

Intermediate Support Time and Recovery Worker Adult Mental Health Services

Job Description

Locality:	Sussex Partnership Trust
Grade:	Band 4
Location:	Post may be sited across adult mental health services, in (i) acute, (ii) rehabilitation and recovery or (iii) access and brief treatment services. See recruitment supporting information.

Background

The Sussex Partnership NHS Trust was formed on 1 April 2006 and provides mental health, specialist learning disability and substance misuse services across the whole of East and West Sussex and Brighton and Hove. The Trust Board has agreed the following vision and values:

Our vision and values

Sussex Partnership NHS Trust provides mental health, learning disability and substance misuse services to the people of Brighton and Hove, East Sussex, and West Sussex.

- We will work in new ways and we will develop new services.
- We will empower those who use our services. We will make a difference.
- We will be a creative and positive force. We will lead by example and we will be judged on what we do.

1. Challenging stigma

- Sussex Partnership NHS Trust will challenge the discrimination and stigma that still affect many of our services, and those who use them.
- We will encourage people who use our services to share their experiences to widen the community's understanding of mental illness, learning disability and substance misuse.
- We will adopt the same approach within the trust, employing and supporting people who use our services and their families.

2. Positive about mental health

- Sussex Partnership NHS Trust will promote positive attitudes to mental health and well-being in our local communities and within the trust itself.

- We will promote recovery and independence, through our own services and by working with other partner organisations.
- We will work hard to raise the profile of all our services.

3. Nothing about us without us

- Sussex Partnership NHS Trust will put the people who use services at the centre of everything we do. The trust will work with people and their representatives to achieve this.
- Each person who uses our services is an individual, and will be treated as an individual. Each person's care will be planned and agreed with them (or their advocate).
- We will make our services fit people's needs, not the other way round. We will listen to people and learn from what they tell us about their experiences.

4. Partners in health and social care

- Sussex Partnership NHS Trust is part of a wider network of health and social care. We will provide effective mental health, learning disability and substance misuse services as part of that network.
- We will work in partnership with our staff, volunteers, social services, education and other agencies.
- We will work with our staff to ensure they have the right skills to deliver the services the trust asks of them.

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JOB SUMMARY

STR Workers provide **S**upport, give **T**ime to an allocated group of service users and thus promote their **R**ecovery, helping them to maintain their independence in the community.

STR Workers are part of a team which provides mental health services, and their role is to focus on the day to day holistic support needs of service users. It may involve working across organisational and team boundaries. Their work is co-ordinated through the Care Programme Approach (CPA) process and part of the role is to assist the care co-ordinator to assess, plan, implement and evaluate individual care plans.

There are different levels of STR Workers: Foundation, Intermediate and Senior. The 3 levels relate to differences in (i) levels of experience and training, (ii) role, such as complexity of cases worked with and amount of supervision and support provided to other workers, and (iii) levels of autonomy and initiative required within the posts. As an Intermediate STR Worker, the role involves working with people with complex needs with a minimum of supervision. It also involves supporting and advising other STR Workers.

MAIN RESPONSIBILITIES

1. To support, guide and liaise with Foundation STR Workers as part of the Foundation Workers overall support and development programme.
2. To positively promote the recovery and independent living of service users within the community.
3. To support service users in engaging effectively with their individual person centred care plan, and enable them to give feedback to their care co-ordinators on the care plan
4. To be responsible for liaising with and providing information to other agencies involved in the support of the service user.
5. To adhere to the recovery principles and therefore support and enable individuals to regain control, responsibility, hope and enjoyment.
6. To develop meaningful relationships with service users within appropriate and transparent boundaries, and to seek support and use supervision to facilitate these relationships.
7. To provide regular and practical support to service users and their carers (as appropriate) in developing and managing independence and maintaining dignity and self respect. This includes support with the tasks of daily living.
8. To support service users in meeting holistic needs (education, welfare, financial, leisure, housing, spiritual etc) in partnership with other individuals and agencies.
9. To promote physical, emotional, mental and spiritual well being.
10. To support service users in identifying early signs of relapse and in accessing timely support from range of other individuals and agencies. To support service user in identifying possible triggers or cause of relapse.
11. To maintain accurate records as required by existing policy, entering appropriate details on the service user's case notes as necessary.
12. To attend staff meetings, agreed training and development sessions and supervision.
13. To complete the Vocational Related Qualification (VRQ) level 2 Certificate in Mental Health Work and the National Vocational Qualification (NVQ) in Social Care and Health level 3. To complete the Care Certificate.

