

SWANSEA DRUGS PROJECT

Reducing drug and alcohol harm.

Welsh European Funding Office
Europe and Wales: Investing in your future



Peer Mentoring Worker

Background of Post.

Peer Mentoring scheme is part of the LINKS Team whose focus is upon

Increasing employment and tackling economic inactivity

Helping people into sustainable employment

The key goals of the service are:

- Increase numbers engaging in educational/vocational programmes.
- Increase numbers of those seeking employment.
- Increase those engaging with groups/activities offered by the service.
- Increase in confidence and self-esteem of those engaging with the service.

Additional outcomes:

- Improvements in physical/psychological health.
- Reduction in alcohol and/or drug use.
- Reduction in offending.

The Swansea Drugs Project in Partnership with WGCADA was successful in tendering to undertake this work with substance misusers within the city and county of Swansea.

This post will be instrumental in the development and delivery of such services within the Swansea Drugs Project.



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BACKGROUND.

Swansea Drugs Project was founded in 1983 by local residents concerned at rising levels of problem drug use in the area. Over the past 20 years the Project has grown to become one of the busiest and most effective 'street agencies' in Wales.

The Project prioritises those users who are most at risk of illness, overdose, or offending. We provide practical help through an open access service, including needle exchange facilities. We undertake full and detailed substance misuse assessments, and work closely to help people stabilise or detoxify. The Projects core services are funded by joint arrangements involving The Welsh Assembly Government, Swansea SMAT, European funding and other charities and trusts.

This is a new and innovative project which is funded through European Convergence funding.

The Project is staffed by a mixed team from a range of professional backgrounds and experience. In addition the Project believes in making use of local volunteers for whom we provide training and support. We also involve service users in developing our work.

Accountability:-

The worker will be employed by the Swansea Drugs Project, which is an independent charity. The Projects' Board of Trustees oversees all areas of the Projects' work, and is responsible for all policy, finance and employment matters.

On a day-to-day basis the worker will work alongside the existing experienced Links workers and will be responsible to the Project management team.

The worker will receive monthly external clinical supervision, line management support, plus regular peer support sessions.

Hours of Work:

35 Hours per week - Monday to Friday, between the hours of 9:00a.m. and 5:00pm – however the worker may be asked to work some unsocial hours if required.

Salary:-

£19,621- £22,221

THE SERVICE REQUIREMENT

The aims of the Swansea Drugs Project Peer Mentoring Project are to motivate individuals affected by substance misuse to work towards engaging with educational, training, vocational or employment opportunities as follows:

- To provide a tailored and integrated care pathway for substance misusers who have stabilised in treatment into aftercare and employability related provision. This would include activities such as IT skills, cookery and healthy living, horticulture, confidence, self-esteem and team building.



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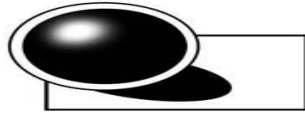
- To provide access to a wide range of engaging practical activity provision which can be accredited and which can be delivered alongside the core personal and skill development modules as an integrated person centered development programme. These would include key skills: numeracy, literacy, life skills, motivation and confidence building.
- To focus the Programme on personal and skill developments linked to the accreditation process to improve the employability of participants.
- To involve service users and ex-service users in the delivery of the Swansea Drugs Project Peer Mentoring and Coastal projects.
- To provide access to counselling and group work where this provision is assessed as promoting the individuals future employability and entry into a workplace environment.
- To provide beneficiaries with access to other externally validated qualifications where this is assessed as promoting the individuals future employability and entry into a workplace environment.
- To provide access to housing advice, finance benefit and debt advice and any other relevant support services with the goal of improving individuals' future employability.
- To assist individuals to sustain their goals in relation to managing and maintaining a drug and alcohol non-dependent lifestyle with the goal of improving individuals' future employability
- To develop a mentoring provision to assist individual participants in entering the workplace.
- To signpost participants towards other provisions within the wider community/third sector e.g. referral on to employment/pre-employment (i.e. intermediate labour market where these are available).
- Where possible give priority to the development of a women's programme/module within the service offered.
- To meet the accreditation and delivery requirements of an appropriate accreditation body.
- To develop joint working protocols and referral opportunities with Progress to Work Shaw Trust etc in Swansea.
- To institute and maintain systems and processes in order to meet all recording and reporting requirements of the Peer Mentoring Board and the Welsh European Funding Office.



