

JOB DESCRIPTION

Post: Residential Mental Health Worker

Location: Woodlands

Accountable to: Service Manager or Assistant Service Manager

Grade: 6

WORKPLACE VALUES

The post holder will be expected to operate in line with our workplace values, which have been co-produced by individuals who use our services.

Our core values:

- **Big Hearted:** we say that we are proud of the quality of care, empathy and kindness we offer to the people we support and each other
 - **Count on Us:** we act in a way that you can rely on us to be able to meet the needs of the people we support and each other
 - **Together as One:** we say that we take pride in working as a team to deliver a very person-centred service
 - **People Focused:** we recognise the importance of transparency, trust, recognition and development within our workforce.
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JOB PURPOSE

Participate with other members of the team and under the direction of the Service Manager in the creation of an environment within which the individual service user's needs for development, care, personal independence, privacy and rehabilitation are recognised and developed to their full potential.

MAIN DUTIES

1. Assist management with pre-admission assessment of prospective service user.
2. Accept responsibility for service users allocated, planning and enabling implementation of individual service user's programme. This should be done with the service user and under management supervision.
3. Observe and report accurately on respite/service user's social, emotional, physical and practical progress to the Manager.
4. Provide direct physical and emotional care for respite/service user when necessary.
5. Being aware of the current situation and changing circumstances of each person in your care. Ensure changes are notified accurately and promptly to the Manager.

6. Attend relevant meetings as requested by Manager (e.g. Team Meetings, handovers, progress reviews, medical reviews), in order to assist in maintaining each service user's optimum level of functioning.
7. Demonstrate and/or support tenants with the preparation of cooking meals and other domestic duties, including shopping and cleaning.
8. Escort service users when requested by the Manager e.g. social outings, shopping trips, to keep medical appointments, attend DSS etc.
9. Where agreed with the Manager, maintain links with Social Workers and other professionals.
10. Maintain a professional relationship with service users, relatives and other agencies and ensure confidentiality at all times.
11. As a team member and under the supervision of the Manager, assist in fostering interest and involvement of outside agencies, voluntary groups and individuals in the establishment.
12. Under the supervision of a member of the Management Team be aware of and practice the Company's policies and procedures governing work in establishment.
13. Participate in training and other development activities as required.
14. Undertake any other duties, as directed from time to time to meet the operational requirements of the service.

SPECIAL CONDITIONS

There is a requirement to work evenings, weekends and bank holidays in accordance with a planned rota.

Sleep in duties also apply for which an allowance is payable.

OTHER

There is an expectation placed on all employees to achieve the appropriate level of qualification required for the job role.

GENERAL

The post holder will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change. In particular the post holder will be self-motivated and will effectively prioritise activity to achieve the maximum benefit.

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading.

All employees are responsible for the implementation of the Health & Safety Policy as far as it affects them, colleagues and others who may be affected by their work. The post holder is also expected to monitor the effectiveness of the health and safety arrangements and systems to ensure appropriate improvements are made where necessary.

The organisation has an approved equality and diversity policy in employment and copies are freely available to all employees. The post holder will be expected to comply, observe and promote the equality and diversity policies of the organisation.

Due to the nature of the post, the individual will be required to undertake any checks as required under Safeguarding and/or relevant employment legislation.

Since confidential information is involved with the duties of this post, the post holder will be required to exercise discretion at all times and to observe relevant codes of conduct, codes of practice and legislation in relation to the General Data Protection Regulations.

Undertake and participate in training, coaching and development activities as appropriate.

An Enhanced DBS Check is required.

Date: June 2020

PERSON SPECIFICATION

Jobholder Requirements – Residential Mental Health Worker	Essential (E) or Desirable (D)
<p>Qualification & Training</p> <p>Diploma in Health & Social Care Level 2 or equivalent</p>	D
<p>Experience</p> <p>Experience of working with adults who have mental health problems</p> <p>An understanding of the difficulties faced by mental health service users</p>	E E
<p>Skills/Knowledge/Aptitudes</p> <p>Awareness of issues involved in the rehabilitation of people with mental health problems</p> <p>Commitment to user participation in service development and service delivery</p> <p>Awareness of mental health resources and other relevant community facilities</p> <p>Ability to communicate effectively in writing and orally</p> <p>Ability to work as part of a team</p> <p>Ability to work with professional colleagues in adult social care and other disciplines</p> <p>Ability to follow an agreed programme of care</p> <p>Ability to establish and maintain appropriate professional relationships with service users</p>	E E D E E E E E
<p>Special Requirements</p> <p>Enhanced DBS Check</p> <p>Ability to work weekends and evenings</p> <p>Ability to undertake sleep in duty</p>	E E E