

Addiction Nursing: a case for safeguarding

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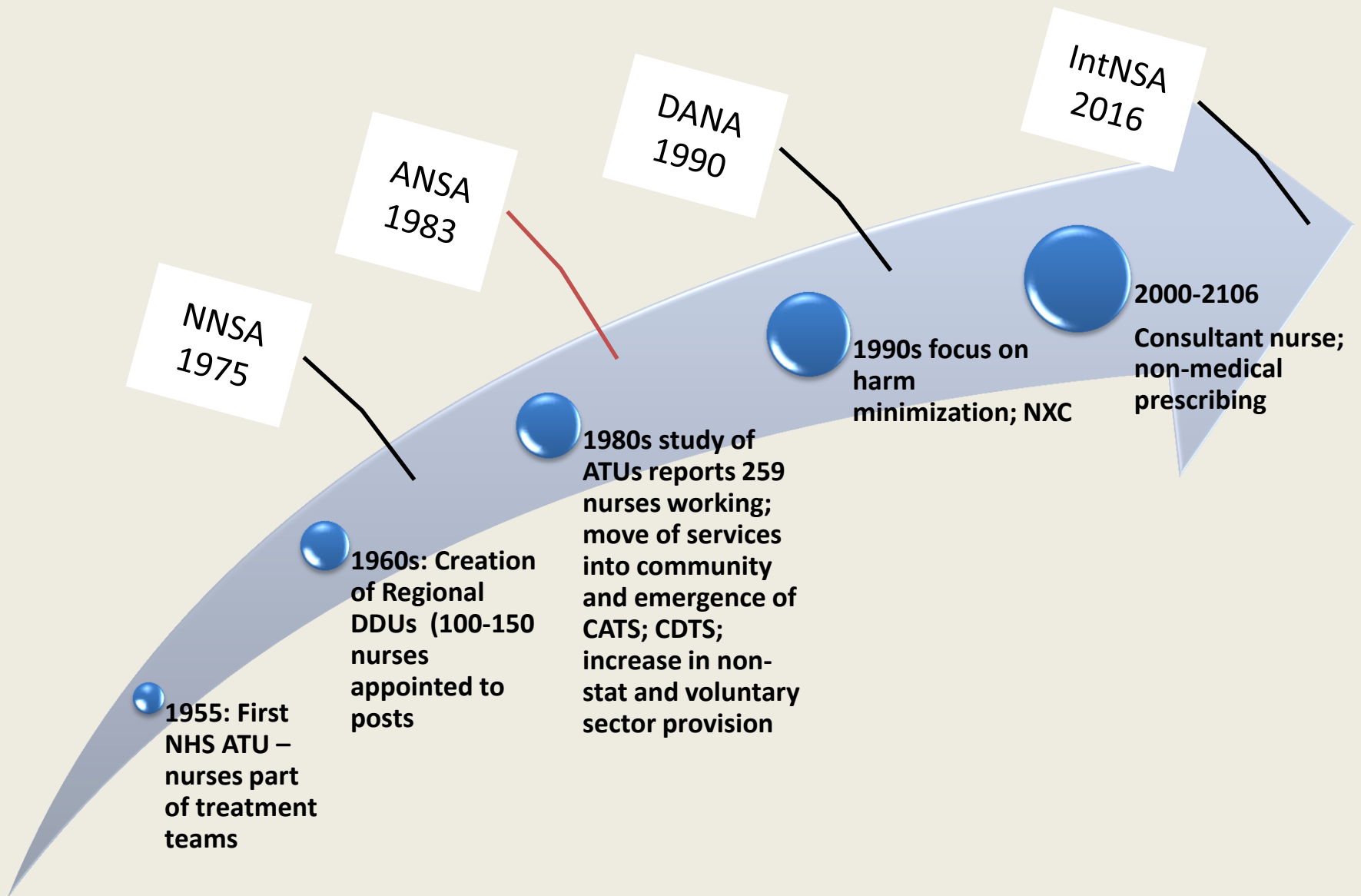
29th April 2016



**Workforce Development:
Challenges, Opportunities and the Way
Forward**
**‘where we have been, where we are,
and where we are going’**



Role Development Timeline



Stepping on point....

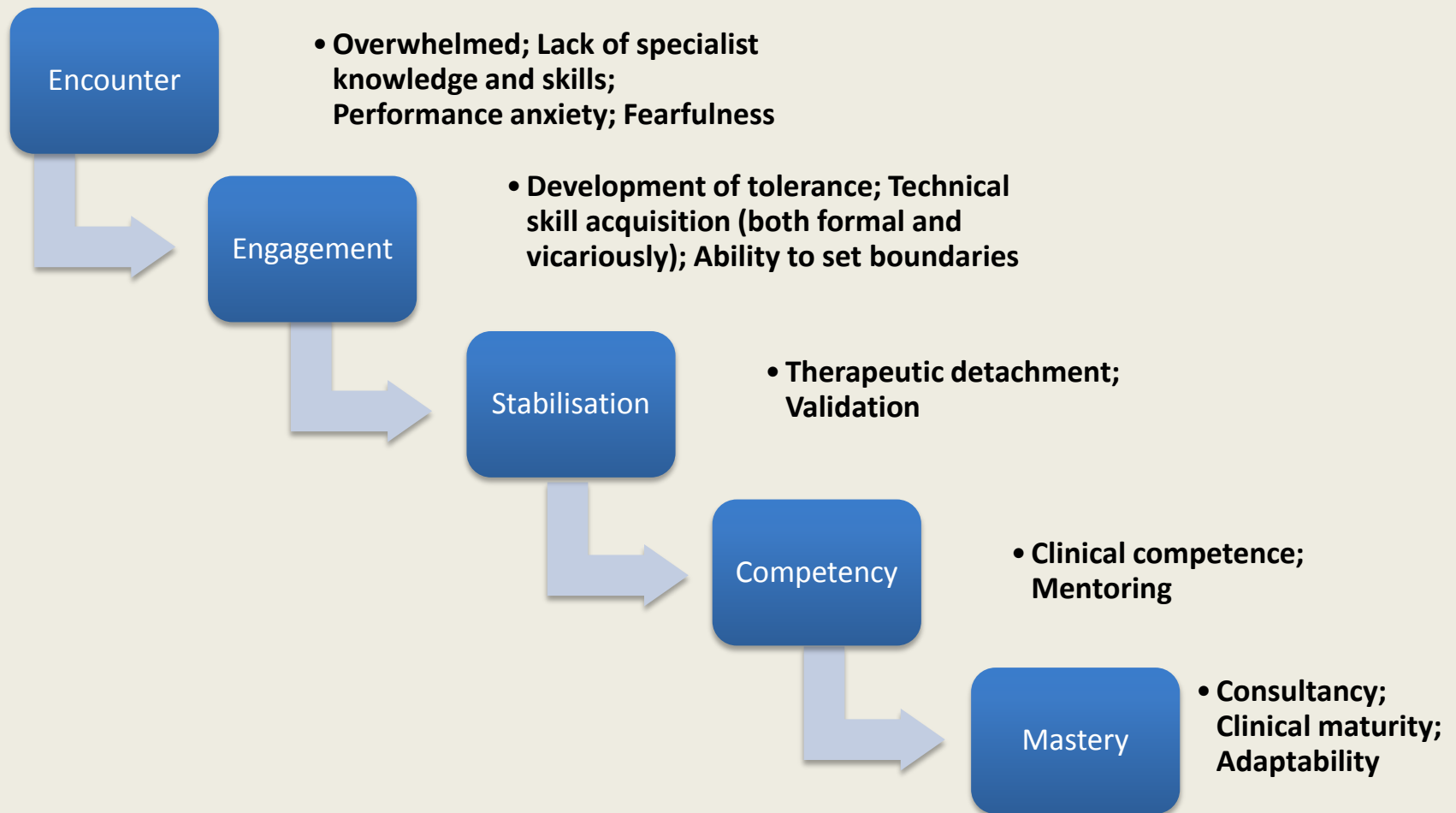
Default Reasons

- Positive: related to notions of progression, for example moving into addiction nursing to gain promotion rather than because of interest in the specialty
- Negative or Neutral: associated with lack of choice, involuntary transfer due to staff shortages, a position becoming available, or the work setting being closer to home

Magnetic Reasons

- The idea of working within a 'specialty'; prior knowledge of the working environment during their nurse education; the perception that addiction nursing offered the possibility for autonomous practice and growth; the client profile (particularly that they were not 'psychiatric patients') and the general treatment philosophy and approach to care (i.e. multidisciplinary and multiagency).

