

Field Specific Standards for Health and Justice Nursing (SPQ)	NMC Standards
Domain One Clinical Care	
1. Demonstrate a broad range of evidence informed, effective and innovative health and justice advanced clinical expertise that supports high-quality trauma informed person-centred care for adults, adolescents and children who encounter the health and justice system in a range of settings including, but not limited to: Police Custody, Courts, Immigration Removal Centres, Sexual Assault Referral Centres (SARCs) Prisons, Youth Offending Services, Secure Children's Homes, and Post-Release Services	NMC 1.1 1.3 3.1 3.2 3.3
1.1.1 Ensure individual/relatable approaches of communication are used to promote understanding enabling individuals to have the opportunity to make an informed choice about their care	2.12
1.2 Critically apply public health knowledge and expertise of health screening, health promotion, health protection, communicable disease surveillance and prevention. 1.2.1 Recognise the importance of population need within the health and justice system, for example Hep C screening, women's health, men's health, AAA screening. 1.2.2 Understand how health systems (within HJS services) and organisations are structured and function to respond to public health threats. 1.2.3 Critically evaluate and utilise escalation procedures for sharing information of reported communicable disease outbreaks across appropriate organisations and agencies in a timely fashion	2.13 3.9
1.3 Proactively lead on and be part of addressing the identified health needs prioritised through the organisations' health needs assessments and reports which are subject to public scrutiny.	1.3 1.5 1.6

	1.7 1.8 1.9
1.4 Engage and lead in effective multi-disciplinary and multi-agency team working and decision making whilst recognising professional accountability, to ensure optimal and ethical patient care that supports transitions across health care and other agency boundaries that are smooth and respectful of patients.	4.2
1.5 As an autonomous practitioner, use advanced clinical assessment skills, critical analysis in interpretation of results and decision-making when assessing individuals with complex health care needs and associated multi-morbidity.	1.3 3.9 3.10
1.6 Critically apply and evaluate the range of evidence-based assessment tools used within health and justice settings to diagnose and enable accurate decision-making, identifying variation in individuals with a diagnosis and refer to other services where needed. 1.6.1 Engage and use digital technologies to support patient self-care when and if this is appropriate.	1.3 1.4 1.6
1.7 As an independent prescriber ensuring correct referral, prescribing and management pathways are followed across a range of interventions within the scope of practitioner competence, working collaboratively with non-clinical and non-health colleagues to expedite an appropriate and timely inter-disciplinary response to the needs of patients in health and justice settings, equivalent to that in the wider community. 1.7.1 As an independent prescriber assess and diagnose conditions and prescribe if this is relevant to the role and within the nurse's scope of competence, employing appropriate risk assessment strategies to mitigate risk to the patient and the others within the health and justice setting whilst aiming for the optimum outcome for the patient. 1.7.1 Demonstrate an in-depth understanding of and contraindications to medications.	1.3 1.6 1.8 4.4 4.6 4.7

<p>1.8 Demonstrate cultural competence by incorporating cultural beliefs and cultural safety into aspects of practice employing a biopsychosocial approach to identify and assess both physical and mental health needs, with consideration of and attending to equality and diversity.</p>	<p>1.5 1.9 2.3 3.6 7.8</p>
<p>1.9 Collaborate with health and non-health professionals and appropriate others when identifying and responding to individual mental health needs and distress and mental capacity, using recognised assessment and referral pathways and best interest decision-making whilst managing risk.</p>	<p>2.3 3.3 3.5</p>
<p>1.10 Demonstrate a capacity to identify and influence discussion on a range of contemporary issues in and impacting on mental health wellbeing for people who are in the health and justice system, advocating on their behalf to achieve positive outcomes for them.</p>	<p>2.1 2.2 2.3 2.4 3.1</p>
<p>1.11 Demonstrate an understanding of, and ability to critically reflect upon the potential impact of unconscious bias on clinical interventions as well as to challenge any perceived bias and be cognisant of health inequalities experienced by people within the health and justice system.</p>	<p>1.5 1.6 1.7 1.10</p>

