

Job Description

Job Title:	Health and Wellbeing Nurse
Job Grade:	B
Reports to:	Appropriate Clinical Lead
Direct reports:	N/A
Clearance required:	Enhanced DBS check
Key stakeholders:	Clinical team, service users, external partners including NHS services

Workplace values

Waythrough launched in October 2024 following the merger of Humankind and Richmond Fellowship. Our vision is to break down the barriers that stop people getting the support they need to live a life they value. We tackle poverty and disadvantage in communities, through mental health, drug and alcohol, housing and related support.

We have almost 200 services around England – and nearly 3,500 amazing staff and volunteers who run them. Every year our services support around 125,000 people.

Bringing together two big organisations is not a small task and it'll take a while to fully integrate our systems, processes and approaches. That's why you will notice the jobs here are still branded 'Humankind'. Next year we'll be fully integrating our recruitment systems but for now they are separate.

Job Purpose

To support the clinical team in the service and delivery of direct service user care.

Job Description

1

Key accountabilities:

1.	To provide alcohol assessments, community detoxifications and referrals to in- patient or other support networks including mutual aid.
2.	To develop onsite service community alcohol detoxifications, working alongside operational colleagues.
3.	To work with hospitals in providing a managed pathway for people with alcohol misuse, through appropriate referral process or direct referral.
4.	To provide healthcare assessment across services but specifically in needle exchanges and outreach services.
5.	Provide a BBV service that incorporates screening and vaccination for Hepatitis B, Hepatitis C screening, re-screening and treatment provision in partnership with specialist services.
6.	Co-ordinate and deliver call and recall services for Hepatitis B & Hepatitis A Immunisations, Hepatitis B, Hepatitis C and HIV Testing.
7.	Along with the wider teams work to promote harm reduction across needle exchanges, outreach services. hostels and other venues.
8.	Develop smoking cessation strategies and work with specialist services in developing a COPD pathway and onsite treatment provision, including liaising with prescribing clinician/issuing medication under PGD if service is required.
9.	Deliver basic wound management and work with specialist services in delivering more complex treatment provision to service users.

Job Description

10.	To promote and deliver naloxone across services.
11.	Deliver health promotion and harm reduction interventions in a client-centred manner (e.g. safer sex, contraception, nutrition and healthy living).
12.	Promote infection control and harm reduction messages in relation to injecting behaviour and sharing of equipment specific to reducing BBV and bacterial infections.
13.	In relation to the nursing role, review service consistency against external strategies, policies, guidelines and targets and co-ordinate service review as appropriate.
14.	Provide data for planning and participate in; strategy planning, service needs assessment, clinical effectiveness review, service framework development and implementation, as needed.
15.	Participate in external and internal sub groups and take responsibility for production or coproduction of plans and reports, as requested.
16.	Provide support and assistance to other Humankind substance misuse services during mobilisation
17.	Participate in the audit process and promote service wide or local clinical audit. Implement findings/changes where indicated.
18.	Ensure all serious incidents (including deaths in service) are reported, implementing any service changes arising.
19.	Contribute to teaching events as part of any consultancy initiatives and to in-house training and teaching.
20.	Collaborate on clinical governance, review and implementation of policies and guidelines.

Job Description

21.	Assist continued involvement with national and local research projects, as appropriate.
22.	Contribute to the development of joint working with local provider organisations.
23.	Participate in the co-ordination of strategies for integration of health and social care, as appropriate.
24.	Contribute to the maintenance of service user databases by recording accurate, up to date notes in accordance with service protocol and NMC guidance.
25.	Undertake continuing professional development including participating in clinical supervision, performance appraisals and attending training as/when required .
26.	Work in accordance with all relevant legislation, best practice policies & procedures and guidelines – both internal and external. This includes Humankind's clinical governance policy.
27.	Keep abreast of policy and professional development within your area of professional expertise.
28.	To promote, adhere to and live our workplace values of being honest, committed and inventive.

This Job Description is not definitive and outlines key accountabilities – colleagues are expected to be flexible regarding their accountabilities and will from time to time be asked to carry out other duties to ensure achievement of company goals.

Person Specification

Technical/ Professional Qualifications	Essential or Desirable
NMC Qualification.	E
Skills	Essential or Desirable
Proficient in Microsoft Outlook Office programmes	E
Experience of entering complex information onto an electronic / clinical data base.	E
Knowledge/ Previous Experience	Essential or Desirable
Experience of assessing clients healthcare needs and best practice to meet healthcare, clinical and psychosocial need.	E
Experience of generation and implementation of initiatives.	E
Awareness of social context of drug misuse and the wider implications of the behaviour.	E

Person Specification

Understanding of drug misuse services available in the public and voluntary services.	E
Experience of carrying out general health care assessment including BBV, and delivering health promotion/ harm reduction interventions, advice and information.	E
Awareness of national strategies impacting on drug and alcohol services	D
Understanding of complexities of primary health care and the constrictions and opportunities inherent in the primary care sector.	D

Understanding of the differences between the private and the public sector roles and responsibilities.	D
Experience of working with audits/ awareness of the principles of audit.	D
Experience of working with substance misusing clients.	D

Competencies

Lead and Inspire	Defines the future direction of Humankind through identifying current and future challenges and longer-term opportunities.
Create and Innovate	Takes a solutions-focused approach to the challenges we face as an organisation. Looks at new ways of working and responding innovatively with new ideas or developing current approaches to meet organisational needs.

Person Specification

Developing Our Talent	Creates a positive and supportive environment in which individuals can grow and develop enabling them to realise their full potential.
Impactful Communication	Shares information and presents ideas or themes clearly and convincingly so that others see us as open, transparent and credible, and want to engage with us.
Delivering Results and Achieving Greatness	Focuses on our individual drive and personal focus to succeed in delivering against our key business objectives and targets.
Service Excellence	Continues to build on Humankind's reputation within the industry, becoming a "provider of choice" recognised by external bodies as meeting the diverse needs of our customers and delivering the highest standards of service delivery.
Team Working	Defines how we work with each other and our customers, partners, commissioners and stakeholders.

Safeguarding training required on start (not to be measured in the R&S process)

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