



RELIEF MENTAL HEALTH & WELLBEING WORKER RECRUITMENT PACK

Welcome to Penumbra:

Thank you for wanting to join our team. At **Penumbra Mental Health**, we pride ourselves on being a great place to work where you can grow and thrive in a supportive team.

Penumbra is one of Scotland's largest mental health charities. We support around 1800 adults and young people every week and employ 450 staff across Scotland.

Founded in 1985, we work to promote mental health and wellbeing for all, prevent mental ill health for people who are 'at risk', and to support people with mental ill health to live fulfilling lives.

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About Us

We are **Penumbra Mental Health**, a pioneering charity providing dedicated services for people with mild to serious and enduring mental ill health.

We support people on their journey to better mental health, by working with each person to find their own way forward.

From being there for people in crisis to suicide prevention, supported living to self-harm management and peer support. We are with those we support every step of their journey to a better place. People's experiences are at the centre of everything that we do. We champion peer workers; they know that recovery is possible, because they've been there too.

The power of people's lived experience enables us to provide pioneering services which transform lives. Find out more here: penumbra.org.uk

Our vision is that people live with positive mental wellbeing and can easily access the best possible support when they need it.

Our mission is to provide exceptional mental health and wellbeing support and activities, guided by people's own lived experience, their recovery journeys and their hopes and aspirations.

We live and breathe our values



Compassion

Courage

Curiosity

Collaboration

And we're looking for kind people like you who want to make a difference in people's lives. We can offer you a tonne of employee benefits, and we can promise you'll be inspired by some pretty amazing humans every single day. So, good luck with your application!

Vision

Our vision is that people live with positive mental wellbeing and can easily access the best possible support when they need it.

Our vision is aspirational, ambitious and hopeful. It gives a view of what we aim to achieve

Mission

We will deliver exceptional mental health and wellbeing support and activities, guided by people's own lived experience, their recovery journeys and their hopes and aspirations.

Our mission explains how we aim to achieve our vision. It is the reason we exist.

Values

Our values set our behaviours and actions. These underpin everything we do.

Courage

We will do the right thing. Standing up for people, their rights, wellbeing and recovery

Compassion

We listen and respond with hope, kindness and respect

Curiosity

We explore, reflect, learn and adapt to create solutions that are best for people's wellbeing

Collaboration

We will work with those who share our vision and values

STRATEGIC AIMS

Our aims describe how we direct our activities towards delivering our Mission

To make a **positive** difference to people's **recovery** and mental wellbeing.

To value, support and involve **our people**.

To be **innovative** and creative in all that we do.

To continuously learn and **improve** our practice and processes.

To be thought and practice **leaders** in recovery and mental wellbeing.

Advertisement

Mental Health & Wellbeing Worker (Relief)

Location: Edinburgh

Salary: £10.50 per hour basic + £1.27 holiday pay allowance = £11.57 per hour Relief

If you're looking for a rewarding career and to work within an inspirational team that really does make a difference, this is your opportunity to join our Milestone ARBD team in Edinburgh.

ARBD (Alcohol Related Brain Damage) is the term that is used to describe a range of symptoms such as: difficulty remembering, difficulty concentrating, feeling confused, irritated, or having difficulty making choices and decisions. Milestone is a step-down service for people with ARBD who no longer require medical intervention yet they are currently in an acute hospital setting and cannot go directly home with support.

As a Mental Health & Wellbeing Worker (Relief), you'll make a difference to people's lives every day. Mental Health & Wellbeing Workers work in small collaborative teams to provide people with recovery focused support to enhance their mental wellbeing. In line with Penumbra's values, Mental Health & Wellbeing Workers assist people who use the service to work towards their individual outcomes and identified goals, as detailed in their personal plan.

We can offer you a tonne of employee benefits, and we can promise you'll be inspired by some pretty amazing humans every single day. We will support you on your own career path; developing new skills, accessing formal and informal learning experiences and providing opportunities to put your continual progress into practice.

