

JOB DESCRIPTION	COMHAD Specialist Worker
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1. Post Details

Post Title: COMHAD Specialist Worker
Location: Essex Services
Line Manager: COMHAD LEAD

Service Summary

The service is underpinned by the recovery approach using person-centred and strengths-based practices and work within a positive risk-taking framework to support service users to achieve their co-produced goals.

1. Objectives of the service

- 1.1 To deliver evidence-based treatment and interventions based on a holistic assessment to support the personalised recovery and to promote and ensure integration of service users and promote independent living skills.
- 1.2 Support COMHAD Lead with identifying, assessing and coordinating the longer-term support needs of individuals with a dual diagnosis and other associated complex needs with the aim of facilitating improved outcomes for this client group.
- 1.3 To support regular review of placements to monitor the effectiveness, progress and movement through the appropriate care pathways for service users with a dual diagnosis.
- 1.4 To reduce delays in discharge from acute inpatient units and inpatient wards for service users with complex and coexisting substance misuse needs
- 1.5 To provide support, advice and guidance to other CMHTs, supported housing providers and other partner agencies.
- 1.6 Coordinate community resources to problem-solve blocks or barriers
- 1.7 Liaise with partner agencies such as voluntary agencies to ensure all practical needs to support discharge are met
- 1.8 Deliver structured Substance Misuse group work to include internal training to staff when necessary

2. Role objectives

- 2.1 To encourage service users to identify and define their own goals and work towards being as resilient and independent of services as possible, reducing their reliance on clinical interventions and hospitalisations.
- 2.2 Work alongside other Drug and Alcohol services, to monitor care pathways through regular attendance at case meetings, establishing joint working arrangements on a case by case basis, setting up shared support plans that will enable individuals to engage with the holistic support to achieve greater recovery.
- 2.3 To provide focused outcome-based support measured against service users' goals, recovery and achievements.
- 2.4 To support service users with specific needs arising from dual diagnosis.
- 2.5 To meet the needs of the service you will be expected to work across different services and sites across Essex.
- 2.6 Proactively recognising the indicators of deteriorating mental health and facilitate appropriate action, whilst liaising with relevant agencies

This role will continue to evolve with the development of Bridge services and from time to time the job description will be reviewed and amended, to reflect changes in demand. Any significant changes will be discussed and given appropriate notice of the changes.

3. Main Relationships

- 3.1 Report to the COMHAD LEAD and Essex Services Operations Manager.
- 3.2 Develop and sustain positive working relationships with service users, staff, carers, and external partners.
- 3.3 Develop community links and liaise regularly with a range of agencies and individuals such as voluntary and third sector services in the community including drug and alcohol services, supported employment schemes, gyms and healthy living programmes, benefits and advice agencies.
- 3.4 Establish and maintain effective working relationships with substance misuse services.
- 3.5 Work closely with supported accommodation placements to support and advise them on interventions and approaches to meet service user's needs. The team will work collaboratively with supported accommodation services across Bridge to create a joined-up care plan that reflects the individual service users' needs and goals. With the Service Users consent key workers are invited to participate in all aspects of care including assessment, care planning, CPA review, crisis planning and discharge planning.

4. Main Duties

Services to service users

- 4.1 Provide flexible social, emotional and practical support to service users within the community
- 4.2 Take responsibility for an allocated number of service users in order to meet the needs of the Essex services.
- 4.3 Ensure service users can take positive risks to achieve maximum independence
- 4.4 Provide outcome focused support with specific emphasis on time defined targets as set out within Bridge agreed outcomes for the service including but not limited to move on, crisis management and building resilience
- 4.5 Monitor progress against support plan outcome which may include monitoring but not administering of medication
- 4.6 Provide practical guidance and signposting as necessary to service users in connection with welfare benefits and other needs
- 4.7 Make referrals to external agencies including social services, GP, drug and alcohol services as necessary. Liaise and maintain positive relationships with these agencies on an on-going basis
- 4.8 Provide support and advice to reduce the risks of anti-social behaviour
- 4.9 Support service users to access and be actively involved with community services as part of their recovery pathway
- 4.10 Encourage service users to learn practical and social skills, and to support them to liaise with relevant agencies
- 4.11 Enable service users to access and make use of local rehabilitation opportunities suited to their own support plan
- 4.12 Encourage service users to access educational services where appropriate
- 4.13 Encourage and assist service users in finding voluntary or paid employment where appropriate
- 4.14 Ensure all service users are fully informed and familiar with Bridge Services practices and procedures with reference to the User Involvement Policy, Policies and Procedures Review Policy, Health & Safety Regulations and Equal Opportunities Policy
- 4.15 Work with service users to plan and organise social activities ensuring that all venues/events are identified, researched and risk assessments completed, in line with Bridge's policy and in conjunction with approval from the Line Manager.
- 4.16 Support those who need interventions and adjustments with treatment resistant symptoms.
- 4.17 Support service users with Psychological Therapies including individual and family interventions
- 4.18 Promote healthy living

