

## JOB DESCRIPTION

Job Title	Harm Reduction Worker
Sector	Substance Misuse
Department	Substance Misuse
Grade	Grade 3

<b>Job purpose</b>	To provide an accessible and welcoming front line service for people with problematic drug and alcohol use, their families and other professionals. To deliver the service within an outreach setting to improve access to support for those individuals who are farthest from treatment. To assist in the delivery of a range of Harm Reduction interventions for all people with problematic drug and alcohol use. To promote independence, wellbeing and healthy life choices while working to reduce harm among people who use drugs. To encourage ambition, motivate and support individuals to make changes to their drug and alcohol use and to achieve their goals. To enable Service Users with individual needs to improve their quality of life within their community while remaining within budget and policy and procedure guidelines.
<b>Key accountabilities</b>	<p>Work flexibly in a variety of settings to create care and support plans that meet the needs of the service and clients</p> <ul style="list-style-type: none"> <li>• Developing strength-based recovery plans with individuals that are; comprehensive, person-centred and individualised based on a clear assessment of that individual's needs and circumstances.</li> <li>• Involving individuals and their family/advocates in the planning of the individual's care.</li> <li>• Completing accurate, person-centred and individualised risk assessments.</li> <li>• Reflecting the structure and aims of SM's Models of Psychosocial Interventions</li> </ul> <p>Harm reduction</p> <ul style="list-style-type: none"> <li>• Delivering harm reduction services for PWID which includes needle and syringe provision.</li> <li>• To provide advice, information and support to PWID in relation to risks related to injecting, drug and alcohol use, HIV, Hepatitis B and C and sexual practice.</li> <li>• To offer and encourage access to BBV testing by means of Dry Blood Spot tests, Hepatitis B vaccination and of treatment for BBV infection where appropriate .</li> <li>• To deliver Harm Reduction messaging to the wider community through forums such as festivals and health fairs</li> </ul> <p>Deliver excellent person-centred interventions with individuals for whom we provide support within the Service in accordance with agreed recovery plans by:-</p> <ul style="list-style-type: none"> <li>• Holding frequent key work sessions. •</li> <li>• Regularly reviewing and, where required, updating comprehensive assessment and risk assessments.</li> <li>• Providing person-centred care that reflects the rights, preferences and choices of individuals in an environment that is safe, healthy and maintains the individual's dignity and well-being.</li> </ul>

	<ul style="list-style-type: none"> <li>• Administering prescriptions in accordance with stated policy and procedure and the client's needs.</li> <li>• Providing an environment that is free from abuse or neglect, observing agreed safeguarding practices.</li> <li>• Identifying and promoting appropriate opportunities for individuals to engage with their community. (e.g. Employment, Training and Education, volunteering etc)</li> <li>• Reviewing and monitoring the individual's recovery through regular recovery plan reviews that ensure continued relevance of interventions.</li> <li>• Engaging in regular 1-2-1 supervision and clinical team meetings</li> </ul> <p>Ensure that the agreed quality objectives are met by prioritising, planning and organising own workload with reference to caseload plans agreed with your Senior Recovery Worker / Hub Manager.</p>
	Contribute to effective financial management in own role by carrying out day to day activities and making workplace decisions that reflect an understanding of costs.
	Contribute to SM's growth and business development plans by being an advocate for Turning Point to clients, their families, stakeholders and other external contacts and partners through delivering on commitments and presenting TP in a positive image.
	<p>Observe Turning Point's information management strategy by;-</p> <ul style="list-style-type: none"> <li>• Ensuring all data and information relating to own clients is accurate and shared in the appropriate way with key stakeholders.</li> <li>• Inputting outcomes data and other information into corporate systems in accordance with stated policies and procedures.</li> </ul>
	Carry out day to day tasks in accordance with stated policies, procedures and regulations to assist the service achieve its compliance obligations.
	Assist the effective flow of information within the team, with managers and external parties by passing on and seeking information required, raising unresolved concerns and taking an active interest in TP's internal communications.
	Deliver on role performance commitments and seek to maximise own learning and potential, by seeking guidance, support, coaching and training and capitalising on the range of development opportunities provided by Turning Point in accordance with your Skill Profile.
	Help the service to optimise its performance by making full use of and highlighting/suggesting improvements for the management of IT, facilities and other physical resources that impact on the day to day provision of services to clients.
	<p>Project the desired image of Turning Point by;-</p> <ul style="list-style-type: none"> <li>• Understanding and promoting TP's values and their application to Substance Misuse.</li> <li>• Demonstrating our values through your own day to day behaviour.</li> </ul>

	Undertake any other duties within your capabilities that are relevant to the job and reasonably requested of you by your manager.
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Dimensions	Direct reports	None
	Total staff overseen	None
	Internal contacts	Operations Manager/Hub Manager/Harm Reduction Manager/Senior Recovery Workers/Team Members/Volunteers/ Peer Support Workers
	External contacts	Referrers/ Advocacy services/service user feedback (forums) – discuss ethical issues regarding service users.
	Planning horizon	Short term planning of own work in accordance with caseload plans agreed with more senior staff.
	Problems solved	Client presenting issues with input from senior staff when appropriate.
	Financial Authority	To deliver role with an understanding of financial constraints.

## PERSON SPECIFICATION

Job title	Harm Reduction Worker	
Personal effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Empathic, non-judgemental approach, welcoming, commitment to empowering service users.</li> <li>• An ability to work within a harm reduction framework whilst committing to achieving ambitious outcomes with service users.</li> <li>• Knowledge, understanding and empathy of the stigma and barriers to seeking help</li> <li>• Proven verbal and written communication skills with the ability to tailor the message to the audience.</li> <li>• Collaborative team working skills</li> <li>• Able to work flexibly</li> <li>• Adaptable and able to work in a challenging and changeable environment</li> <li>• Ability to deliver against agreed objectives and targets</li> </ul>	

Technical effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Substance misuse knowledge</li> <li>• Able to demonstrate flexibility and creativity when developing group/individual interventions with service users</li> <li>• Able to deliver client interventions in a person-centred non judgemental way</li> <li>• Recovery caseload management</li> <li>• Demonstrable skills and knowledge in assessing risk</li> </ul>	<ul style="list-style-type: none"> <li>• Psycho-social interventions for substance misuse including motivational Interviewing and node link mapping</li> </ul>

	<p>presented by clients to themselves and others</p> <ul style="list-style-type: none"> <li>• Harm reduction, suicide and self harm awareness</li> <li>• Wide and flexible range of client interventions</li> <li>• Management of incidents of a violent or aggressive nature</li> </ul>	
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Acquired experience and qualifications	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Previous experience in the care profession</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with people with substance use issues</li> <li>• Experience of delivering assertive outreach</li> <li>• Experience of working in the community and lone working.</li> </ul>

Other Requirements	Essential	Desirable
		Experience of delivering Needle and Syringe Exchange Programmes