<p>1.12 Demonstrate advanced knowledge of clinical governance strategies and related policies and procedures and their relationship to advanced practice in aspects of health and justice nursing so that best practice is provided across all aspects of spiritual, mental and physical health.</p>	<p>1.5</p>
<p>1.13 Employ a biopsychosocial approach when using advanced assessment skills in prevention and early identification to intervention approaches that reduce escalation of risk when assessing people who have complex co-morbidity health care needs within health and justice systems.</p>	<p>4.6 4.9 4.10 4.11</p>
<p>1.14 Have an in-depth knowledge of the connection between physical health, mental health, neuro diversity and substance misuse issues and actively identify patients to ensure relevant and appropriate care is delivered to these groups.</p>	<p>3.5 4.2</p>
<p>1.15 Undertake first line assessments in physical, mental health and substance use. Deliver mental health promotion, mental health crisis advice and harm reduction advice as necessary.</p> <p>1.15.1 Refer patients onto appropriate support and intervention services with the patient's consent, ensuring appropriate safety netting and risk management strategies are deployed to keep the patient safer.</p>	<p>3.5 4.2</p>
<p>1.16 Demonstrate advanced patient engagement and communication skills enabling patients to know they have been listened to with respect and compassion whilst maintaining professional boundaries and being cognisant of safe practice within a health and justice setting.</p>	<p>1.1 1.6</p>
<p>1.17 Take a public health approach, aiming to prevent disease and promote health.</p> <p>1.17.1 Recognise health inequalities and alleviate where possible any obstacles to delivering quality care at an advanced level of practice</p>	<p>4.6</p>

<p>1.18 Practice Making Every Contact Count (MECC) through facilitating behaviour change interventions for patients using motivational interviewing techniques using a strength-based approach and brief interventions where possible, signposting to other services (with consent) and working appropriately with others.</p>	<p>4.6</p>
<p>1.19 Demonstrate an innovative approach in practice and develop at least one area of specialist nursing practice interest, in accordance with the health needs of the local practice population.</p>	<p>2.1 6.8</p>
<p>1.20 Understand the high risks related to health and justice practice. Using trauma informed person-centred care; assess, evaluate, and address risks to patients, clinical and non-health staff and relevant others using a range of tools, professional judgement, and advanced professional and clinical expertise.</p> <p>1.20.1 Understand the potential causes of challenging behaviour, and actively utilise strategies that help to reduce conflict and manage such behaviour.</p>	<p>4.13</p>
<p>1.21 Develop and implement risk management strategies that take account of people's views and responsibilities, whilst promoting patient and staff safety and preventing avoidable harm.</p>	<p>6.2</p>
<p>1.22 Safeguard individuals always. Promote the mental health and wellbeing of individuals, in conjunction with mental health professionals and other non-health professionals.</p> <p>1.22.1 Identify needs and ensure identifiable safeguarding concerns are actioned and processes implemented in line with the organisational policies.</p>	<p>3.5 3.6 4.8</p>
<p>1.23 Be cognisant of and familiar with the processes of incident reporting, incident reviews and learning from deaths in custody to inform own and the wider team's practice evaluation to ensure evidence-based practice is applied consistently.</p>	<p>1.5 4.8</p>
<p>1.24 Use appropriate physical and advanced clinical examination skills to undertake the holistic assessment of individuals requiring palliative or end of life nursing care understanding the differences in findings for patients with complex care or neurodiversity, demonstrating when to make onward referrals where necessary.</p>	<p>3.9 3.10</p>

1.25 Demonstrate an increased awareness of deaths in custody and work within the organisation's policies and governance standards.	
1.26 Supervise, and promote, the delivery of anti-discriminatory, culturally inclusive person-centred care plans, to ensure complex, physical health, social, psychological, and medical interventions are integrated by the health and justice nursing team, ensuring regular evaluation of care and develop systems to support staff interventions and care quality.	3.1
1.27 Demonstrate non-discriminatory practice when working with individuals from marginalised groups and demonstrate a heightened awareness of gender diverse individuals.	
1.28 Understand the high risks related to inclusion health practice. Assess, evaluate, and articulate risks to both patients and staff using a range of tools, professional judgement, and advanced professional and clinical experience.	
1.28.1 Develop and implement risk management strategies that take account of people's views and responsibilities, whilst promoting patient and staff safety and preventing avoidable harm.	1.4 1.8 1.11 2.12 2.14
1.29 Apply the principles of risk stratification and case management to enable identification of those at most risk of poor health outcomes which may be due to language, cultural issues alongside the medical health risks they may have.	2.9 2.14

Domain Two Leadership and management	NMC
2.1 Demonstrate the values of high quality, compassionate nursing and support the ongoing development of these values in others, whilst role modelling autonomy in the context of increasing demand, managing change to meet the evolving shape of services through flexibility, innovation, and strategic leadership.	1.2 5.1
2.2 Demonstrate professional and clinical leadership within the multidisciplinary team and ensure effective induction, supervision, and support for others.	5.2 5.17 5.21
2.2.1 Use advanced communication skills to enable confident management of complex interpersonal issues and conflict management.	

