively, prioritising work as appropriate
- Ability to maintain confidentiality and professional boundaries
- Clear ability to analyse information in order to inform and record decision making within a clinical framework
- Excellent communication skills both written and verbal
- Ability to monitor, evaluate and review practice
- Ability to collate monitoring information and write reports
- Ability to work flexibly and be able to work to and meet deadlines
- Ability to work effectively within and across organisations to develop partnerships and facilitate joint working protocol
- Effective IT skills

Knowledge and Experience:

Essential:

- Experience of supporting young people in a professional context to engender change in behaviour using assessment, care planning and care management processes
- Knowledge and understanding of diversity issues
- Experience of dealing with a variety of people at different levels within a multi –agency context
- Knowledge and understanding of the range of interventions and support relating to young people experiencing substance misuse issues including brief interventions eg motivational interviewing, harm reduction strategies and relapse prevention
- Understanding of the impact of substance misuse on young people, their families or carers from all communities
- Knowledge of child protection issues, particularly in relation to substance misuse, and the ability to implement appropriate procedures to safeguard children
- Knowledge of relevant policy and guidance including NICE and Public Health England guidance
- Demonstrable knowledge and understanding of the health and social care needs of young people misusing substances

Desirable:

- Experience of working in the substance misuse field
- Experience of delivering educational group work
- Knowledge of detoxification methods appropriate for young people
- knowledge of relevant health issues relating to this client group

Values and Behaviours

We strive to underpin our culture through strong management and authentic leadership, this means getting the management basics right, and ensuring what we commit to individually and collectively, we own and demonstrate accountability aiming to get things right first time. Building on this we also expect everyone at SBC to demonstrate and live our organisational values and behaviours, this means in our work we are:

Connected: We put Swindon and its people at the heart of everything we do.

We display a communication and behaviour style that promotes a positive Council identity in connecting with residents, customers, colleagues and other stakeholders ensuring a partnership approach to delivering our vision. Always asking, "is what I am doing in the best interests of Swindon and its people,"?

Resilient: We are forward thinking and work smart

We seek to identify where things can be improved, ensuring this learning is embedded, evaluated and built upon through a strong approach to continuous organisational development.

Brave: We respect and work together with our colleagues and customers to achieve success

We act in an emotionally intelligent way, setting positive examples around accountability, risk and governance. This will be delivered through developing ourselves and our teams to achieve the highest possible levels of productivity and performance.

Other Key Features of the role

(working environment / emotional / conditions i.e. regular outside work, unpleasant or hazardous conditions, practical demands such as standing, carrying or working in constrained positions, potential verbal abuse and aggression from people, or risk of injury).

Employee Signature:	Print Name:
Date:	
Line Managers Signature:	Print Name::
Date:	