Developmental Role Stages of Addiction Nurses



Risk Analysis

Non-medical prescribing in D&A services

- Substantial growth of non-medical prescribing (NMP) in the last 10 years
 - 2007 - '80-100 who may be trained or considering training' (NTA, 2007)
 - 2013 - 316 NMPs in D&A services (Mundt-Leach et al 2014)
 - 2016 - 475 members of the National Substance Misuse Non-Medical Prescribing Forum
- Growth of NMP may mask decline in nursing numbers

Supporting non-medical prescribing in the UK

NATIONAL
SUBSTANCE MISUSE FORUM
NON-MEDICAL PRESCRIBING

- National Substance Misuse Non-Medical Prescribing Forum (www.nmpsm.org)
- PHE guidance (PHE, 2014)
- Now in partnership with SMMGP

 Public Health
England

**Non-medical prescribing in the
management of substance misuse**

NATIONAL
SUBSTANCE MISUSE FORUM
NON-MEDICAL PRESCRIBING

July 2014

Changing landscape of the last 10 years

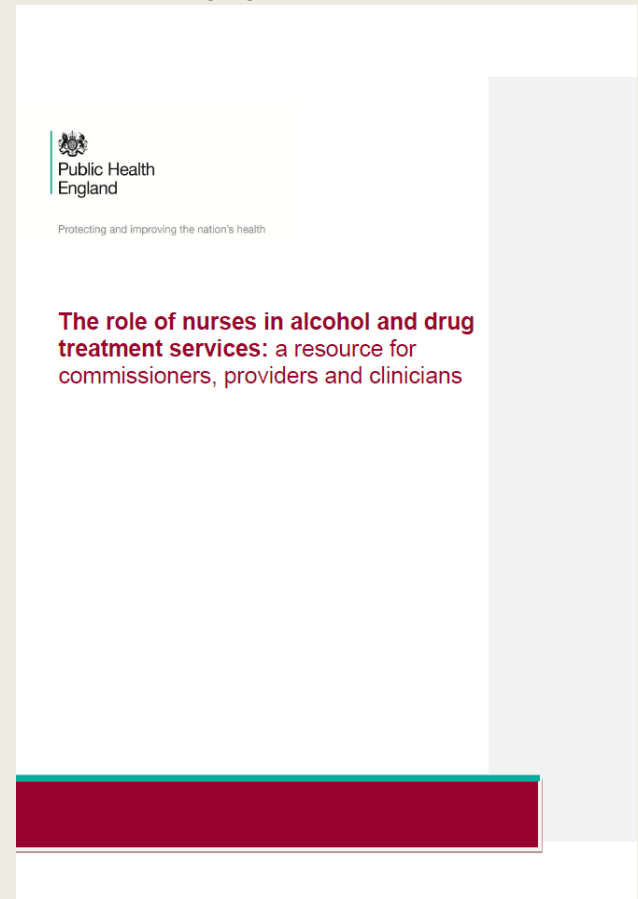
- The drug & alcohol field is:
 - Performance monitored more than any other area of health or social care
 - Commissioning moved to local authorities in 2013
 - Repeated cycles of re-tendering with diminishing budgets
- All contribute to specialist addiction treatment being a less attractive career option
 - Job insecurity
 - Re-tendering, re-structuring, TUPE.....all challenge morale, recruitment

Impact on nursing

- Medical roles increasingly provided by NMPs
- Nursing posts increasingly provided by drug workers
 - No idea on actual numbers (not measured)
- Risk that commissioners and managers may fail to fully appreciate the impact on quality

What nurses in alcohol & drug treatment services provide (PHE, in press)

- Itemises the specific contribution of nurses in specialist D&A treatment services – mapped to:
 - Direct clinical impact
 - Public health outcomes
 - NHS high level outcomes
 - Adult social care outcomes



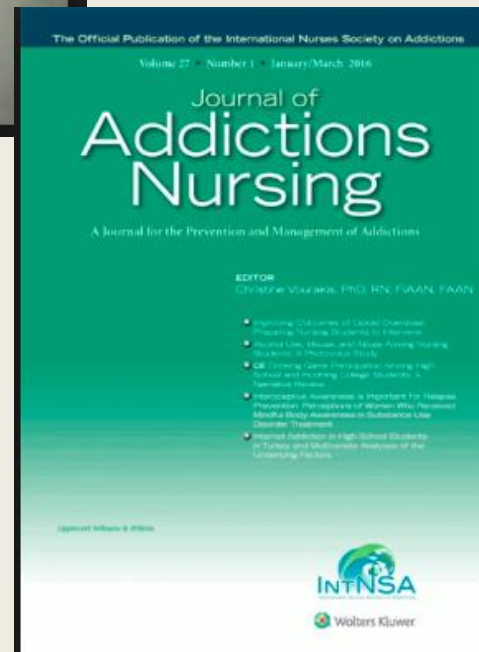
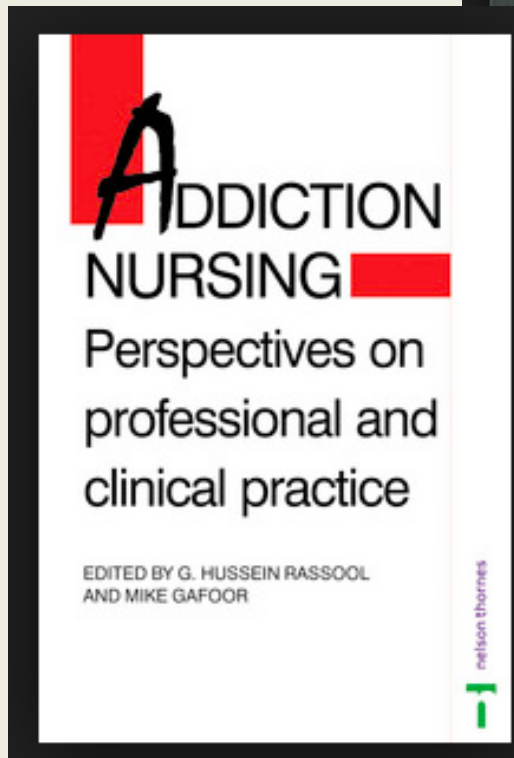
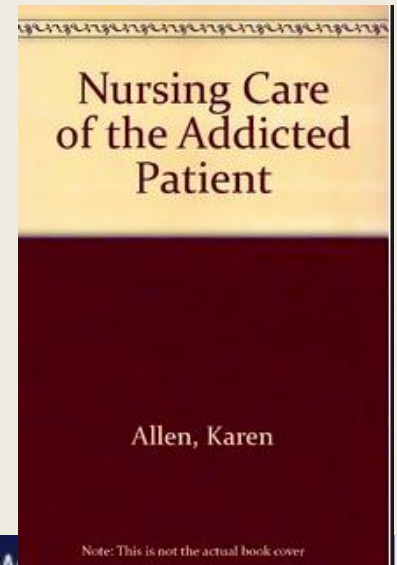
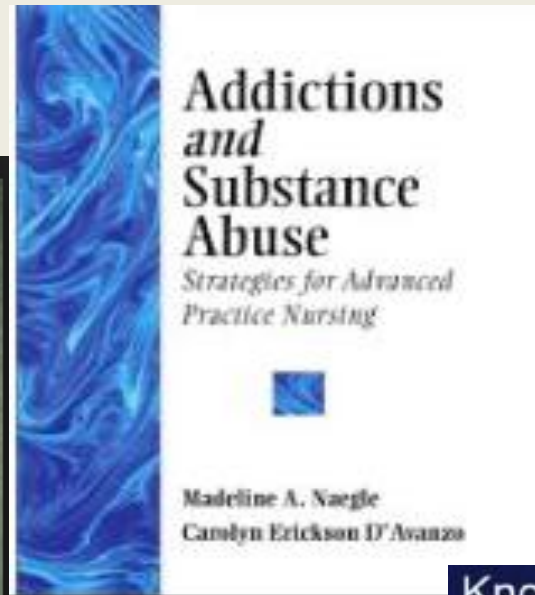
The roles of nurses in alcohol & drug treatment services (PHE, in press)

- Describes the nurse's role in a range of clinical settings
- Sets out the role of the nurse in relation to:
 - Expert clinical practice
 - Leadership
 - Quality improvement and research
 - Teaching

Current challenges..

- Future workforce... safeguarding the role ... how do we do this if nurses are not working or visible (different roles titles that don't having nursing in the description) in this sector
- How do we know we are disappearing – if we don't know baseline, or capture information....
- Lack of specialist/accredited training... what does good look like and how do we measure it?
- Undergraduate/prequalifying training (crowded curricula... lack of trained faculty in subject specialism – no champions on faculty) and the cycle begins again....

That said there are amazing things happening..



What next...

- Accreditation/certification
- Standardisation of role titles
- Establishment of minimum ratio of numbers of nurses to clients in treatment teams
- Determining numbers and profile working in the field and setting up monitoring/surveillance
- Call for changes to pre qualifying curricula – to raise profile of addiction (future workforce)