

JOB DESCRIPTION



New Hope Rehabilitation

Job Title:	Senior Residential Rehab Worker
Hours:	40 hrs
Location:	Lincolnshire
Responsible to:	SMT

This Job Description gives an overview of the post, the key responsibilities and the context within which the post is offered. It is not intended to be an exhaustive Statement of Terms and Conditions within NHR.

NHR is committed to providing high quality support designed around individual abilities, needs and choices. NHR is committed to promoting independence and inclusion within communities and believes everyone is able to make their own individual contribution and live independently.

NHR supports a wide range of individuals within the East Midlands with diverse needs specifically supporting individuals who have issues with addiction wanting to maintain abstinence and work towards living independently.

This role would include working with individuals who will be affected by substance misuse within a rehabilitation environment. The following is not an exhaustive list and may include additional duties.

Main Areas of responsibility:

NHR Senior Residential Rehab Worker will support residents to engage with the weekly programme. You will be responsible for ensuring all residents receive high quality support in maintaining abstinence working with the Team to provide a multi-faceted approach taking into consideration the needs of each individual.

It is essential the person undertaking this role has experience in:-

- Working within a rehab environment
- De-escalation Techniques and experience in Anger Management
- Can drive a mini-bus
- Has knowledge of the 12 Step Programme

Additional responsibilities include:

- Undertaking focused and evidence based one to one keywork sessions with residents
- Preparing and maintaining up to date Wellbeing Stars, Risk Assessments and Progress Reports to show Actions/Outcomes have been achieved
- Working with the Team to ensure a high level of support is provided to residents based on individual support needs
- Ensuring residents collect their medications every evening
- Working closely with partner organisations including probation services, GP etc
- To ensure Room checks are completed to a high standard and documented
- To work with residents and de-escalate situations before they intensify
- Follow all NHR Policies and Procedures

Specific Duties and Responsibilities:

1. To oversee the day-to-day programme
 - Ensure residents are completing all household duties
 - Ensure records of support provision are accurately maintained
 - Ensure monitoring and evaluation materials and work notes are added to the system according to policy and procedure
 - Support residents at recovery support meetings and activities according to the weekly programme
 - Provide support to Senior members
 - Attending all update meetings and or staff meetings
 - Ensure all training is completed
 - To work on shift as agreed, providing direct support to the residents
 - Promote and support inclusion throughout the programme taking into consideration individual needs
2. Effectively identify and contribute to learning and development activities including meeting organisational targets towards residents maintaining abstinence and engaging with their programme. This may include Action Plans, Wellbeing Stars and other forms of support.
3. To maintain effective communication
 - Maintain effective communication systems with the staff team through staff meetings, whatsapp groups and day to day updates
 - Attend weekly Team Meetings
 - Ensure relevant parties involved in planning and review of support are regularly updated on changes and progress through regular, planned reviews and reports e.g. Probation Services
 - Establish and maintain effective communication with families and relevant parties

All staff should familiarise themselves with the organisation's policies and procedures and work within NHR Policy framework, including Health and Safety, Equal Opportunities, GDPR and Confidentiality

Qualifications and Experience:

Minimum Level 3 in Health and Social Care (or equivalent) is required and any additional qualifications relevant to the role.

Applicants should have at least 2 years experience of working within a Rehab environment supporting Residents with addiction/multiple/complex needs

Additional information:

All staff must familiarise themselves with all the Policies and Procedures of NHR and work within both procedural and legal frameworks including Health and Safety and Equal Opportunities. In particular all staff have a duty to ensure they comply with requirements under the Protection of Vulnerable Adults and Children. Prior to any unconditional offer of employment being made NHR requires to have the following compliances satisfied:

- Two satisfactory references

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- Full DBS
 - All relevant Qualifications/Certificates

Other:

- On occasions you may be required to change your rota to ensure service commitments are being met
 - The post holder will be required to complete a full DBS
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NOTE: Duties and responsibilities may change dependant on the needs of NHR, change to Government Legislation and/or residents' requirements. The responsibility level will not exceed those stated above.

Safer Recruitment Policy Statement:

New Hope Rehabilitation is committed to promoting the welfare of vulnerable clients and keeping them safe. To enable us to safeguard our clients, our vetting process requires all applicants who are successful at interview to undergo a Disclosure Barring Services check prior to any offer of employment being made. For applicants who may have lived outside of the UK for 6 months or more, the candidate will be asked to complete the relevant checks equivalent to those carried out by the DBS.

We are also committed to equality, valuing diversity and working inclusively across all of our activities. We aim to have a workforce that represents a variety of backgrounds and cultures and can provide the relevant knowledge, abilities and skills for our organisation. In line with The Asylum and Immigration Act 2006, we will only accept applications from candidates who have the legal right to work in the UK."

JOB SPECIFICATION

NHR: Senior Residential Rehab Worker



New Hope Rehabilitation

Attributes	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Minimum of two years previous experience in working within a Rehab environment • Worked with service users who have addiction/multiple/complex needs • De-escalation and Anger Management • Driving a minibus 	<ul style="list-style-type: none"> • Knowledge of the 12 Step Programme • Leadership skills/self management • Knowledge of multiple complex needs and techniques to support
Education, Qualifications and Training	<ul style="list-style-type: none"> • Minimum Level 3 in Health and Social Care or Equivalent 	<ul style="list-style-type: none"> • Qualifications in relation to working with individuals who have complex needs
Skills, Abilities and Knowledge	<ul style="list-style-type: none"> • To plan and prioritise workload • To motivate residents • To complete Wellbeing Stars and Action Plans • Monitor and evaluate individuals progress • Knowledge of the 12 Step Programme 	<ul style="list-style-type: none"> • Knowledge of Addiction focused Peer Led practice
Interpersonal and Social Skills	<ul style="list-style-type: none"> • Good communication skills • Ability to liaise effectively with residents, families, friends and partner organisations • Promote the organisation positively 	<ul style="list-style-type: none"> • Have an understanding of additional issues that might be affecting service users e.g. ADHD, Aspergers, Dyslexia and techniques to support

I hereby accept the terms as stated on the Senior Residential Rehab Worker job description:

Full Name (in capitals)	
Signature	
Date:	