

**ROTHERHAM DONCASTER & SOUTH HUMBER
MENTAL HEALTH NHS FOUNDATION TRUST**

PERSON SPECIFICATION FORM

SUPPORT TIME AND RECOVERY WORKER – BAND 3		
REQUIREMENTS	ESSENTIAL	DESIRABLE
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> • Ability and commitment to obtain both underpinning knowledge and NVQ qualifications combined with a commitment to undertake Continuing Personal Development. • NVQ Level 3 in Care or willingness to work towards the award is essential within the first 18 months. 	<ul style="list-style-type: none"> • CCMHC • NVQ 3 in Care • ECDL or equivalent
PREVIOUS EXPERIENCE	<ul style="list-style-type: none"> • Previous experience of mental health issues/emotional distress 	<ul style="list-style-type: none"> • Experience of mental health services (as a worker or service user/carer) • Experience of working in an Older Adult Setting.
SKILLS, KNOWLEDGE, ABILITIES	<ul style="list-style-type: none"> • Ability to listen effectively and communicate effectively at all levels. • Basic written communication skills, ability to contribute to written records. • Empathy, compassion and patience, ability to create innovative solutions to help empower service users. • Ability to work unsupervised in a range of settings and commitment to participate in agreed supervision structures. • A keenness to make a positive contribution to improving the quality of life for people with mental health problems. • Ability to acknowledge diversity and promote anti discriminatory practice/equal opportunities. • Ability to provide practical support with daily living activities. • Ability to act calmly in emergencies and to respond in a professional manner to stressful and challenging situations. • IT skills • Demonstrate a good understanding of 	

	mental health issues.	
CIRCUMSTANCES	<ul style="list-style-type: none"> • Able to travel within the geographical work area in an effective manner. • Able to work flexibly according to service need. 	

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JOB DESCRIPTION

JOB TITLE:	Support, Time Recovery (STR) Worker Mental Health
ACCOUNTABLE TO:	Team Manager Memory Team
RESPONSIBLE TO:	Band 6 Lead Professional
GRADE:	Band 3 (Agenda for Change)
HOURS:	30 hrs per week

ORGANISATION VALUES

The post holder will be committed to providing excellence in person centred care that will include the promotion of recovery, social inclusion and normalisation for the individuals they provide care to.

The post holder will provide individual client interventions within an evidenced based person-centred care pathway for individuals experiencing Dementia or Functional Mental Health Problems.

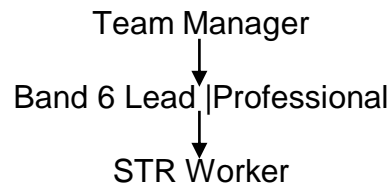
This approach will require the post holder to:

- Develop good therapeutic relationships with the people he/she works with and for
- Contribute to stimulating change in a pro-active way and therefore develop excellence in the services he/she provides.
- Contribute to an environment that is a great place to work and learn for the post holder and their colleagues.
- Effectively manage the resources available to the post holder to provide the best possible care to his/her clients.

JOB PURPOSE

To work as part of a specialist multi-disciplinary team and to focus on the direct needs of the individuals experiencing Dementia/Functional Mental Health Problems. Their families and friends, working across boundaries of care, organisation and role co-ordinated through the Dialog Tool Management process.

ORGANISATION CHART



ROLE

1. To provide Support, give Time to an allocated group of service users, promoting Recovery, Carer Support and sign posting to relevant agencies.
2. To assist care co-ordinator or Lead Professional and service user to assess, plan, implement and evaluate care plans.
3. To offer advice and support to carers/families/partners of patients experiencing symptoms of Organic/Functional mental Health Problems. In conjunction with additional support needed during a patients journey through hospitalisation and discharge back into the community.

EDUCATIONAL REQUIREMENTS

The post holder will be expected to attend and fully complete an agreed induction programme and undertake ongoing training to achieve NVQ Level 3 if not already achieved.

ESSENTIAL VALUES AND SKILLS

STR Workers will be able to demonstrate:

- How to listen and communicate effectively
- How to build community links
- How to spend time effectively
- How to be empathic, compassionate, and patient
- How to deal sensitively with distress, disturbance, and unpredictability
- How to be non judgemental
- Be able to accept and respect diversity and cultural issues.
- Be able to recognise needs from the individual's perspective.
- First aid skills
- Health and safety
- Moving and handling
- Observation skills
- Disability and Discrimination awareness

- Confidentiality
- Competent in Physical Health Checks, Venepuncture & ECGs or be willing to learn these skills.

STR workers will need to

- Be versatile.
- Be accessible and flexible in availability.
- Think and act calmly.
- Demonstrate a good understanding of mental health issues.
- Have the practical skills to assist with basic practical tasks.
- Promote the rights, responsibilities, and recovery of service users.
- Engender empowerment and wellbeing.
- Acknowledge diversity.
- Promote anti-discriminatory practice.
- Maintain confidentiality.
- Promote equal opportunities.
- Ensure service users are treated with dignity and respect as part of ethical practice.

KEY OBJECTIVES

1. Responsible for providing a link into care co-ordination process for an allocated number of individual service users. This will include attending and actively participating in training sessions, team/care plan review meetings and supervision as appropriate.
2. To assist service users to engage effectively with the agreed care plan and access appropriate services provided on a regular and consistent basis.
3. Positively promote independent living of individuals within their community and/or assist in maintaining/ regarding this where there is an inpatient stay as well as individuals living in a care home setting.
4. Develop a rapport based upon companionship and friendship but within appropriate and transparent boundaries.
5. Provide regular and practical support to service users and their carers in developing and managing dignity, independence, and self-determination.
6. Provide advice/support with activities of daily living.
7. Support individuals to gain access to resources to include benefits and welfare rights, carer support, social support & Therapy support where needed.

8. Provide information on health promotion linking in with local health promotion strategies.
9. Support individuals to promote positive mental health but alerting appropriate people involved in the service user's care where changes occur.
10. Report regularly to the Lead Professional and appropriate key workers(s).
11. Maintain adequate records as required by existing procedures, entering appropriate details on the individuals' case notes as necessary.
12. Undertake such duties as may be determined from time to time within the general scope of the post.

General

1. Contribute to the implementation of local business plans through local structures at team levels.
2. To always maintain confidentiality.
3. Be aware of any hazards within the department in accordance with health and safety regulations and report them to the qualified professional in charge.
4. To be aware of and adhere to all trust policies, procedures, guidelines, protocols, and processes.
5. To attend training as identified in the "Personal Development Plan" relevant to personal and service development negotiated with their line manager.
6. To be in receipt of robust and appropriate supervision in line with trust policy.

Communication

1. To communicate effectively with key stakeholders including:
 - Service users
 - Carers
 - Other care staff
 - General Public
 - Other agencies
2. To maintain records in accordance with the trusts record keeping guidelines.
3. To communicate with individuals with mental health problem, and their families and/or friends.

This job description is intended as a guide to the principal duties and responsibilities of the post. It must not be regarded as precisely defining all the duties and will be subject to amendment in the light of developing service need. The post may change over time to meet organisational and personal requirements and this job description may be changed after consultation with the post holder.

Please note:

This post is deemed to require a Disclosure check via the Criminal Records Bureau. It will therefore be necessary therefore be fore the appointment to contact the CRB to check on any relevant criminal background.