

Job Description

Post: Bank Mental Health Resource Worker

Reports to: Service Manager/Senior Recovery Practitioner

Purpose of role

To provide additional staffing support on a when required basis to residents across CHT's services in the on going progression of their recovery journeys so that they can achieve more of their aspirations and potential in life. To assist when needed the Service Manager and permanent staff in maintaining a therapeutic culture and programme by participating in a range of therapeutic groups, agreed tasks with residents and administrative duties including report writing. Resource workers are also expected to participate fully in handovers and training provided.

Primary tasks

1. To participate in the life of the service as a temporary member of the community in line with CHT's Psychologically Informed Environment model.
2. To support regular staff to facilitate various groups within the community under the supervision of the Service Manager and Community Psychologist
3. To follow recovery, risk management and move-on plans with residents, working with the residents informally towards their recovery goals
4. To build supportive and therapeutic relationships with residents through dialogue
5. To administer medication according to CHT's policies and procedures
6. Maintain excellent working relationships with Care Teams and Families

1 Therapeutic Practice

- To participate in ensuring that the service runs in adherence to CHT's model of service delivery.
- To participate in all areas of community life, supporting residents both practically and emotionally in informal and formal settings
- To support Recovery Practitioners to facilitate various groups and meet with a number of residents individually to offer support
- To aid residents in integrating into the community, both within the service and in the wider community
- To promote high levels of resident participation
- To work with residents to work towards their recovery plans
- To encourage residents in engaging with activities within the service and within the wider community
- To participate in formal reflective practice sessions run by the Community Psychologist whenever possible

- To participate in CHT's internal training programme and periodic masterclasses where possible
- To administer and support residents with their medication in line with CHT's procedures
- To keep in mind the aspects of Safeguarding and work with an understanding of Mental Capacity and Dignity in line with CHT's core framework
- To promote equality and diversity in their practice

2 Administration

- To share everyday administrative duties including writing up handovers, completing medication records, and various resident focused reports
- To keep all written records up to date while on shift
- To co-ordinate the collection and support in analysis of outcome measures

3 External Relations

- Develop and maintain excellent working relationships with Care Teams and Families in support of the resident's recovery and in line with their wishes
- Organise regular meetings with Care Teams to discuss resident progress and present outcome results
- To develop links in the wider community to support residents in engaging in meaningful activities such as leisure, employment or education

General

- Comply with CHT's Equal Opportunities Policy, Safeguarding Policy, Code of Conduct and other policies and procedures
- Act in the best interests of CHT and its residents, and to promote CHT's values and value in all conversations and situations
- To take part in various duties appropriate to being a member of the CHT Staff Team
- To take part in regular meetings, supervisions and appraisals

Person Specification

Essential:

Experience

1. Experience of working with or lived experience of complex mental health conditions
2. Experience of working within or lived experience of a recovery orientated approach to supporting adults with complex presentations

Skills, Knowledge and Abilities

3. Understanding of the recovery approach
4. Understand the support requirements of people with mental health and other associated conditions.

5. Ability to establish an effective working relationship with residents which is attachment centred and based on the Recovery approach including the skills for comprehensive assessment and action planning.
6. Have good interpersonal skills including active listening, clear and thorough information sharing and good verbal communication skills.
7. Ability to respond appropriately and effectively and de-escalate situations when faced with challenging or violent behaviour.
8. Good written, numeracy and administrative skills e.g.: ability to accurately and competently record comprehensive assessments, action plans and letters.
9. An awareness and understanding of Health & Safety issues related to working in a residential service
10. Knowledge and understanding of the statutory and voluntary services within mental health
11. The ability to initiate and maintain constructive and appropriate relations with residents and external agencies

General

12. Have a positive and compassionate attitude to working with those with complex mental health conditions as well as a belief and commitment to recovery
13. Able to demonstrate a willingness to engage in CPD
14. Commitment to working within a recovery / psychologically informed framework
15. An understanding of and commitment to diversity & equality
16. Willingness and ability to work shifts including evenings, weekends bank holidays including Christmas Eve/ Day and New Years Eve/ Day
17. Willingness to work flexibly in response to changing organisational requirements.

Desirable

18. Certificate in counselling skills or other similar and relevant qualification or experience of engaging in own psychological therapy