


Job Title:	Recovery Worker	
Service:	Milton Keynes Adult Service	
Reports To:	Team Leader	

Purpose of the Role:

Based at Compass Milton Keynes Adult Substance Misuse Service, Recovery Workers are members of a multi-disciplinary team providing pharmacological and psychosocial interventions for people with substance misuse problems. As part of the team the post holder will assess, plan, implement and evaluate long term planned care for substance misusers. Recovery workers have responsibility for caseload management of service users who may or may not have a need for medically assisted recovery.

The Service provides:

- Psychosocial one to one and group interventions
- Opiate substitute prescribing
- Community alcohol detoxification and alcohol adjunctive prescribing
- Health and wellbeing interventions
- BBV screening and vaccination
- Seasonal Influenza Vaccination
- Harm reduction interventions
- Recovery focused interventions supporting service users with employment, education and training
- Access to residential treatment where appropriate

Recovery workers will also be required to effectively participate in the weekly clinical meetings and clinical supervision and work as part of a team to reduce drop out and increase long term recovery.

Outline of the Post:

The post holder will be expected to:

Operational Delivery

- Undertake assessment of individuals entering the Service through various referral sources
- Work as part of a team to prevent drop out and engage individuals in to the Service
- Develop, facilitate and review a group work programme which meets the needs of the service user and includes specific groups for complex clients groups including dual diagnosis, parents, older clients, criminal justice and various types of drugs and alcohol.
- Provide a holistic package of care to individuals which meets their needs and includes diversionary activities and employment, training and education.
- Provide a range of harm reduction interventions including BBV screening, Naloxone workshops and needle exchange.
- Provide a range of one to one interventions including MI, SFBT and CBT.
- Manage a case load of individuals who may or may not have a need for medically assisted

recovery.

- Promote choice, well being and the protection of all individuals.
- Enable individuals to find out about, access and use available services through obtaining relevant information, encouraging the individual to use services and facilitate and support as they use them.
- Support individuals who are substance users enabling them to adopt safe practices associated with substance use and to reduce substance use.
- Support service users in achieving abstinence via provision of or referral to appropriate interventions, screening and preparation for in-patient or residential rehabilitation.
- Provide low-threshold psychosocial interventions supporting service user in achievement of abstinence.
- Provide onward referral and liaison with wrap around support to enable service users to achieve social integration.
- Contribute to assessing and act upon risk of danger, harm and abuse.
- Raise awareness, knowledge and understanding about substances, their use and effects.
- Facilitate learning around overdose prevention and basic life support.
- Contribute to assessing the needs and preferences of individuals in order to support development, implementation and review of care plans and revise to meet changing needs, preferences and circumstances.
- Liaise with primary and secondary health care services specifically to support individuals during any referrals to GP's and secondary care services
- Assist individuals to understand the effects and benefits of the medication prescribed to them and the importance of complying with their treatment regime including the liaison with pharmacists for monitoring purposes.
- Establish the extent and type of an individual's injecting behaviour, provide harm minimisation advice.
- Adhere to Safeguarding of Children and Young people and Vulnerable Adults policies and procedures, sharing Compass' commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.
- Provide duty cover on a rota basis and cover the Service Reception as and when required.

Developing and Maintaining Relationships

- Actively work towards developing and maintaining effective working relationships both within and outside Compass.
- Foster and maintain strong links with all services across Compass.
- Seek the opportunity for collaborative working and proactively initiate and sustain such relationships.
- Work as part of a team to ensure that key performance indicators set by Compass and/or Commissioners are reached for the Milton Keynes Adult service.
- Make use of supervision to enable you to develop your professional competence and work with individuals reliably, effectively ethically and safely.

Managing Resources

- Effectively maintain service equipment to ensure efficient use of resources.
- Make accurate and legible notes and records both in hard copy file and our electronic healthcare system (Carepath)

Personal Responsibilities

- Prioritise own workload within agreed objectives, and deciding when to refer to others as appropriate.
- Participate in the Compass appraisal system, matching organisational aims with individual objectives and undertaking appropriate training as required.
- Take responsibility for own and others' health and safety in the working environment.
- Comply with the policies and procedures of Compass.
- Ensure that a professional service and image is maintained at all times.
- Ensure own actions support the equality, diversity, rights and responsibilities of individuals.
- Attend mandatory training programmes specific to job role to develop your own knowledge and practice.
- Follow, adhere to and work within the context of relevant legislation including Working together to Safeguard Children 2013; no Secrets 2000, NICE Guidelines, CQC standards of practice and Compass Policies and Procedures.

