
JOB DESCRIPTION

DATE: January 2020

REF NO: 00953

JOB DETAILS

JOB TITLE: Recovery College Well-being Practitioner

BAND: Band 5

HOURS: 22.5 hours

DEPARTMENT: Specialist Care Group - Inclusion

LOCATION: Thurrock

REPORTS TO: Recovery College Lead

ACCOUNTABLE TO: Recovery College Lead

RESPONSIBLE FOR:

- The post-holder will work within the Inclusion Recovery College Thurrock providing co-produced recovery education using a range of evidence-based self-management and health promotion interventions to students.
- The post holder will work with people with different cultural backgrounds and ages and should be committed to equal opportunities.
- The post-holder is responsible for the provision of planned recovery-focused care working with Recovery College students; individually and through co-produced shared learning opportunities such as shared learning courses.
- The post-holder will bring clinical expertise and evidence-based knowledge to recovery education opportunities (individuals and groups).
- The post-holder is responsible for working collaboratively with other Trust services to provide seamless care for students and carers on defined care-pathways
- The post-holder is responsible for working in partnership with agencies external to the Trust supporting students to access services in the independent and non-statutory sector.

WORKING RELATIONSHIPS

INTERNAL: Works in partnership with all members of the Multi-Disciplinary Team, students (service users and their carers).

EXTERNAL: Works in partnership with key individuals within the statutory, non-statutory sector including: Independent, Charitable and Voluntary Groups

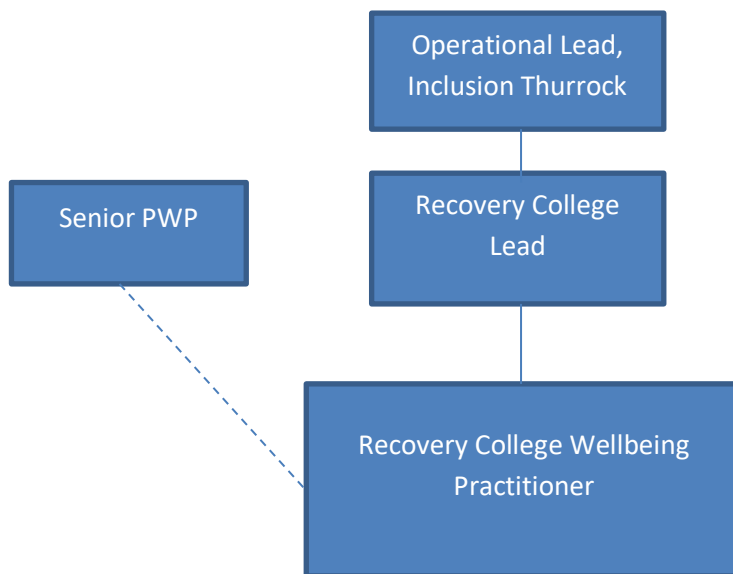
JOB PURPOSE.

- To assist in the assessment, planning, implementing and evaluating of outcome-focused evidence-based individual and group interventions.
- To work in partnership with students, Recovery College colleagues, community assets and statutory and voluntary sector services.
- To promote student recovery and to assist them in regaining and maintaining their place in the community.
- To provide co-produced recovery education using a range of clinical, evidence-based self-management and health promotion interventions to students.

Scope

The Recovery College Wellbeing Practitioner will work with the Recovery College Lead to ensure that accurate work is completed within the time limits, framework and standards set.

The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and quality management systems of MPFT. It is the post holder's responsibility to ensure they keep up to date with these policies and other procedural documents.



KEY RESPONSIBILITIES

The key role of the post is to provide co-produced recovery education interventions (Individual Learning Plans and course delivery) to students according to the Recovery College remit, code of practice and performance standards as required.

Clinical:

- accept student registrations via agreed protocols within the service and complete Individual Learning Plans;
- support people with a common mental health problem in the self-management of their recovery through facilitation of co-produced courses;
- undertake student-centred interviews, identifying strengths, competencies and personal values that support recovery;
- provide a range of information and support for evidence-based health promotion and well-being. This work may be in individual learning plans or within course delivery;
- educate and involve family members and others as necessary;
- attend multi-disciplinary meetings relating to student registrations, where appropriate;
- complete all requirements relating to data collection within the service;
- keep coherent records of all recovery education activities in line with service protocols and use these records and appropriate outcome data in ongoing service development;
- work closely with other members of the team, ensuring appropriate step-up and step-down arrangements are in place to support student recovery;
- integrate issues surrounding meaningful social roles such as parenting, caring, employment and volunteering into the overall recovery process;
- operate at all times from an inclusive values-base, which promotes recovery and recognises and respects diversity;
- prepare and present student information & course evaluations to management supervisors within the service on an agreed and scheduled basis in order to ensure safe practice and the governance obligations of the worker, supervisor and service are delivered;
- respond to and implement supervision suggestions by supervisors in practice;
- engage in and respond to personal development supervision to improve competences and practice.