<p>2.2.2 Lead, support and supervise all team members to provide health and justice nursing intervention in a range of settings to meet known and anticipatory needs, appraising those staff reporting directly to the lead nurse whilst retaining accountability for the caseload and work of the team.</p>	
<p>2.3 Support the development of management and leadership skills in other staff</p> <p>2.3 Lead and manage the multidisciplinary nursing team within regulatory, professional, legal, ethical and policy frameworks and implement strategies when performance needs to be addressed.</p> <p>2.3.1 Model effective teamwork, ensuring staff feel valued and confident to share experiences and have opportunities for facilitated reflection on and in their professional practice.</p>	<p>5.8 5.10</p>
<p>2.4 Promote curiosity, creativity and innovation encouraging members of the nursing team to take calculated risks within the safety of governance guidelines</p>	<p>4.13</p>
<p>2.5 Lead, manage, monitor, and qualitatively analyse clinical caseloads, workload, team capacity and dependency to assure safe staffing levels in care delivery, using effective resource and budgetary management and delegation skills and where appropriate, contribute to workforce planning at service, and locality level.</p>	<p>5.5 5.7 5.9</p>
<p>2.6 Demonstrate knowledge of social, political and economic policies and drivers that play a part in the health and justice agenda and analyse how these may impact on the design and delivery of services to meet the needs of the population.</p>	<p>1.5 5.3</p>
<p>2.7 Understand national and local public health strategies, and how these are aligned to support the health of the population. Collaborate effectively with other disciplines and agencies to identify how the team can lead and assist in the implementation of these strategies.</p>	<p>1.5</p>
<p>2.8 Working with the wider health and social care team, third sector partners and others, actively engage in the planning and delivery of multiagency initiatives which better facilitate recovery in individuals.</p>	<p>6.4 7.5 7.7 7.10</p>
<p>2.9 Ensure every member of the team can recognise and act upon vulnerabilities in adults and young people and understand their own responsibilities and those of other organisations in terms of safeguarding legislation, policies and procedures</p>	<p>1.4</p>
<p>2.10 Confidently articulate the unique contribution and value of the team to both the business objectives of the commissioning body, and to improved health outcomes for patients, whilst maintaining a strategic system wide perspective.</p>	<p>5.7</p>

2.10.1 Understand the commissioning and contracting landscape and their potential influence on it.	
2.11 Apply a range of change management strategies to respond flexibly and innovatively to changing contexts of care and the need for amended service provision across the health and justice system.	7.6
2.12 Ensure all patients with long term conditions and complex needs are identified. 2.12.1 All identified people with long term conditions and complex needs receive evidence-based pathways of care.	5.5
2.13 Ensure effective governance systems are in place within the health and justice system to support patient follow up, referrals, correspondence and individual patient safety alerts.	6.5
2.14 Champion delivery of consistent safe continuity of care through clinical pathways and transitions through the system.	3.6
2.15 Demonstrate confidence when challenging the system or escalating concerns particularly where patient safety is being compromised	3.7
Domain Three Facilitation of learning	NMC
3.1 Support, supervise and assess pre-registration student nurses, ensuring excellent liaison with approved education institutions to encourage and develop the future health and justice nursing workforce. 3.1.1 Provide exposure to a range of practice supervisors from other health professionals giving students and the wider team a multi-professional team approach within the health and justice system	5.17 5.18 5.21
3.2 Create positive teaching and learning environments and assessment and supervision strategies that enhance and support students experiencing a placement within the health and justice nursing team. 3.2.1 Collaborate with universities and colleges to encourage opportunities to teach or facilitate learning in related academic programmes 3.2.2 Evaluate the impact of educational interventions for students, staff, and patients	5.17