Dual Diagnosis

- 4.19 Establish and maintain positive relationships with substance misuse services
- 4.20 Support and develop an integrated approach that aligns with Bridge to ensure comprehensive support to service users with dual diagnosis
- 4.21 Support service users without a formal diagnosis to seek support from substance misuse services, where appropriate
- 4.22 Share best practice and experiences with the team

Liaison

- 4.23 Maintain links with appropriate support services for service users and staff, e.g. GPs, Social Services, Registered Social Landlords, or other relevant housing association, Community Mental Health Teams (EPUT), Substance Misuse Services, Commissioners (where appropriate), leisure, educational or work activities
- 4.24 Support service users through effective working relationships with their carers, friends, families and others involved in their care
- 4.25 Provide information and signposting to relatives and carers where individual service users have explicitly requested the input and involvement of significant people in their lives
- 4.26 Where appropriate liaise regularly with agencies involved in the criminal justice system including the Police, Anti-Social Behaviour teams and Probation Services

Organisation Management

- 4.27 Adhere to all Bridge Support policies and procedures ensuring the support service is run in line with the highest standards and key performance indicators
- 4.28 Support with referrals and the conduct of assessments to determine service user eligibility for the service where appropriate
- 4.29 Take all reasonable precautions for the health and safety of service users, staff and the security of the service users place of residence and its contents
- 4.30 Compile and implement comprehensive time specific support plans with service users ensuring that all support needs are identified, addressed and reviewed in line with Bridge Supports policy
- 4.31 Identify, compile, implement and review risk assessments within the working environment including service users place of residence, staff activities and community activities
- 4.32 Maintain all written records with up-to-date, clear, comprehensive and appropriate information in line with Bridge Supports policy
- 4.33 Identify gaps in current service delivery and report to Line Manager in line with Bridge Supports strategic aims
- 4.34 Take responsibility for self-directed learning specific to service user group / nature of work
- 4.35 Attend regular supervision with Line Manager
- 4.36 Attend regular psychological team debrief with contracted provider

5. General Terms of Reference

- 5.1 Seek to improve his/her own performance, contribution, knowledge, and skills, and participate in training and developmental activities as required
- 5.2 Ensure the implementation of the Diversity and Equality policy statement
- 5.3 Comply with Health and Safety policies and procedures
- 5.4 Ensure the implementation of the policies and procedures
- 5.5 Carry out other relevant duties, commensurate with the nature and grade of the post, as and when required. This role will continue to evolve with the growth of Bridge Support and from time to time the job description will be reviewed and amended, to reflect changes in demand.



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PERSON SPECIFICATION: COMHAD Specialist worker

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications/ Experience	<ul style="list-style-type: none"> • Full UK Driving Licence • Experience of working with adults with enduring mental health needs or a similar field • Experience of working with people with Dual Diagnosis, complex needs and substance misuse services • A good standard of education and relevant skills, knowledge and experience • Experience of supporting service user move on to independence within a time defined recovery path • Minimum of Level 3 Health and Social Care Qualification or equivalent 	
Knowledge	<ul style="list-style-type: none"> • Understanding of Dual Diagnosis, substance misuse and complex needs • Knowledge of Mental Health Act & Care Act 	
Skills/ Abilities	<ul style="list-style-type: none"> • Able to work flexibly • Able to develop good working relationships with service users • Ability to recognise ill health and need for intervention • Joined up thinking • Demonstrate sensitivity and ability to work alongside and with our service user group • Ability to establish and maintain rapport and relate positively to people from diverse backgrounds and cultures • Maintain professional boundaries at all times 	

	<ul style="list-style-type: none"> • Able to use supervision effectively • Able to work independently, take initiative and responsibility for time management, own workload and continuing professional development • Experience of contributing to and participating in effective teamwork • Good verbal and written communication skills with service users and colleagues • To give effective face to face verbal and written handovers to colleagues • Able to work within administrative and financial procedures • Understand their own needs and the impact of workplace stress 	
Equal Opportunities	<ul style="list-style-type: none"> • Awareness of diversity and equal opportunities best practice and implications in supporting service delivery 	
Other	<ul style="list-style-type: none"> • Commitment to self-directed learning about our service user group • Commitment to attending/completing all mandatory training, as well as taking up training opportunities to further knowledge relevant to post 	