Job Description: Mental Health & Wellbeing Worker

Service:	Edinburgh Milestone ARBD
Responsible to:	Senior Service Manager / Assistant Service Manager
Salary: per hour	£10.50 per hour basic + £1.27 holiday pay allowance = £11.57
Working hours:	Relief as required
Location	Edinburgh
Closing:	Friday 30 th December 2022
Interview:	Friday 13 th January 2023 in person
Special condition:	To include evenings, weekends, waking night shifts and lone working

Job summary:

As a Mental Health & Wellbeing Worker (Relief), you'll make a difference to people's lives every day. At Milestone we support people for roughly 12 weeks as a step down service from hospital. We deal specifically with people who have a diagnosis of Alcohol Related Brain Damage. This is an opportunity to work as part of our award-winning multi-agency team, with in-reach colleagues from many disciplines. This allows us to provide a holistic approach to recovery, providing a broad range of support in peoples' lives, preparing them for their next steps after Milestone and ensuring as best we can that their recovery is ongoing.

Main duties and responsibilities

- Assist people who use the service to work toward their identified goals, and move towards a brighter future as per the agreed personal plan.
- Use Penumbra's Recovery tools (e.g. I.ROC, HOPE toolkit)
- Assist with personal care when required.
- Update and maintain relevant recording systems, including computer-based systems.
- Meet regularly with other team members to review progress, approach concerns and plans for moving forward

- Assist in project work as required.
- Work in cooperation with colleagues, and staff from other agencies.
- Work in accordance to Penumbra’s policies and procedures.
- Work effectively with other members of the team, and liaise effectively with families, agencies, colleagues and other stakeholders.
- Participate in training activities and meetings as required.
- Uphold Penumbra’s Code of Practice.
- Register with the SSSC as appropriate and maintain post-registration training and learning log to meet ongoing registration requirements.
- Other duties, deemed appropriate to this grade, as and when required.

Person specification

Qualifications	Essential <ul style="list-style-type: none"> • Good level of educational attainment. Desirable <ul style="list-style-type: none"> • Working towards SVQ3 or equivalent as defined by the SSSC.
Knowledge and Experience	Essential <ul style="list-style-type: none"> • Experience of being in a supportive and enabling role. • Core IT skills and ability to input data, basic word processing, manage emails and electronic diary. Desirable <ul style="list-style-type: none"> • Experience working with a person-centred approach. • Experience of working in the mental health field and or homelessness.
Core Competency – Working with Others	Essential <ul style="list-style-type: none"> • Builds good working relationships with team members. • Works co-operatively with other professionals as required.
Core Competency – Learn and Apply	Essential <ul style="list-style-type: none"> • Is aware of own strengths and development needs. • Demonstrates commitment to keeping knowledge, understanding and skills up to date.

Core Competency – Communication	Essential <ul style="list-style-type: none"> • Speaks and writes clearly and accurately and ensures the message is understood. • Explains clearly and accurately issues, policies, procedures and other pertinent information. • Conveys sensitive or contentious information tactfully.
Core Competency – Managing Self	Essential <ul style="list-style-type: none"> • Is open to change and continually improving practice. • Has the awareness of when to ask for help and has the confidence to do so, where appropriate.
Core Competency – Professionalism	Essential <ul style="list-style-type: none"> • Demonstrates a commitment to Penumbra’s values. • Works to policies, procedures and relevant legislation. • Maintains sound ethical and professional standards at all times. • Has a clear understanding of confidentiality, disclosing information only to those who have the right and need to know. • Projects a positive image of Penumbra at all times.
Role Specific Competency – Supporting People	Essential <ul style="list-style-type: none"> • Supports individuals in line with organisational values, policies and procedures. • Understands recovery and works with a recovery focused approach. • Consistently works with a person-centred approach. • Supports supported peoples’ rights to control their lives and make informed choices about the services they receive. • Protects the rights and promote the interests of supported people.

Conditions and Remuneration

Salary Package

£10.50 per hour basic + £1.27 holiday pay allowance = £11.57 per hour

Holiday

33 days per annum including public holidays, rising to 38 after 5 years' service

Pension

5% employer pension contribution (salary sacrifice). Also offer auto-enrolment pension scheme.

Benefits

- Flexible working
- Cycle to work scheme
- Confidential Employee Assistance Programme, offering free counselling for you and your family
- Employee Discount Scheme
- Death in Service benefits
- Full training and professional development

And so much more!

Get in touch

If you'd like an informal chat about this role and working for Penumbra Mental Health, please contact: Kyle Cuthbert at kyle.cuthbert@penumbra.org.uk

For more on our who we are visit: penumbra.org.uk

For more opportunities across our teams visit: penumbra.org.uk/careers