3.3 Develop systems to assess the continuing professional development needs of oneself and the multidisciplinary team and negotiate strategies with service management to meet these needs	5.18
3.4 Demonstrate an understanding and knowledge of trauma informed care and how this can impact on service user experience and the care they receive	
3.5 Demonstrate knowledge and understanding of the emotional, literacy, cognitive ability, wellbeing, and resilience skills for individuals within the health and justice system. 3.5.1 Recognise when individuals being assessed require appropriate interventions and provide information supporting these decisions to enable a seamless referral	3.2 5.18
3.6 Apply restorative clinical supervision promoting wellbeing for staff when leading, supporting and appraising a diverse team in a range of health and justice settings 3.6.1 Develop and facilitate action learning opportunities, encouraging reflection in and on practice, promoting a positive and supportive learning culture, recognising talents and opportunities for career development 3.6.2 Support registered nurses in the team in the revalidation process, acting as a confirmer as necessary	5.18
3.7 Work with senior leaders to ensure relevant support is available for all nurses and other healthcare professionals working within the health and justice healthcare team to enable them to achieve a high standard of care delivery	5.16
3.8 Role model non-judgemental and value-based care in practice creating a culture of openness and recognition of the duty of candour, promoting these values in other members of the health and justice nursing team	1.9
3.9 Influence and facilitate staff to participate in developing innovative practice 3.9.1 Lead in developing innovation projects to test and improve the health and justice service provision at local level, disseminating results across the health and justice services to inform co-production of care and support and improve consistency and sustainability in the quality-of-care delivery	5.18 6.8
3.10 Support staff and service users (and where appropriate carers) to engage with digital technology in monitoring the health and wellbeing of individuals	4.16 5.11

3.10.1 Promote the transformation of digital engagement and the use of clinical informatics to ensure the effective use of data and robust clinical record keeping demonstrating digital competency when reporting serious incidents and safeguarding concerns	
3.11 Utilise all opportunities to challenge stigma faced by individuals. Teach other staff within health and partnership organisations about health rights, access to health care and health and justice, and deliver group teaching as the role allows.	5.1 5.16
Domain Four Evidence, Research and Development	NMC
4.1 Critically appraise and synthesise all available research and evidence base within health and justice nursing practice and apply findings within care delivery, fostering professional curiosity within the wider team.	4.6 5.13 6.9
4.1.1 Support staff to ensure all care is evidence informed and based on best practice.	6.10 7.2
4.2 Contribute to the development, collation, monitoring and evaluation of data relating to service provision and development, quality assurance and improvement. Analyse this information for benchmarking of health and justice services, where appropriate	5.7 5.15 6.6
4.2.1 Source and discern between different forms of evidence, engaging with the development of evidence-based guidelines for the health and justice service	7.7 7.6
4.2.2 Demonstrate high level skills in discerning between different forms of evidence and managing uncertainty in clinical practice including the process for investigations and robust report writing	
4.3 Identify adverse and other trends that may impact service delivery and, where appropriate, produce data-informed business/operational plans to support service development and innovation informing workload and workforce planning and strategic decision making.	5.7 6.5 7.1 7.2
4.4 Participate in the development of appropriate systems to ensure that considered, honest and reflective patient feedback is obtained and action taken where necessary	6.2 6.6 6.7
4.4.1 Develop processes for the systematic improvement of services in response to patient feedback facilitating and promoting a culture of psychological safety where people are encouraged to report incidents and concerns to enable learning without a blame culture	6.8
4.5 Collaborate with service users, other services and agencies in the development of the evidence base for health and justice services	5.3 6.4 7.5

	7.7 7.10
4.6 Contribute to, and where appropriate develop robust governance systems by contributing to the development and implementation of evidence-based protocols, documentation processes, standards, policies, audits, and clinical guidelines through interpreting and synthesising information from a variety of sources and promoting their use in practice	6.1
4.7 Apply the principles of project management to enable local projects to be planned, implemented and evaluated.	6.4
4.8 Recognise that emerging, complex health care treatments and practices for health and justice may expose further evidence/research base gaps which require pragmatic, risk management decision making by the multidisciplinary team to ensure practice is safe.	1.4
4.9 Develop a culture of specialist practice for health and justice where it is engrained across the health and justice systems	6.10
4.9.1 Lead on research projects within the organisation and develop creative and innovative approaches to research	
4.9.2 Disseminate and share research across the organisation and utilise other opportunities such as conferences and publications to share health and justice research	
	6.10