

beyond the badge, there's
your story.

Start your story at Black Country
Healthcare today.



**JOB
DESCRIPTION**

Insert job title and band

Post Title: Community Recovery Practitioner

Department: Community Enablement and Recovery Team

Location: Pan Trust

Directorate: Specialist Services

Band: 6

Hours: 37.5

Contract Type: Permanent

Responsible to: Clinical Lead

Responsible for: Band 3 and Band 4 team members

Job Purpose

To provide recovery, goal based interventions to support service users them to achieve their optimum level of functioning whilst promoting independence. The post holder will be working within Multi-disciplinary Community Enablement and Recovery Team, across the Black Country. The service will be working collaboratively with service users with recovery needs that cannot be met by mainstream community services.



Main Duties/Responsibilities:

- To co-ordinate and manage a caseload of service users with a range of risk factors and needs including, dual diagnosis and other mental health related issues, self-harm, chaotic drug use, accommodation needs. Including controlling entry to and from the caseload.
- To provide wrap around rehab support alongside established Care team
- To develop formulations and collaboratively complete care plans with the service user. To also feedback to the MDT about progress and outcomes of planned interventions.
- To develop risk management plans collaboratively with the service user and all involved in the persons care.
- Apply appropriate skills of prioritisation, decision making and in planning and implementing interventions taking account of clinical risk factors and personal safety.
- To collaboratively develop WRAP plans and Positive Behavioural Support plans with service users, and share as appropriate.
- To use service outcome measures to ensure we are achieving recovery goals and high quality care.
- To support service users discharge from out of area and local hospitals, including assessment, discharge planning and repatriation, in conjunction with Social Care.
- A requirement to travel to Out of area placements across the country to participate in service user's reviews and assessments, and to support the development of professional and therapeutic relationships
- To oversee 117 packages of care, including 117 reviews
- To promote health and wellbeing at all times and support client's to address their physical and mental health needs by making every interaction therapeutic and to count towards a helpful and personally meaningful recovery journey.
- To participate in both clinical and professional meetings, as required.



- To use trauma informed approach at all times.
- To provide structured interventions in accordance with the needs identified on an individual basis, in line with the goals identified and agreed on the recovery plan.
- To have a good understanding of medications. Where the post-holder is a registered Nurse, administer and monitor medication responses, including providing education around medication.
- To liaise with MDT when issues arise outside of the post holders competence
- Where the post-holder is a registered Nurse, to undertake physical observations, as required such as blood pressure, temperature, update the appropriate documentations and action, as required.
- Have a good in-depth understanding of the Mental capacity act, DOLS and Mental health Act

Therapeutic

- To form and maintain professional relationships with clients, carers and colleagues in a way that respects their views autonomy and culture
- To advocate for clients and help them to gain access to resources such as benefits, training, education & employment and housing
- To provide practical support to client's with regards to activities of daily living, benefits, education, training, employment, housing, personal care, engagement in meaningful activity, promotion of structured routine
- To promote social inclusion through developing opportunities in areas such as participating in community based recreational or social activity
- To lead on and support the implementation and delivery of group work based on service need
- To build and maintain safe and effective therapeutic relationships which aspire to instil hope and optimism.

Communication

- To manage and overcome barriers to communication and understanding e.g. sensory and cognitive impairment



- To establish and maintain robust communication networks with client's, families and carers, other healthcare workers and external agencies to enable constructive outcomes to be achieved.
- Work collaboratively and communicate with other clinical services including joint recovery planning, attending joint clinical reviews/sessions and communicating progress and needs to appropriate staff where need dictates.
- Complete written reports or provide verbal feedback in line with data protection to relevant partners engaged with the service user, including the internal MDT.
- Ensure that fully accurate, complete and contemporaneous clinical records are written and maintained for each service user in accordance with agreed policy.

Personal and People Development

- To actively take part in annual appraisal and both individual and peers supervision as part Trust policy and Local Procedure.
- To deliver Line management and annual Appraisals as per trust policy.
- To take responsibility for own learning and development
- To actively take part in learning and development opportunities
- To have an awareness of different types of learning opportunities, to develop self in line with job role
- To promote a learning environment and culture within the team which supports the professional development and effectiveness of the team as a whole
- Managing own responses and feelings towards the sensitive information which may be disclosed through effective use of supervision, self-exploration or seeking support of colleagues or managers.
- To be responsible for identifying own training needs and utilise supervision effectively.
- Ensure own compliance and compliance of others with regard to mandatory training and NMC, HCPC or other professional re-registration and revalidation requirements.



- Delegate, oversee and monitor care provided by support staff to ensure required standards are maintained and delivered
- Liaison with Universities regarding progress/problems regarding students.
- To promote a service philosophy that is strongly recovery focused and socially inclusive for client's and carers

Service improvement

- To actively engage in service improvement by reflecting on and developing own practice, as well as team reflections and supervision
- To promote and actively encourage client's and carer engagement to evaluate and enhance service delivery through the use of outcome measures
- Identify unmet needs to support service planning and development in relation to role
- Demonstrate the sharing of knowledge, skills and attitudes to others
- Promote and actively encourage co-production to evaluate and enhance service delivery
- Respond appropriately to audit outcomes to improve the service.
- To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality Community Enablement and Recovery Team

Trust Values

Employees, workers, and / or contractors will be expected to uphold the values of the Trust and exhibit the expected Trust behaviours aligned to the Trust's values. Individuals have a responsibility to ensure that they display the Trust values and behaviours in carrying out their job and that individuals feel able to challenge (or raise a challenge) when other colleagues' behaviours breach the spirit of Trust values.

Equality, Diversity & Inclusion

The Trust gains strength from the diversity of its staff and patients, and is committed to being a safe and inclusive space for all people regardless of their age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment, or pregnancy/maternity. It recognises that it can only fully realise this commitment by proactively opposing bigotry in all its forms, including (but not limited to) ageism, disablism, sexism, racism, xenophobia, antisemitism, islamophobia, homophobia, biphobia, transphobia, and enbyphobia. All staff members are required



to understand their role in ensuring the Trust is not only compliant with its responsibilities under the Equality Act 2010 but fulfils this deeper commitment. This shall include completing all mandatory equalities training, familiarising themselves with relevant policies or plans such as the Trust's Equality, Diversity and Inclusion Strategy and its Anti-Racism Action Plan, and proactively engaging with the work of the Staff Networks, Spiritual Care Team, Community Inclusion Team, and Equality, Diversity and Inclusion Team.

Confidentiality and Data Protection

Staff are to familiarise themselves with the Employer's data protection policy when this is available, which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.

Clinical Governance



[Type here]

All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate for quality standards, and work towards the continuous improvement in clinical and service quality.

Infection Prevention & Control

Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.

- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.
- All staff must adhere to the Trust's Hand Decontamination Policy
- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.
- All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

Safeguarding Adults

Safeguarding is 'Everybody's Business'. It means protecting people's health, well-being and human rights. It includes protecting their rights to live in safety, free from abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Healthcare NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

Safeguarding Children



All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Healthcare NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

Professional / Managerial Codes of Practice

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.

Policies and Procedures

The post holder is required to abide by all policies and procedures of the Trust.

Pandemic / Other Emergencies

In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

Job Description

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.

Post Holder's Signature:

Date:

