

JOB DESCRIPTION

1. Job Details

Job Title	Health & Wellbeing Practitioner	Line Manager	Health and Wellbeing Manager
		Salary	£20,943-£26,785
Department	Health and Wellbeing	Directorate	Health & Wellbeing
Location	Midlothian/Edinburgh		
Hours	39 hours full time	FTE	various

2. Job Purpose

The post holder will deliver one to one and group based self-management and/or self directed support for people living with long term condition(s) and/or disabilities. The post holder will develop their competence and practice to support people to achieve their personal outcomes using person centered, solution focused and collaborative strengths based approaches.

With guidance from the Lead practitioner and health and wellbeing manager, the post holder will contribute to developing other Thistle workers, volunteers and paid peers by supporting them to develop their knowledge, skills and practice to build positive relationships and achieve the strategic aims of Thistle Foundation.

3. Main Responsibilities

	Description
1	Use the 'Good Conversations' approach to help people identify their best hopes and to think creatively about how to plan and use support to achieve their personal outcomes.
2	With support from the lead practitioner and health and wellbeing manager contribute to the design and delivery of group based support using person centred, solution focused, and collaborative strengths based approaches as appropriate.
3	Work with the rest of the Wellbeing team to evaluate programs of support and design further bespoke one to one and group support where required.
4	Work with lead practitioners to help people develop meaningful relationships and engage in meaningful activities e.g. paid or unpaid work, hobbies, community groups
5	Engage in planning and development discussions through team meetings, supervision, reflective practice and the personal review and development process. Seek support from their manager where required.
6	Support the day to day work of other Thistle workers, volunteers and paid peer supporters as appropriate and agreed.

7	Identify own personal learning requirements and work with the health and wellbeing manager to plan and ensure that these are met via appropriate learning opportunities.
8	Monitor and report on aspects of service and/or project performance and quality such as personal outcomes and other evaluation indicators using agreed tools and processes at regular intervals.
9	Contribute to auditing, monitoring and developing services and/or projects in line with key quality indicators as required. e.g: <ul style="list-style-type: none"> • Reviews of personal outcomes • Feedback from people accessing services • Complaints • Medication records • Risk assessments • My Life, My Support Plan • New staff completing their in-team induction • Financial procedures
10	Liaise with administrative staff to ensure effective and efficient coordination and scheduling of work activities
11	Carry out work in line with Thistle's Vision, Mission and Manifesto and in ways that are compliant with relevant legislation, policies and procedures.

4. Thistle Approach – Core Competencies

Competency	Description
Understanding Self	In order to work well with people we need to develop a good understanding of ourselves and the impact we have on other people. Being genuine, respectful and listening with empathy to other people's perspectives lies at the heart of all our interactions. We believe this practice is nurtured by the ability to continually reflect on ourselves and the impact we have on others.
Building person centered relationships	In order to be genuinely person centered we need to be able to develop supportive, collaborative and enabling relationships. We also believe that people are the experts in their lives, that they are doing their best and that by working alongside people we are more likely to succeed. We reflect on the extent to which we create trust in all our relationships and how well we work within teams.
Making a difference using person centered approaches	We believe that using person centered approaches can be critical to whether people make the changes they want in their lives or not. We do this by focusing on what matters to each person and what they want specifically to achieve including taking life enhancing risks. We always encourage feedback in order to learn and improve on what we do.
Focusing on Strengths, resilience and contribution	We believe that people have strengths, skills, knowledge and resilience and the ability to contribute to their own and others' lives. We need to be flexible and innovative to enable people to share these attributes and make the most of all contributions in order to find creative solutions. We celebrate the success this brings and build our resilience by learning from setbacks.

Promoting wellbeing, citizenship and community	<p>We believe that everyone is a citizen with rights, responsibilities and a contribution to make to their community. This is only meaningfully possible when you have genuine wellbeing and are fully included in your community. This belief drives the work we do at Thistle so we know we must try to influence the unequal and discriminatory aspects of our society in order to change how things currently are. This requires us to share the ‘Thistle Approach’ more widely and in turn, learn from the world around us. To do this well we must continually reflect on what this means for us as individuals and as an organisation.</p>
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5. Key Contacts and Relationships

- Strategic leaders and directors
- Other professionals within external organisations
- Family members of individual/s or Advocates
- Supported Living Teams
- Other Thistle Staff and departments
- People we Support
- Health and Wellbeing Managers
- Thistle volunteers and paid peer supporters

7. Dimensions

- The post holder may work with a range of teams and individuals
- The post holder’s work normally takes place in a supported persons home, in Thistle offices or on the premises of other partners organisations e.g. other voluntary organisations, local authorities or the NHS
- This is a permanent position
- Significant travel/ work across Scotland may be required

8. Job context and other related information

- The job holder is expected to commit to continually developing a personal understanding of diversity and inclusion in line with the vision, mission and manifesto and strategic aspirations of the Thistle Foundation.

9. Job Description Creation and Revision

Created	Apr 2016
For Review	
Reviewed	