

# **Hospital Mental Health Outreach Worker (Bounce Back)**

**October 2023**

Hertfordshire Mind Network  
Watford Wellbeing Centre  
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### **Hospital Mental Health Outreach Worker (Bounce Back)**

Dear Applicant,

Thank you for your enquiry about the above post.

This pack contains the Job Advertisement, Job Description and Person Specification.  
For more information about the role and our services, please see our website at  
<https://www.hertsmindnetwork.org/hospital-mental-health-outreach-worker/>

**To apply, please submit your CV and a supporting statement as to why you are suitable for the role. Clearly state your address, e-mail address, telephone number and whether you have a driving license and whether you own a vehicle.**

**Being able to drive and having access to your own vehicle is essential for this role.**

Please return applications to Rebecca Mullane at the above address or by email to  
[recruitment@hertsmindnetwork.org](mailto:recruitment@hertsmindnetwork.org)

**Closing date for receipt of applications is Friday 10<sup>th</sup> November at 5pm.**

**Interviews to be held on Wednesday 15<sup>th</sup> November at our Watford Wellbeing Centre.**

Yours sincerely

Rebecca Mullane

**Services Manager – Dual Diagnosis Partnerships**

## Our Vision, Purpose and Values

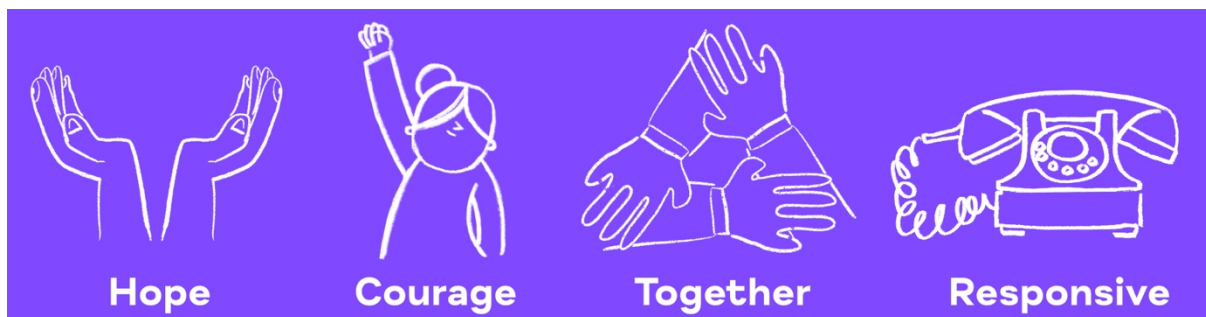
### Our vision

“Every person in Hertfordshire will feel supported with their mental health.”

### Our purpose

1. We fight for the mental health of every person in Hertfordshire.
2. We provide mental health support, opportunity, advocacy and resources.
3. We will elevate and promote the voice of those with lived experience of mental ill health.

### Our values



**Hope** - We believe in potential, possibility and opportunity. We embrace a culture of curiosity and sustainability. We believe in choice, freedom, change and a better future for every person experiencing mental ill health.

**Courage** - We are determined, bold and unstoppable. We welcome transformation and innovation, advocate for improvement and influence change in Hertfordshire's mental health system. We are resilient and speak loudly in the face of adversity and inequality, and we fight tirelessly for mental health.

**Together** - Coproduction is at the heart of our organisation. Together we share learning, build relationships and connect with others. We work in partnership with individuals, voluntary sector and statutory services, local organisations and companies, to generate new ideas and promote inclusion and diversity and a better understanding of mental health across our community.

**Responsive** - We are open and transparent. We take time to listen, to learn, to share and to act. We adjust to change, make timely decisions and are both respectful and inclusive.

## Job Description

<b>Job title:</b>	<b>Bounce Back Worker</b>
<b>Reference Number:</b>	<b>182</b>
<b>Salary scale:</b>	£24,500 - £25,500 per annum depending on skills and experience inclusive of Outer London Weighting (OLW)
<b>Reports to:</b>	Team Leader
<b>Contract length:</b>	One Year subject to project extension
<b>No. of hours:</b>	37.5 hours per week (Full time, Monday – Friday)
<b>Main base/s:</b>	Kingfisher Court/Albany Lodge/Borehamwood Wellbeing Centre
<b>Checks needed:</b>	Enhanced DBS and 2 satisfactory references

### Background of Post

Herts Mind Network (HMN) has formed a partnership with Hertfordshire Partnership Foundation Trust (HPFT) to deliver a one to one outreach service for people who are in psychiatric hospitals across Hertfordshire based at Kingfisher Court in Radlett.

The Bounce Back Worker will be based at Kingfisher Court or Albany Lodge and HMN Centres, promoting joint working between Kingfisher Court, Albany Lodge staff and HMN, creating a seamless pathway into community support for clients recovering from mental ill health.

The aims of the Bounce Back service are; to provide up to 10 sessions of emotional and practical support, advice and information to patients. We will visit patients on the ward and continue the sessions in the local community and in patients homes once discharged. We will facilitate a smooth and timely hospital discharge.

### Purpose of Post

To work with the HMN Community Outreach Teams and the hospital staff to ensure patients are offered advice, information, and holistic support. The Bounce Back worker will use a recovery orientated approach working with patients on the ward, and in the local community, including in people's homes. The recovery approach includes empathy, warmth, acceptance, authenticity, compassion and humanity.

