**Adult & Community Based Services**

**JOB TITLE:** NBPS PRACTITIONER

**1 Year Fixed Term Contract**

**DIVISION:** SUBSTANCE MISUSE SERVICES

**GRADE:** Band 9 £24,313 - £26,317

**RESPONSIBLE TO:** NBPS AND TIER 4 DELIVERY MANAGER

**POST REFERENCE:**  SR-107046

**Purpose of Post**

1. To support the NBPS and Tier 4 Delivery Manager in the provision of an intense community rehabilitation programme.
2. To liaise with provider partners within the Hartlepool Action Recovery Team (HART) integrated treatment pathway to provide a range of targeted and structured interventions for service users engaging in the HART Service.
3. To provide a range of Psychosocial Interventions (PSI’s) to service users, their families and carers, where necessary, as part of HART’s PSI Services for problem drug and alcohol users.
4. To ensure that the service’s key elements of therapeutic approaches, including Motivational Interviewing, ITEP mapping and CBT are utilised at standard and enhanced levels depending on client need and are integrated, effective and delivered to the highest standard.
5. To facilitate clients to achieve identified recovery goals, positive outcomes, community re-integration, whilst maximising the engagement and retention of the individual at all stages of their recovery pathway.
6. To support, advocate and motivate service users through all stages of their individual recovery journey through the effective implementation of individual and group interventions.
7. To work within a strengths-based, recovery-orientated, change and outcomes focused approach which promotes service users and communities as responsible co-producers of health, well-being and recovery.
8. To contribute to the development of the NBPS and Tier 4 Service, helping to build a forward looking, dynamic and competent team within a culture of continuous performance improvement.

**Key Relationships**

To develop and maintain links with –

* Clinical Services
* Child and Adult Services
* Support organisations in the community
* Mental Health Services
* Community Development and Integration team
* Any other sections of Hartlepool Borough Council as appropriate.

**Main Duties and Responsibilities**

**Service Delivery**

1. To contribute to the key activities within the PSI structured programme, including the delivery of individual psychological support and group interventions, monitoring and review of recovery plans; planning community re-integration and treatment exits in partnership with the HART Service.
2. To ensure that service users’ personal strengths, social networks and recovery capital (social, physical, human and cultural) are built and developed throughout the delivery of chosen therapeutic approaches.
3. To collaboratively develop and implement effective and flexible systems and structures, responsive to the needs of individuals with different levels of risk, complexity and strengths.
4. To develop and deliver the provision of a full range of flexible psychosocial interventions (standard and enhanced) relevant at the change and completion stages, for individuals, their families and carers in line with evidence of best practice.
5. To monitor, review and improve as necessary, the quality of recovery care planning within the service.
6. To monitor the progress of individual service users through the recovery process and ensure that recovery goals and outcomes are being achieved using a range of outcome tools.
7. To be responsible for ensuring that recording of documentation and case notes are of a high standard and that recording is undertaken within required time frames.
8. To ensure that service users are fully informed about their recovery/therapeutic options, are involved in and consent to decisions, and are encouraged to take opportunities to achieve a sustained recovery.
9. To ensure ‘visible recovery’ is promoted within the service, continuing to promote the exit from PSI Service to service users and reported back to the wider HART Service.
10. To contribute to the development of initiatives within the team in order to support service users with specific needs relating to gender, age, sexual orientation or ethnicity.
11. To contribute to effective transition arrangements with other elements of the integrated service including regular joint assessment processes, handover meetings and continuity of recovery plans.
12. To ensure that the NBPS and Tier 4 Services are fully integrated with clinical services, by working closely with clinical staff to effectively align interventions within the recovery plan.
13. To support delivery of a fully integrated recovery-oriented treatment system by ensuring close links, information sharing, shared processes and collaborative development between teams to affect a safe, seamless and successful treatment journey, and to ensure that services are working collectively towards the achievement of recovery goals and positives outcomes for each individual client.

**Performance and Delivery**

1. To support the efficient and effective use of volunteers and peer mentors, contributing to the enhanced delivery for all aspects of the service.
2. To maintain strict and equitable boundaries within service delivery; leading by example; developing appropriate expectations, culture and values; embracing and implementing change.
3. To contribute to the delivery of Hartlepool Borough Council’s targets and outcomes; goal and task setting; and monitoring and reporting progress.
4. To assess the impact of the NBPS provision in contributing to recovery goals/outcomes.
5. To contribute to a collaborative, creative and flexible team, which is able to empower, challenge and change.
6. To support team members to be competent to deliver the full range of psychosocial and other interventions required at the change and completion stages of the clients journey.
7. To maintain robust and integrated data capture procedures to ensure effective recording of performance monitoring, outcomes and service user information.
8. To produce service data and reports when required to facilitate business decisions and reporting, locally and organisationally.
9. To ensure that risk management procedures (including child and adult safeguarding protocols) are consistently followed and that management are fully informed of breaches of policies and procedures.

**Service Development**

1. To lead on specific areas of service development, projects or pilots, as agreed with managers.
2. To identify and report on service and locality relevant information and intelligence, including gaps in provision and opportunities, developing appropriate responses with managers.
3. to proactively engage and build relationships with local communities, external agencies/professionals to identify and build recovery resources and opportunities for individual and service development.
4. To ensure service users are provided with opportunities to consult on service development and to be involved in the development and delivery of services as appropriate.

**General Duties**

1. To personify a positive, collaborative and recovery-focused work ethic.
2. To present a professional appearance, help maintain an orderly working environment and act at all times to uphold the good reputation of Hartlepool Borough Council.
3. To ensure that all visitors to the service (including service users, families/carers, professionals and the general public) are welcomed in a responsive, helpful and professional manner.
4. To ensure service users’ and professionals’ experience of Hartlepool Borough Council is positive including by taking personal responsibility for answering ringing telephones and promptly dealing with inappropriate behaviour by staff, volunteers or service users.
5. To attend meetings at appointed times, maintain professional personnel and service user records and meet deadlines.
6. To work flexibly across the whole treatment service, including providing duty, late working and weekend cover as required.
7. To proactively maintain professional knowledge and practice and attend, use and contribute to supervision and team meetings effectively.
8. Raise drug and alcohol and recovery awareness within the community, sharing knowledge and experience by developing packages that train and educate community and other interested groups.
9. To assess risk and safeguarding issues, undertake risk and needs assessments when appropriate and report any potential risk and safeguarding issues to ensure staff, service users and children are protected.
10. To work within professional boundaries, maintaining safety and appropriate confidentiality at all times.
11. To contribute to organisational initiatives as required.
12. To demonstrate commitment to Hartlepool Borough Council’s Vision and Values and strategy, ensuring that they inform, and are embedded within, service delivery and practice.
13. To ensure services and duties are delivered in compliance with the law and relevant national and local policies, standards and guidance, including the CQC, NTA, NICE and other quality standards.
14. To read and comply with all published Hartlepool Borough Council’s policies and procedures, at the start of your employment and again whenever they are added to or changed.
15. To work flexibly to undertake such other reasonable duties and responsibilities, at any location within reasonable daily travel from your main place of work.

**To carry out responsibilities with clear regard to Hartlepool Borough Council’s Equal Opportunities, Health and Safety, and other relevant employee focused policies and procedures.**

Changes

Over time Council services change and develop. This can impact upon the main duties and responsibilities of the role, and subsequently the post holder, who will be required to adapt. Any changes will be appropriate to the grading of the post and will be made in discussion with the post holder.

Date:

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**