14. To contribute to service development as an equal partner alongside service users and carers.

15. To undertake any such other duties as may be determined on occasion within the general scope of the post.

- All staff are required to abide by the standards of behaviour expected by their professional body and the standards of behaviour expected of all staff in the Trust disciplinary policy and procedure.
- All staff are required to adhere to all Trust policies and procedures and are responsible for making themselves aware of these policies and procedures.
- All staff are required to treat information relating to patient, employees and business of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. At all times employees are required to comply with the provisions of the Data Protection Act.
- All staff are required to maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.
- All staff are required to support the Trust's visions and values and in particular the promotion of a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.
- Sussex Partnership NHS Foundation Trust takes its responsibilities for the safeguarding and protection of children and young people and vulnerable adults very seriously and expects this of all its employees. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognize abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarise themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.

Job Title:
Intermediate Support, Time and Recovery (STR) Worker
Adult Mental Health Services

Person Specification

		Essential	Desirable
A	QUALIFICATIONS		
	NVQ level 3 or equivalent (proven experience of working in mental health services), combined with a commitment to undertake continuing personal development (A,I) – including gaining the above award if not already gained	X	
B	EXPERIENCE		
	Proven experience of working with people with mental health problems (A/I)	X	
	Experience of emotional distress. (A,I)		X
	Experience of mental health services as a service user/carer (A/I)		X
C	KNOWLEDGE, SKILLS AND COMPETENCIES		
	Ability to listen effectively and communicate at all levels (I)	X	
	Basic written communication skills to enable completion of records etc (A)	X	
	Empathy, compassion and patience (I)	X	
	Willingness to be flexible in meeting service users	X	

	needs (I)		
	Ability to create innovative solutions to help empower service users (A,I)	X	
	Ability to work unsupervised in a range of settings. (A,I)	X	
	Ability to form positive therapeutic relationships with service users and carers. (A,I)	X	
	A keenness to make a positive contribution to improving the quality of life for people with mental health problems. (A,I)	X	
	Ability to acknowledge diversity and promote anti-discriminatory practice/equal opportunities (A,I)	X	
	Ability to provide practical support with daily living activities (A/I)	X	
	An ability to act calmly in emergencies and to respond in a professional manner to stressful and challenging behaviour. (I)	X	
	Basic food hygiene (A,C)	X	
	Basic first aid skills (A,C)	X	
	Basic health and safety awareness (A,I)	X	
	Moving and handling (A,C)	X	
	Awareness of local services (A, I)		X
	Knowledge of benefits/employment systems (A,I)	X	
	An understanding of the mental health system (A,I)	X	
	Ability to travel within the geographical area in an effective manner (A, I)	X	
	Ability to work weekends/evenings as required (A,I)	X	
D	LEADERSHIP,PERSONAL SKILLS		
	Ability to advise and support Foundation level STR Workers (A,I)	X	
E	VALUES		
	<ul style="list-style-type: none"> Supports the values and beliefs of the Trust and Team (I) 	X	
		X	

	<ul style="list-style-type: none"> • Empowering and involving of service users and carers (A,I) • Demonstrates commitment to openness, honesty, fairness and integrity (I) • Demonstrate an understanding of the principles of equal opportunities in relation to the post (I) • Show a commitment for promoting equal opportunities in relation to staff and clients (I) 	<p>X</p> <p>X</p> <p>X</p>	
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METHOD OF ASSESSMENT

A = Application from I = Interview T = Test C = Certificate

EQUAL OPPORTUNITIES

In addition to any specific criteria laid out above, each applicant will be expected to demonstrate a basic understanding of the principles of equal opportunities in relation to the post. The degree of knowledge required will depend on the level and nature of the post in question.

DISABILITY DISCRIMINATION ACT 1995

Please note that some flexibility may be exercised in the application of the criteria outlined above where a disabled candidate covered by this Act is unable to meet certain parts of the specification by reason of their disability. If you believe this applies to you please outline the details on your application form. Each case will be assessed on an individual basis at shortlisting and/or interview with advice from the Personnel Department.