Flexible Approach

- To undertake any evening or weekend working as required which will include at least one evening session per week
- To carry out such other duties commensurate with the grading of the post as may be reasonably determined from time to time.

PERSON SPECIFICATION

Qualifications, Experience and Knowledge:

ESSENTIAL

Qualifications

- GCSE Maths or English grade C and above or equivalent qualification
- Diploma/BTEC/NVQ3 or equivalent qualification in substance misuse, psychology, counselling, social work or health and social care

Experience

Operational Delivery

- At least 1 years experience of working with individuals with substance misuse issues
- Experience of working within a substance misuse treatment setting
- Experience of delivering training to groups and a group work programme
- Encouraging individuals to reflect on their behaviour, its consequences and risks, recognise the benefits and potential for change and providing support and encouragement to help

individuals achieve change positively.

- Experience of working with vulnerable adults.
- Assist individuals to identify their requirements and priorities, identify, explore and assess a range of options and the potential implications of different decisions and select and agree and appropriate course of action.

Knowledge

- Safeguarding children and adults guidance and legislation.
- Equality and Diversity guidance and legislation.
- Confidentiality, consent and mental capacity.
- Risk taking behaviour and the resulting problems.
- Mental health, emotional health and emotional wellbeing.
- Data Protection guidance and legislation.
- BASHH/FSRH and/or substance misuse guidelines and quality standards.
- Computer packages including Microsoft Office.

Personal

- Ability and willingness to adopt a flexible approach to working outside normal office hours or at different venues on occasion.
- Able to undertake the demands of the post with reasonable adjustments where required.
- Handling sensitive and confidential information and maintaining discretion and confidentiality.
- Encourages others to express their views, feelings and wishes.
- Use of effective support systems and networks to develop own knowledge and practice.
- Must have a willingness and commitment to undertake training

DESIRABLE

- Evidence based practice.
- Advocacy, offering guidance and mentoring support.
- Delivery of professional training.
- Knowledge of local services and geography
- Confident in challenging areas of practice within self and team.
- Access to own transport

Key Competencies/Personal Attributes:

The post holder must demonstrate strengths in the following competency areas:

- **Team Player** – able to work as part of a team, co-operate to work together and in conjunction with others and willing to help and assist whenever possible and appropriate.
- **Interpersonal Skills** – able to develop, establish and maintain positive relationships with others both internal and external to the organisation.
- **Autonomy** – ability to work without direct supervision, prioritising work and acting on own initiative where appropriate; pre-empting problems and working to solve them.
- **Strategic Thinking** – able to identify and manage risk with the ability to elicit information to make an assessment of need.
- **Communication Skills** – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.

- **Confidence & Resilience** – able to deliver messages in a confident manner with excellent presentation skills and group work skills.
- **Flexible & Adaptable** – positive attitude to dealing with change; flexible and adaptable, and open to exploring new ideas.
- **Self Awareness** – ability to empathise with others, maturity to admit and rectify mistakes and strong degree of personal integrity to adhere to acceptable standards of behaviour.
- **Motivated** – highly motivated and reliable and organised to plan and meet deadlines and manage time effectively.

Compass Values:

The post holder must demonstrate exemplary behaviour in all Compass values, personifying the values and inspiring all staff to do the same:

- Integrity: An unstinting commitment to honesty and openness in all our activities.
- Valuing Each Individual: Respecting the needs of each person and helping them gain greater control of their life.
- Being Solution Focused: Responding quickly and flexibly to current and emerging needs.
- Consistent & Reliable Approach: Always delivering on our commitments.

Safeguarding:

The post holder must demonstrate and share our commitment to Safeguarding:

- Work proactively to safeguard and promote the welfare of children, young people and vulnerable adults.

Compass is committed to promoting the welfare of all those we serve, as well as complying with best practice in the application of safeguarding and we expect all staff and volunteers to share our commitment. As part of our safer recruitment process, an enhanced DBS check will be undertaken before appointment as part of our pre-employment checking process and will be rechecked as and when determined by Compass. For further information about what is required in this process please go to www.gov.uk/disclosure-barring-service-check.

Compass is also committed to equal opportunities and expects all those employed or who volunteer to share our commitment.