### The post holder will need to:

- ☐ Provide practical and emotional support to encourage patients to develop their independence within their local community.
- ☐ Facilitate a smooth discharge from hospital back to the community.
- ☐ Have a solid understanding on the dual effect of mental health and drugs and alcohol.
- ☐ Monitor outcomes and evaluate the service.

- ☐ Ensure that the safety and wellbeing of patients using the service is monitored and reviewed regularly.
- ☐ Embed a person centred and recovery orientated approach in all aspects of the roles and responsibilities.

## **Accountability**

You will be line managed by the Team Leader or Senior Bounce Back Worker at HMN but will manage your own workload, prioritising tasks and working on your own initiative.

## **Key Responsibilities**

- ☐ To receive referrals from the ward teams at Kingfisher Court, Albany Lodge and other appropriate hospitals across Hertfordshire.
- ☐ To manage and prioritise all administration tasks associated with the service.
- ☐ To build strong relationships with staff at Kingfisher Court, Albany Lodge and Mental Health Teams across Hertfordshire.
- ☐ To work in partnership with other agencies.
- ☐ To establish a strong presence on the ward, working at the hospital when required.
- ☐ Ensure a direct community service is in place which encourages, motivates and builds patients self-esteem and confidence. This will include goal setting and support with social and practical skills development.
- ☐ To assist patients to access appropriate services and community resources within the local community, accompanying patients to attend appointments where this aids ongoing recovery.
- ☐ To work with key staff within the hospital to ensure that vulnerable person's cases are monitored and risks evaluated.
- ☐ To work with HMN staff in other services in order to make onward referrals to other projects.
- ☐ Liaise with appropriate HPFT staff to ensure that individuals are assessed for personal budgets to support with any longer term needs.
- ☐ Support individuals to develop sustainable local social networks, both through our HMN Wellbeing Centres and other community services and resources.

## **To assist in the development of the service by:**

- ☐ Representing HMN at external meetings, and network locally to develop contacts, services and raise HMN's profile.
- ☐ Encouraging a culture of continuous performance improvement at both an individual and service level.
- ☐ Building a service that is flexible and adaptable to changing requirements.
- ☐ Participating in training and development opportunities as agreed with the Services Manager.
- ☐ Overseeing the effectiveness of appropriate care pathways for all patients.

## **General:**

- ☐ To ensure compliance with legal, ethnical, regulatory and social requirements.
- ☐ To manage personal resources and own professional development.
- ☐ To ensure all duties are carried out in a manner which promotes equality and diversity.
- ☐ To promote a health and safety culture within the workplace, observe all health and safety rules and procedures as required and where appropriate conduct risk assessments.
- ☐ Ensure that essential information of a sensitive or personal nature is not disclosed to or discussed with inappropriate persons.
- ☐ All information must be maintained within the Data Protection Act.
- ☐ To be an active and effective team member.
- ☐ To travel between HMN wellbeing centres ,Kingfisher Court, Watford general and to travel throughout the county.
- ☐ To work some hours outside of normal office hours (including evenings and weekends).
- ☐ At all times to carry out every aspect of your duties with due regard to HMN policies and procedures including the Equalities statement.
- ☐ To ensure HMN's values are embedded in the service.
- ☐ To maintain a professional level of communication at all times.
- ☐ To keep clear records and plans of all contacts with service users, professionals and meetings with external agencies.
- ☐ Maintain full accountability to the project through supervision.
- ☐ Undertake other duties as may be reasonably determined by line management, the CEO or Board of Directors.

**Please see next page for Person Specification**

<b>Person Specification</b>		<b>Essential/ Desirable</b>
<b>Qualifications</b>		
A professional qualification or equivalent degree related to mental health, health or social care		D
Knowledge and understanding of the health & social care landscape		D
Evidence of continual professional development		E
<b>Knowledge</b>		
Understanding of developing and delivering services within a health and social care setting		E
Understanding of the Recovery model in mental health		E
Knowledge and understanding of the Mental Health Act		E
Understanding of the relationship between mental health and social issues and how these issues may impact on physical, mental and emotional wellbeing		E
Understanding of the principles of trauma informed care		D
Understanding of legislation and policies relevant to the role including Data Protection Act, Mental Capacity Act, The Care Act, Mental Health Act and Equality Act		E
<b>Experience</b>		
Awareness of issues in mental health service provision		E
Proven experience of the assessment, allocation and referral process in health care setting		E
A good understanding of mental health conditions		E
Experience of working with vulnerable individuals, preferably in an acute or residential setting		E
Evidence of working to deadlines, and achieving outcomes against targets		E
<b>Skills and Abilities</b>		
Ability to deal with stressful and difficult situations in a calm manner		E
Strong ability to prioritise and manage workload, working autonomously		E
Ability to involve service users and carers in all aspects of work		E
Confident and effective communicator who is able to deliver service presentations, adapting their style to the audience		D
High level report writing skills with the ability to present sensitive information to a range of audiences		D
High level report writing skills with the ability to present sensitive information		E
Creative and flexible approach to working with individuals		E
<b>Practical</b>		
Excellent IT skills including Word, Outlook, Excel and Teams, with proven ability to input and extract information into online databases.		E
Ability to learn new digital systems quickly		E
Car driver with sole ownership of a vehicle and a clean driving license and willingness to travel to locations countywide		E
<b>Personal Circumstances</b>		
Ability to work unsocial hours to deliver this service		E

Show flexibility in working location due to the requirement to provide services around Hertfordshire	E
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