

ROLE TITLE	Senior Substance Misuse Worker
DEPARTMENT	Edward Gibbons House, (EGH) Client Services
RESPONSIBLE TO	Manager/ Deputy Manager
RESPONSIBLE FOR	Residents at EGH and flexible Complex Needs Workers
PROJECT AIMS AND OBJECTIVES	Edward Gibbons House is a recovery hub providing accommodation and support to homeless men with substance dependency needs. Within a Psychologically Informed Environment residents 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 abstinence based service or lower support accommodation
ROLE PURPOSE	
To participate in the delivery of good quality services to hostel residents which meets PRHA service standards, aims and objectives and performance targets	
Main areas of responsibility	
<ol style="list-style-type: none"> 1. To work alongside members of the staff team to create a safe and welcoming environment within the framework of a 'psychologically informed environment 2. To contribute to the development of the recovery hub, by providing expertise in alcohol and drug misuse. 3. To taking a lead role in delivering training/ advising staff on substance misuse issues, liaison with substance misuse agencies, facilitating multidisciplinary case conferences and negotiating access to detox and treatment services. 4. To facilitate peer support group activities on substance misuse 5. To supervise the work of flexible Complex Needs Workers. 6. 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 5 of the most complex cases, 7. To interview new referrals and book in, after establishing that the project can meet their needs. 8. To deliver high quality support to key clients, including support with accessing health, substance misuse, benefits, and other services. To support 	

personal care in crisis situations where the service user is at risk.

9. 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.
10. To carry out assessments of drug and alcohol usage with key clients, delivering brief and extended interventions, outlining risks, advice on harm minimisation and refer to specialist agencies/detox .
11. 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 residents in harm minimisation, accessing treatment , managing risk and move on.
12. To deliver and oversee the delivery of personalised hours by flexible complex needs workers, offering practical assistance including life skills and activities.
13. To anticipate, respond, report and record incidents, antisocial behaviour and matters of concern, facilitating debriefs and reflective practice.
14. To share all relevant information (verbally and in writing) within the context of data protection and the confidentiality policy.
15. To work collaboratively contributing positively to team meetings, training, away days, service improvements and a consistently high quality service.
16. To provide management cover in the Manager/Deputy's absence, participating in 'on call' as necessary .
17. 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.
18. To ensure residents 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 medication is combined with alcohol or illegal drugs.
19. To ensure residents are assisted with managing money, following Finance policies and procedures.

20. To ensure residents are safeguarded from abuse and promptly report safeguarding concerns through the line management structure.
21. To use IT systems accurately to communicate, record and update support plans, incident reports and other records on PRHA's database.
22. To act at all times within Providence Row Housing Association's rules, policies, procedures, standing orders and financial regulations;
23. 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.
24. Maintain the highest standards of personal and professional integrity in line with PRHA's code of conduct.
25. Carry out other duties as may be reasonably required from time to time

KNOWLEDGE/SKILLS/EXPERIENCE /COMPETENCIES

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| <ul style="list-style-type: none"> • <u>Essential</u> | <ul style="list-style-type: none"> • Extensive knowledge of alcohol and drug misuse, their effects and treatment options. Solid experience working with this client group. • Ability to counsel individuals about substance misuse, using recognised theoretical models and deliver effective targeted interventions. • Experience of group work and training others • Leadership and influencing skills. • Ability to work collaboratively with other agencies to ensure that integrated support services are provided for residents. • Knowledge, empathy, understanding and proven ability to work creatively and engage homeless people whose substance misuse/ complex trauma has had significant effect on their physical and mental health, social and coping skills . • Ability to assess needs, risks (within a framework of positive risk taking) and develop user led support plans. • Awareness of and ability to identify and address health and care issues with partners, especially substance misuse, mental health, dementia etc. • Competence in responding to challenging behaviour safely. • Success in developing and maintaining professional relationships with substance misuse agencies, external and internal partners, working collaboratively to deliver integrated services. |
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	<ul style="list-style-type: none"> • Willingness to share expertise and learn from colleagues in health, social care, probation and voluntary sector. • Knowledge of and commitment to service user involvement, self empowerment, equalities, diversity and service improvement • Understanding of the Recovery model and delivering support within a Psychologically Informed Environment (PIE). Commitment to working within these models. • Robust knowledge and practical application of adult safeguarding requirements. • Knowledge and understanding of Health and Safety in a hostel setting, including dealing with emergencies and working alone. • A good listener and communicator at all levels. • A good standard of literacy, numeracy, computer skills and the ability to write accurate and succinct reports. • Proven ability both to work within a team and use initiative to problem solve. • Excellent time management skills. • Ability to interpret and implement policies and procedures, standing orders and financial regulations
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<ul style="list-style-type: none"> • <u>Behaviours</u> 	<ul style="list-style-type: none"> • Customer focused • Determined, persistent and results orientated • Self motivated • Adaptable and Flexible
EXAMPLE PERFORMANCE MEASURES	
Measure 1	
Measure 2	
Measure 3	