



Mental Health Rehabilitation Worker – Job Description, Person Specification & Competencies

Name of Employee	
Date of Issue	
Department/Location	Adur Pathfinder
Reporting Line	Deputy Manager, Service Manager
Grade / Hrs / Duration	Grade 2 /37.5 hours / Fixed Term until December 2026 with a possibility to extend
DBS – Level Required	Enhanced
Location/s	Bognor Regis

Job Summary

WSX Mind runs a range of Recovery services for adults with mental health problems in West Sussex, in Worthing, Littlehampton, Shoreham, Chanctonbury & Midhurst. Within this, we offer a variety of interventions and services that support people with complex mental health problems in their recovery. This ranges from one-to-one support and group work, to outreach into the community and community engagement to provide a range of groups and activities to support people to manage their own mental health needs.

The Coastal West Sussex Community Rehabilitation Service (CRS) aims to provide a seamless pathway of care and support, providing help to people with a diagnosis of Serious Mental Illness. It aims to address both the gaps in local service provision for those with psychosis and complex mental health needs, and to support service users returning from specialist out of area placements back to local services. The service provides both short-term and long-term interventions for service users based in the community.

The role of the Mental Health Support Worker is:

- To work within a team of professionals from different organisations to provide collaborative care and support for service users.
- To enable and facilitate service users and carers’ needs being met effectively, working in partnership with service users and carers to develop and monitor personal support plans.

- To engage and work alongside service users in their own homes and in community settings, promoting meaningful activity and social inclusion.
- To provide individual and group support which contributes towards the achievement of service users' and carers' goals.
- To contribute to the safe and effective running of services

Scope & Accountabilities

This role has no line reports/supervisory responsibilities and works with service users under the guidance of the Mental Health Service Coordinator, under the general management of Mental Health Service Deputy, or Service Manager.

Additional supervision will be offered to the support workers by an allocated SPFT employee within the Coastal West Sussex CRS and training and development opportunities will be offered.

The employed support workers may be required to provide guidance to Peer Workers and provide supervision of volunteers including Peer Mentors. There is no formal line management of staff.

The support workers may be required to take responsibility for leading a group or activity independently (under the guidance of a professionally registered member of the team).

The role may include some weekend, evening and Bank Holiday shifts with prior agreement.

Key Tasks

1. Through either face to face contact, telephone, video-call or email:-
 - Support service users to identify their needs and goals and contribute to the development of personal support and recovery plans.
 - Based on personal support plans, work in partnership with service users to help them achieve recovery focussed goals; drawing on individual strengths and using a range of internal and external resources including provision of advice, information and sign-posting where required.
 - Provide support to individual service users, providing one-to-one sessions using appropriate theories, methods and skills in order to promote individual clients' ability to better manage their problems and difficulties.
2. To contribute towards the development, facilitate and review in person and video conference group work, self-development courses or training sessions for service users and use a range of assessment and recovery tools alongside clients in developing recovery support plans.
3. To liaise with service users, carers, family and relevant professionals, ensuring they have full information about the project's purpose, activities and outcomes.
4. To work with mental health service co-ordinators, SPFT and VCS employees to develop self-directed support plans and to oversee their delivery for individuals including the provision of personal care and support to individuals in the community where required.

5. To promote social activities, support (including peer mentoring & befriending) and volunteering opportunities to service users.
6. To work professionally and creatively with Sussex Partnership and the voluntary and community sector to provide a seamless pathway of care and support to service users.
7. Support service users to be actively involved in the running and delivering of services and support and develop peer mentors involved in co-facilitating groups or courses or leading peer support activities
8. To actively contribute to a team approach and work to tackle inequalities and ensure that the service user group reflects the diversity of local community.
9. To record all work accurately, effectively and in a timely way on relevant electronic note record systems.
10. Assist and complete other administrative and hospitality tasks relating to the service including where required cleaning.
11. To be aware of responsibilities and take appropriate action as per SPFT policies around safeguarding adults and protecting children.
12. To undertake any other tasks and duties as required as requested by senior staff and managers to meet the requirements of the service including taking responsibility for leading a group or activity independently (under the guidance of a professionally registered member of the team).
13. To adhere to the policies of West Sussex Mind and SPFT.

Person Specification - The specific skills, knowledge and abilities required of an individual to be able to effectively perform the role.

Essential Experience/Qualifications

- Some evidence of previous training or learning (formal or informal) which relates to supporting adults who have mental health needs is essential for this role along with good literacy, IT, digital and verbal communication skills

Preferred Experience/Qualifications

- Any formal qualifications or training in relation to mental health, counselling, communication is desirable for the role

Professional & Technical Knowledge, Skills and Abilities

1. Relevant mental health experience, specifically working with those who have a diagnosis of Serious Mental Illness (psychosis, schizophrenia, schizoaffective disorder) and preferably other complexities in addition such as substance misuse.
2. Knowledge, proven skills and/or training in working with service users on a one to one basis using appropriate theories, methods and skills in order to promote individual service users' ability to better manage their problems and difficulties.
3. Able to work with service users to contribute to multi-disciplinary assessments of needs for services/personal development.
4. A knowledge and understanding of working in groups and group dynamics.
5. Knowledge of and a commitment to user led services, proactively tackling inequalities and able to facilitate a recovery focus model.
6. Highly motivated and able to learn and understand new concepts and apply new methods, whilst taking responsibility for their own personal development. Willingness to seek advice appropriately, to accept supervision and training as required.
7. Ability to learn and use digital and social media applications to provide support.
8. Good written and verbal communication skills, IT and digital skills and good personal effectiveness.
9. Team player with ability to work effectively within own team, organisation and partners and with creative and problems solving skills.
10. Support workers will be based locally and should have a good level of knowledge of local mental health and other health & wellbeing services in West Sussex
11. Support workers must have the ability to travel across their base catchment areas (i.e. either Bognor or Worthing area)
12. Be willing to work some weekend, evening and Bank Holiday shifts by prior agreement when necessary.

I have read and understood the Job Description, Person Specification and Competencies/Indicators required for my role and agree to fulfil the requirements of this role.

Signed: Staff member		Date:	
Signed: Line Manager		Date:	