Professional:

- ensure the maintenance of standards of practice according to the employer and any relevant regulating bodies (e.g. Code of Ethics for HCPC/ BABCP/ RNM/ BACP/ UKCP) and keep up to date on new recommendations/guidelines set by the department of health and social care (e.g. National Institute for Clinical Excellence, Social Care Institute for Excellence, NHS Five Year Forward Plan, NHS England guidance);
- ensure that student confidentiality is protected at all times;
- be aware of, and keep up to date with advances in well-being research, health promotion and treatment approaches for common mental health problems;
- ensure clear objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development;
- attend managerial supervision on a regular basis as agreed with Manager;
- participate in individual performance review and respond to agreed objectives;
- keep up to date all records in relation to Continuing Professional Development and ensure personal development plan maintains up to date specialist knowledge of the latest theoretical and service delivery models/developments;
- attend relevant conferences/workshops in line with identified professional objectives.

General

- contribute to the development of best practice within the service;
- maintain an up-to-date knowledge of legislation, national and local policies and procedures in relation to, Public Health, Mental Health, Social Care and Primary Care Services;
- all employees have a responsibility and a legal obligation to ensure that information processed for both students and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Confidentiality Policies;
- it is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.

Other:

- promote the service to students and relevant stakeholders by raising awareness and understanding of the role of the service within Thurrock;
- attend staff meetings as and when required;
- work as a team member, sharing skills and contributing to the smooth running and good reputation of the organisation;
- take an active part in training of volunteers;
- be committed to your own personal development and actively contribute to training and development opportunities in accordance with organisational need;
- ensure that all duties and services provided are in accordance with MPFT's Equality and Diversity Policy;
- participate in staff supervision and, where applicable clinical supervision, in line with supervision policy and procedure;

- comply with individual responsibilities in relation to health and safety in the workplace in accordance with the trust's Health and Safety Policy and procedures;
- Contribute generally to the work of Inclusion; undertake such other tasks as are appropriate to the nature and scope of the post.
- Concentration required when delivering training and developing individual's plans.
- May occasionally be exposed to distressing or emotional circumstances when working with service users.
- Required to travel across the county to deliver training and support service users.

Communication & administration:

- To keep all relevant records and information pertaining to area of responsibility and report information, where necessary to your line manager, whilst working within the agreed administration procedures.
- Ensure that your line manager is fully informed of any issues, which may impact the quality of service provision.
- To attend all relevant meetings both internally and externally.
- To provide reports as and when required.

Risk Assessment:

- Must follow all risk assessments plans
- Must report any area of risk and/or changes or concerns
- Must review and update all risk assessments
- Must liaise with third parties regarding risk and risk assessments.

JOB STATEMENT

Infection Control
Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.
Learning and Development
As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in PDC / appraisal processes in line with Trust policy and guidance.
Health and Safety
As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.
Constitution, Competence and Capability
As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.
Dignity at Work Statement
Midlands Partnership NHS Foundation Trust is committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.
Safeguarding Children and Vulnerable Adults
All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well-being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

JOB TITLE:	Recovery College Well-being Practitioner		
DEPARTMENT:	Inclusion	BAND:	5

*Assessed by: A = Application I = Interview R = References T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
QUALIFICATIONS & TRAINING			
<p>Qualification from PWP Training Course (Post Graduate Certificate or undergraduate course)</p> <p>OR Equivalent post-graduate qualification e.g. Experienced and Qualified Graduate Mental Health Worker or Public Health Trainer with relevant experiences and competences as required.</p> <p>OR qualification in nursing, social work, occupational therapy, counselling or within a psychological therapy.</p>	A	<p>Health-related or Psychology undergraduate degree.</p> <p>Foundation Degree in Mental Health with associated competences</p> <p>Training in nursing, social work, occupational therapy, counselling or within a psychological therapy.</p> <p>Psychology or other health-related postgraduate degree.</p>	A
EXPERIENCE			
<p>Experience of delivering psycho-educational or health-related training / courses in a health setting</p> <p>Experience of working with individuals with lived experience, valuing what this brings</p> <p>Experience of working in the local community.</p> <p>Experience of working with people with mental health needs as a member of a multi-disciplinary care team</p> <p>Experience of delivering interventions to meet targets, both qualitative and quantitative</p>	A/I	<p>Experience of facilitating co-produced recovery education courses</p> <p>Experience of working with clients with physical health problems and/or their carers.</p> <p>Experience of routine outcome monitoring</p> <p>Experience of being a service user or carer</p>	A/I

SKILLS, KNOWLEDGE & ABILITIES			
<p>Knowledge Demonstrates the following:</p> <ul style="list-style-type: none"> • an excellent understanding of co-production and recovery education • understanding of common health conditions including anxiety and depression and how they may present in primary care. • knowledge of the issues surrounding recovery and the impact of meaningful activities on health & well-being • knowledge of child protection issues, safeguarding and other relevant legislation • knowledge of evidence based practice and clinical governance. <p>Excellent Verbal and Written Communication skills</p> <ul style="list-style-type: none"> • Listen to, understand and follow lengthy or multi-step instructions and narratives on a range of topics and in a range of contexts. • Listen and ask questions to understand and appreciate the points of view of others. • Respond appropriately to queries and complaints. <p>Excellent IT/ Technology skills</p> <ul style="list-style-type: none"> • Select, interact with and use technology independently. • Use technology to effectively plan work and evaluate the effectiveness of the system used. • Troubleshoot straightforward problems. • Good keyboard skills <p>Skills/ abilities to</p> <ul style="list-style-type: none"> • Observe and record data using appropriate methods, tools and technology, including contributing to audits or surveys and assisting with research projects. • Travel within the geographical work area in an effective manner. • Demonstrates good presentation skills. • Manage own time efficiently. 	A/I	<p>Knowledge/ understand/ experience/ skills of:</p> <ul style="list-style-type: none"> • physical health needs and monitoring requirements for people receiving adult community mental health services. • medication used in anxiety and depression and other common mental health problems. • understanding of the need to use evidence-based therapies and treatments to support recovery • received training (either formal or through experience) and has carried out risk assessments within scope of practice. • Skilled in utilising condition specific assessments and outcome measures such as GAD7, PHQ9, GAS, WEMHBS • Ability to provide services in a variety of settings. 	A/I

<ul style="list-style-type: none"> • Manage group dynamics in an health & educational setting. • Willingness to work individually and in a group setting. • Research and co-produce group interventions using relevant up to date evidence. 			
PERSONAL ATTRIBUTES			
<p>Work with others</p> <ul style="list-style-type: none"> • Collaborate towards achieving shared goals & targets. • Respect and be open to the thoughts, opinions and contributions of others. • Recognise and respect people's diversity, individual differences and perspectives. • Learn from your mistakes and accept and give feedback in a constructive and considerate manner. • Contribute to a team by sharing information and expertise. • Demonstrates ability to work under own initiative and as part of a team • Demonstrates an ability to form positive therapeutic relationships with service users and carers. • Demonstrates a keenness to make a positive contribution to improving the quality of life for people with mental health problems <p>Good problem solving skills</p> <ul style="list-style-type: none"> • Assess situations and identify the root cause of a problem. • Readily use theoretical and practical knowledge to think, gain and share information, solve problems and make decisions. • Demonstrate positive attitudes and behaviours • Deal with people, problems and situations with honesty and integrity. • Recognise and reflect on your own and other people's good efforts. • Take care of your personal health, including hygiene and appearance. • Make an effort and show interest in your work. • Identify and suggest alternative ways to get the job done. 	A/I		

<p>Be responsible</p> <ul style="list-style-type: none"> Be aware of health and safety practices and procedures (including preventing infection), and act in accordance with these. Understand and respect confidentiality. Manage the balance of your work and personal life. Plan and manage time and resources to achieve goals. Be flexibility & adaptable Demonstrates empathy, compassion and patience <p>Learn continuously</p> <ul style="list-style-type: none"> Be willing to continuously learn and grow, assess personal strengths and areas for development. Be responsible for own professional development Demonstrates an ability to work under remote supervision in a range of settings Demonstrates an ability to act calmly in emergencies and to respond in a professional manner in stressful and challenging situations 		
JOB HOLDER	SIGNATURE	
	DATE	
MANAGER	SIGNATURE	
	DATE	