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COMPETENCE DESCRIPTION	National Occupational Standard Unit Number
SERVICE DELIVERY	
Help individuals access substance misuse services	
<u>Recognise indications of substance misuse and refer individuals to specialists</u>	AA1
<u>Relate to, and interact with, individuals</u>	HSC233
<u>Support individuals to access and use services and facilities</u>	HSC330
<u>Promote the equality, diversity, rights and responsibilities of individuals</u>	HSC3111
<u>Interact with individuals using telecommunications</u>	GEN 21
<u>Promote choice, wellbeing and the protection of all individuals</u>	HSC 35
Support individuals in difficult situations	
<u>Support individuals who are distressed</u>	HSC226
<u>Support individuals who are substance users</u>	AB2
<u>Contribute to the prevention and management of abusive and aggressive behaviour</u>	AB3
<u>Contribute to the protection of individuals from harm and abuse</u>	HSC335
<u>Assess and act upon immediate risk of danger to substance users</u>	AB5
<u>Support individuals to deal with relationship problems</u>	HSC356
<u>Provide services to those affected by someone else's substance use</u>	AB7
<u>Contribute to assessing and act upon risk of danger, harm and abuse</u>	HSC395
<u>Work in collaboration with carers in the caring role</u>	HSC387
<u>Relate to families, parents and carers</u>	HSC388
Develop practice in the delivery of services	



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Reflect on and develop your practice	HSC 33
Make use of supervision	GEN 36
Contribute to the development of the knowledge and practice of others	AC3
Enable other individuals to reflect on their own values, priorities, interests and effectiveness	GEN 33
Educate people about substance use, health and social well-being	
Raise awareness about substances, their use and effects	AD1
Enable learning through presentations	LLUK L10
Develop and disseminate information and advice about substance use, health and social well-being	AD4
Test for substance misuse	
Test for substance use	AE1
Assess substance misusers' needs for care	
Carry out screening and referral assessment	AF1
Carry out assessment to identify and prioritise needs	AF2
Carry out comprehensive substance misuse assessment	AF3
Plan and review integrated programmes of care for substance misusers	
Develop, implement and review care plans for individuals	AG1
Contribute to care planning and review	AG2
Assist in the transfer of individuals between agencies and services	AG3



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<u>Retain individuals in contact with substance misuse services</u>	AG4
<u>Implement Policies to manage risk to individuals and third parties</u>	AG5
Deliver healthcare services	
<u>Supply and exchange injecting equipment for individuals</u>	AH3
<u>Support individuals to undertake and monitor their own health care</u>	HSC225
<u>Support individuals through detoxification programmes</u>	AH7
<u>Employ techniques to help individuals to adopt sensible drinking behaviour</u>	AH10
<u>Enable individuals take their medication as prescribed</u>	AH12
Deliver services to help individuals address their substance use	
<u>Help individuals address their substance use through an action plan</u>	AI2
Help substance users address their offending behaviour	
<u>Help individuals address their offending behaviour</u>	AJ1
<u>Enable individuals to change their offending behaviour</u>	AJ2
Support individuals' rehabilitation	
<u>Help individuals to access employment</u>	HSC347
<u>Help individuals to access learning, training and development opportunities</u>	HSC348
<u>Enable individuals to access housing and accommodation</u>	AK3
<u>Support individuals to manage their financial affairs</u>	HSC345
MANAGEMENT OF SERVICES	
Deliver services to specifications	
<u>Support the health and safety of yourself and individuals</u>	HSC 22
<u>Promote, monitor and maintain health, safety and security in the working environment</u>	HSC 32



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Manage information	
Receive, analyse, process, use and store information	HSC3115
Provide leadership in your area of responsibility	M&L B6
Ensure compliance with legal, regulatory, ethical and social requirements	M&L B8
Develop the culture of your organisation	M&L B9
Manage risk	M&L B10
Preparing reports and returns	BE6
Manage the organisation's human resources	
Allocate and monitor the progress and quality of work in your area of responsibility	M&L D6
Plan, organise and monitor the work of volunteers	VSNT0 MV D1
Lead and motivate volunteers	VSNT0 MV D2
Manage relationships	
Develop your personal networks	M&L A3
Organise and support meetings	CfA 211
Plan, organise and support meetings	CfA 311
Chair meetings	CfA 412
Promote effective communication for and about individuals	HSC 31
Develop, sustain and evaluate joint work between agencies	CJ AD2
Participate in inter-disciplinary team working to support individuals	HSC3100



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