

Background:

The Angus Mental Health Peer Support service provides peer support around mental health and wellbeing.

Peer support is defined as the help and support that people with lived experience of poor mental health and wellbeing can provide for others struggling to manage their own mental health and wellbeing, built on shared personal experience and empathy.

Peer support can be social, emotional or practical support. Peer support focuses on an individual's strengths and works towards the individual's wellbeing and recovery. Peer supporters can offer a safe space for people to discuss their own mental health and wellbeing as well as provide strategies and tools to support others to manage their mental health and wellbeing.

The service is aimed at people with less complex mental health and well-being challenges. Peer support is there to bridge a link between patients and health professional and encourage individuals to seek out clinical and community resources when it is appropriate.

How is the service delivered?

A team of Peer Support Workers and a Coordinator work out of GP Practices in the North Locality in Angus (Forfar, Kirriemuir, Edzell, Brechin and Montrose).

Peer Support Workers will be expected to work alongside GPs, Nurses and other practice staff to promote the service to people registered within the practice.

The Peer Worker role will start by assessing an individual's mental health and wellbeing. Peer Workers will then support prevention and self-management by providing self-management tools and strategies, signposting to supports in the local community and referring on to other agencies where required.

Peer Support Workers will offer a brief intervention and will provide support to adults, young people and carers to understand their difficulties, self-manage and future plan.

Skills and knowledge of peer workers in this service

- Lived experience of mental health and well-being challenges and the ability to share this experience with others where appropriate;
- Knowledge of self- management techniques for better well-being including online resources and health promoting activities;
- Ability to research local resources and make connections with other community groups, activities and resources that can support people;
- Ability to engage people, make them feel at ease;
- Ability to carry out an initial assessment and understand when someone may need more support than we can offer to refer people for professional mental health support;
- Ability to self-manage and ask for help when needed;
- Ability to promote the service to other professionals within the GP practice as well as directly to people accessing the practice;
- Ability to facilitate and deliver groups that promote well-being.

(Support Staff)

CONDITIONS OF SERVICE

Hours:	20 hours are available, to be worked on a shift basis in accordance with the project rota which will be designed to ensure that staff are on duty at times appropriate to the clients and service delivery.
Contract:	This is a Permanent post. All posts are subject to a 6 month probationary period. A formal review will take place at 2, 4 and 6 months.
Salary:	Salaries are paid monthly, directly into a bank account of your choice. The rate of pay for the Peer Support Worker post is £9.50 per hour .
Sleeping In:	Staff may be required to undertake sleep-in duty in accordance with the project rota. Hours on sleep-in duty are not counted towards normal weekly hours. Payment will be made at £85.50 per night. The sleep-in allowance covers overtime of up to half an hour on night time call out.
Waking Nights:	Staff may be required to undertake night duties, payment will be at time and a third for hours worked between 10.00pm - 7.00am.
On Call:	The post holder may be required to carry out On Call duties from home. A payment of £16 per shift will be paid for this.
Overtime:	Except for night-time call outs overtime is payable only where it is agreed in advance by the organisation.
Pension:	Hillcrest Futures offers a pension under the Governments statutory auto-enrolment scheme, which is a Defined Contribution scheme with a company called NOW Pensions. At present staff contribute 5% with the employer 3% to the scheme as of 1 st April 2019. Further details of the scheme are available from the payroll team.
Health Plan:	Employees are automatically given free admission to the Health Plan Scheme. The cost for this is met by the Employer. Details will be sent out with the Contract of Employment.
Annual Leave:	The holiday year runs from 1st January - 31st December. The full holiday entitlement is 236.8 hours per annum rising to 273.8 hours. 5 days Public holidays have been included in this annual leave entitlement. Unit Managers will commence on 288.6 hours per annum. Annual leave is calculated on a pro rata basis for part time staff.
Qualifications:	Any offer will be subject to proof of qualifications essential, and where appropriate desirable, to the post.

**Rehabilitation of
Offenders Act 1974:**

If you have any unspent convictions you must declare this on your application form.

In relation to 'spent' convictions, there is a list of convictions which must always be declared and a list of convictions that are declared, subject to rules. Failure to disclose relevant information will be regarded as a breach of trust and could lead to dismissal, disciplinary action or withdrawal of offers of employment.

If you are unsure whether or not you need to disclose a conviction or caution, please contact our Human Resources Department for further advice, or you can check by accessing Disclosure Scotland's website at www.disclosurescotland.co.uk and check the 'Frequently Asked Questions'.

