

## Kent County Council

### Job Description: *Kent Enablement and Recovery Worker*

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**Directorate:** Adult Social Care and Health

**Unit/Section:** Mental Health

**Grade:** KR6

**Responsible to:** Team Manager

#### **Purpose of the Job:**

Provide a short-term enablement and recovery-based service through working directly and flexibly with people experiencing mental health difficulties to address social care needs

#### **Main duties and responsibilities:**

- Provide support to Service Users to work towards achieving the goals and aspirations that they have set for themselves through discussion with their Mental Health Social Worker.
- To work within a person-centered approach to empower service users in relation to identified assets and needs through interventions which enable daily living activities, health promotion, benefit maximization and welfare rights and encourages involvement in social activities, education and employment. Positively promote independent living within the community and support the service user to become socially inclusive.
- Work with the Community Mental Health and Wellbeing Service, including Strategic Partners, Public Health, Clinical Commissioning Groups, other primary care organisations, local organisations and the wider community to achieve an integrated response to service users' recovery and reciprocity plans
- Work flexibly to ensure that service users engage effectively with an agreed enablement plan and access appropriate services, on a regular and consistent basis within the 12-week service involvement period.
- Monitor record and contribute to the evaluation and review of service users' progress against the agreed enablement plan, encouraging and supporting the service user to be actively involved in this process. Notify the professionals coordinating the service user's care of any changes and matters of concern together with copies of contact notes and case records so that appropriate action can be taken.
- Promote equality for all individuals, respecting confidentiality of information, recognizing client's right and choice and respecting their personal beliefs and identify and challenge discriminatory views in the community, in order to foster equality, diversity and rights.
- Attend and participate in training sessions, team meetings, appraisal/personal development meetings, and supervision as required and assist in the training and providing of advice to colleagues as directed.

- Promote health, safety and security in undertaking work activities and in the work environment by undertaking ongoing environmental risk assessments in service user's homes to ensure personal safety and safety for other workers and the service users. Raise any safeguarding concerns with the professionals involved with the service user or the safeguarding coordinator in a timely manner.
- Actively engage in learning lessons from complaints and compliments received by the service.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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## Person Specification: *Kent Enablement and Recovery Worker*

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The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	<b>CRITERIA</b>
<b>QUALIFICATIONS</b>	<p>Hold or be working towards a social care qualification including Diploma in Health and Social Care</p> <p>Competent in literacy and numeracy</p> <p>Ability to obtain both underpinning knowledge and Diploma in Health and Social Care or equivalent, together with a commitment to undertake continuing personal development.</p>
<b>EXPERIENCE</b>	<p>Experience of mental health services as a worker or service user/carer and liaising with other agencies</p> <p>Recording factual information accurately</p>
<b>SKILLS AND ABILITIES</b>	<p>Excellent verbal, written and listening skills, IT skills, including Microsoft Office and excellent organisational and time management skills.</p> <p>Ability to establish a positive therapeutic relationship with service users, maintaining professional boundaries and a commitment to the rights and needs of service users and their carers, creating innovative solutions to help empower service users whilst encouraging and supporting independence.</p> <p>Ability to act calmly in emergencies and to respond in a professional manner to stressful and challenging behavior.</p> <p>Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day.</p> <p>Ability to work autonomously for periods of time without regular access to an office base.</p>
<b>KNOWLEDGE</b>	<p>Understanding of the mental health system</p> <p>Knowledge of benefits/employment/housing systems</p> <p>Awareness of services and community resources available locally and how to access them</p>

<b>KENT VALUES AND CULTURAL ATTRIBUTES</b>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"><li>• We are <b>brave</b>. We do the right thing, we accept and offer challenge</li><li>• We are <b>curious</b> to innovate and improve</li><li>• We are <b>compassionate</b>, understanding and respectful to all</li><li>• We are <b>strong together</b> by sharing knowledge</li><li>• We are all <b>responsible</b> for the difference we make</li></ul> <p>Our values enable us to build a culture that is:</p> <p><b>Flexible/agile</b> - willing to take (calculated) risks and want people that are flexible and agile</p> <p><b>Curious</b> - constantly learning and evolving</p> <p><b>Compassionate and Inclusive</b> - compassionate, understanding and respectful to all</p> <p><b>Working Together</b> - building and delivering for the best interests of Kent</p> <p><b>Empowering</b> - Our people take accountability for their decisions and actions</p>
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