



Job Title:	Senior Mental Health Recovery Worker	Job Category:	Care and Support
Department/Group:	Client Service	Job Code/Req#:	CS/04
Location:	E3	Travel Required:	Travel Required
Level/Salary Range:		Position Type:	
Reports To	Contract Manager	Date Posted:	
Responsible For	Volunteers	Posting Expires:	
External Posting URL:			
Internal Posting URL:			
Applications Accepted By:			
EMAIL: tdiallo@prha.net		MAIL:	
Subject Line: Senior Mental Health Recovery Worker CS04		Providence Row Housing Association 15a Kelsey Street London, E2 6HD	
Projects Aims and Objectives			
<p>Heather Lodge and Glaucus Street is a recovery hub providing accommodation and support to those with primarily mental health support needs and with substance dependency needs. Within a Psychologically Informed Environment service users are supported using the Recovery Model to stabilise their substance use, establish networks of support, manage their health and welfare, and move on to either independent or lower support accommodation.</p>			
Role Purpose			
To Participate in the delivery of a high quality support service to supported housing service users which meets PRHA service standards, aims, objectives and performance targets.			
Main areas of responsibility			



1. Within the framework of a 'psychologically informed environment' work alongside the staff team to create and maintain a safe and welcoming environment.
2. To contribute to the development of the recovery hub, embedding the Rethink Recovery toolkit, providing expertise in mental health, alcohol and drug misuse.
3. To attend Service User, Care Programme Approach (CPA) review meetings.



4. To engage and build supportive trusting relationships with service users with dual diagnosis/ complex needs, motivating and empowering them to recover and improve their lives. To carry a caseload of at least 5 cases.
5. To interview new referrals and book in, after establishing that the project can meet their needs.
6. To deliver high quality support to key Service Users, including support with accessing mental health, physical health, substance misuse, benefits, and other services. To support personal care in crisis situations where the service user is at risk.
7. To carry out new service user initial needs assessment with senior recovery Workers / recovery workers.
8. To undertake needs and risk assessments, identifying skills and abilities, then develop and regularly review holistic user led support plans, using the outcomes star to track progress.
9. To carry out assessments of drug and alcohol usage with key Service Users, delivering brief and extended interventions, outlining risks, advice on harm minimisation and refer to specialist agencies/detox.
10. To develop links and effectively liaise with a wide range of internal and external partners including statutory and voluntary organisations with a particular focus on substance misuse agencies) working jointly with them to support Service Users in harm minimisation, accessing treatment , managing risk and move on.
11. To deliver and oversee the delivery of personalised hours, offering practical assistance including life skills and activities.
12. To facilitate peer support group activities on mental health and substance misuse
13. To define the relationship between service users and staff as one of mutuality and reciprocity rather than of dependency
14. To anticipate, respond, report and record incidents, antisocial behavior and matters of concern, facilitating debriefs and reflective practice.
15. To share all relevant information (verbally and in writing) within the context of data protection and the confidentiality policy.
16. To work collaboratively contributing positively to team meetings, training, away days, service improvements and a consistently high quality service.
17. To participate in rota duties across a seven day rota and be able to shift lead.



18. To actively promote and support service user involvement in the design, development and delivery of the service and encourage peer support and involvement across PRHA.
19. To ensure Service Users are assisted with managing their medication, strictly adhering to PRHA's Medication policy. To monitor for side effects and contra indications, and to alert the GP, or CPN if/when medication is combined with alcohol or illegal drugs.
20. To ensure Service Users are assisted with managing money, following Finance policies and procedures.
21. To ensure Service Users are safeguarded from abuse and promptly report safeguarding concerns through the line management structure.
22. To use IT systems accurately to communicate, record and update support plans, incident reports and other records on PRHA's database.
23. To act at all times within Providence Row Housing Association's rules, policies, procedures, standing orders and financial regulations;
24. To practically implement Equal Opportunities in your daily work, ensuring that services users' diversity and cultural needs are respected, and discrimination or harassment is challenged.
25. Maintain the highest standards of personal and professional integrity in line with PRHA's code of conduct.
26. Carry out other duties as may be reasonably required from time to time

Person Specification Competencies

1. Good knowledge of mental health, alcohol and drug misuse, their effects and treatment options. Solid experience working with this client group including knowledge of Care Programme Approach (CPA) processes.
2. Understanding of the main medications used to treat mental health problems and their main side effects and of working with Service Users who may have fluctuating compliance or be working towards self-medication
3. Understanding of the Recovery model and delivering support within a Psychologically Informed Environment (PIE). Commitment to working within these models.
4. Ability to work collaboratively with other agencies to ensure that integrated support services are provided for Service Users including the Recovery College.
5. Ability to undertake risk assessment, prevent or manage behavior which is dangerous to self or others, and utilise the person centred tools to develop user led support plans



6. Takes appropriate steps in empowering Service Users to take responsibility for their own lives and affairs. Encourages appropriate levels of independence.
7. Knowledge of and commitment to service user involvement, self-empowerment, equalities, diversity and service improvement
8. Understanding of the range of services available locally to support Service Users with a mental health problem including day opportunities and support services in the voluntary sector alongside support to employment and training and mainstream leisure opportunities.
9. Robust knowledge and practical application of adult safeguarding requirements.
10. Knowledge and understanding of Health and Safety in a hostel setting, including dealing with emergencies and working alone.
11. Ability to work within a rota system, including nights/ evenings/ weekends/ and to lead on a shift.

Behaviours:

1. Customer Focused
2. Determined, persistent and result orientated
3. Self-motivated
4. Adaptable and Flexible

Reviewed By:			
Approved By:			
Last Updated By:			