Please note that all successful applicants will be subject to a Disclosure check through Disclosure Scotland.

HAVING A CRIMINAL RECORD WILL NOT NECESSARILY DEBAR YOU FROM WORKING WITH HILLCREST FUTURES. THIS WILL DEPEND ON THE NATURE OF THE POSITION, TOGETHER WITH THE CIRCUMSTANCES AND BACKGROUND OF YOUR OFFENCES.

Trades Union:

Employee's have the right to join a Trades Union of their choice, if they wish, although Hillcrest Futures do not recognise any Trade Union. A Staff Representative group is in place.

No Smoking Policy:

Smoking is prohibited in all projects and at Head Office. Designated smoking areas are outside the buildings and should be out of view of service users. This includes the use of E-cigarettes. Employees who are required to carry out their duties in buildings which are out with the control of the organisation are jointly responsible for minimising their own exposure to risk factors such as passive smoking.

Equal Opportunities:

Hillcrest Futures is striving to be an equal opportunities employer and has adopted a Policy which aims to ensure that no job applicant receives less favorable treatment on grounds of race, colour, ethnic and national origins, marital status, gender, age, religion, disability, political or sexual orientations, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

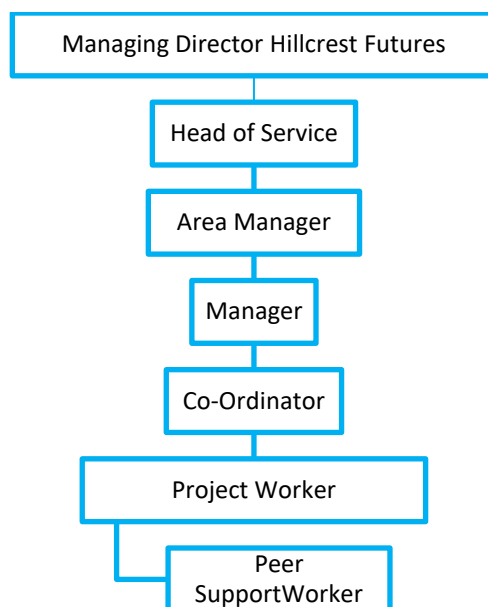
Applications:

Please forward applications before the closing date.

Job Description

Job Title: Peer Support Worker
Department: Hillcrest Futures
Responsible to: Manager and Co-ordinator

Organisational Structure



Main Purpose of Post:

The Peer Support Workers will work as part of a team to help deliver support to individuals. Peer Support Workers will have their own lived experience of the issues faced by people accessing services and use these to help deliver support.

Main Duties:

- Promote awareness of the specialism through sharing their own lived experience.
- Encourage and support people at all stages of engagement with services.
- Deliver therapeutic mutual aid and peer-led activities and, or educational activities.
- Develop a range of activities that promote wellbeing.

- To raise awareness in the community supporting family members, friends and concerned others, community members and other professionals on risk behaviours and promote equality and reduction of stigma.
- To contribute to their own well-being and progression in order to move on.
- Undertake a vocational qualification to support their own professional development.
- To contribute to the wider team and support service improvements.
- Effective communication.
- Maintain effective working relationships and boundaries to protect their own and others progress.
- Follow operational guidance, policies, procedures and best practice.
- Out-of-hours and weekend working may be required as prescribed by the needs of the service.

Service Specific Duties:

The service descriptor document is part of this Job Description and should be referenced in accordance to specific duties.

Any Other Duties:

The post holder may be required to perform duties other than those given in the job description for the post.

Person Specification – Peer Support Worker

Attribute	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Own lived experience of mental health and well-being challenges and the ability to share this experience with others where appropriate • Experience of supporting others in recovery from mental health and wellbeing challenges 	
Proven competencies	<ul style="list-style-type: none"> • Listening skills • Coaching skills • Delivering groups • Mentoring skills • IT Skills • Good communication skills, both verbal and written • Ability to work within a team environment • Ability to use own initiative • Good timekeeping, time-management and organisational skills 	
Education and Qualifications	<ul style="list-style-type: none"> • No formal qualifications are required. However, candidates must demonstrate the ability to undertake vocational study demonstrate a reasonable level of literacy • Willingness to undertake training as required 	
Service Specific	<ul style="list-style-type: none"> • As per service descriptor • Valid Full driving licence and use of a vehicle 	