



Job Description and Person Specification

Job Title:	Residential Health Improvement Worker
Hours of work:	Full time (37.5 hours per week), working a shift pattern (either 7.15am-7.30pm, 7.15pm-7.30am, or 9am to 5pm, with an expectation of working 7-8 night shifts a month)
Salary:	£28,731-£31,571 per annum
Contract:	Initially fixed term until 31 March 2025
Holidays:	37 days, including public holidays
Location:	Waverley Care Milestone, Edinburgh
Reports to:	Residential Health Improvement Manager
Staff benefits include:	Enhanced sick pay - enhanced maternity benefit - death in service benefits - employer pension - Cycle to Work Scheme - recognition agreement with UNISON - opportunities for continuous learning and development

About Waverley Care

Scotland is on track to be one of the first countries in the world to achieve zero HIV transmissions, and Waverley Care will play an essential role in getting us there.

A positive HIV diagnosis still has the power to knock people off their feet and impact every part of their lives. People living with HIV still carry the burden of decades of discrimination and misinformation about HIV. HIV is treatable, but the stigma and shame surrounding HIV holds people back and makes it different to other life-long conditions. Stigma and the fear of an HIV diagnosis still prevents many people at risk getting a test and knowing their status.

Our vision is for a Scotland where no one faces HIV alone, we will achieve this by fighting stigma and empowering people living with HIV to live full and healthy lives.

Waverley Care is Scotland's leading HIV and hepatitis C charity, and everything we do is guided by the experiences of the people we work with – this ranges from shaping the services we deliver through to how we influence national policy around sexual health and blood borne viruses.

We are at an exciting point in our history as we strive to reach the goal of zero transmissions by 2030. We are in the first year of an ambitious new strategic plan, and we are investing in digital transformation, communications and policy, and we have aims to significantly increase our fundraising to invest in strengthening our support and prevention work across Scotland.

There is much work to be done, but as an organisation we are driven to create lasting change for everyone in Scotland living with, or at risk of HIV or hepatitis C.



You can find out more about the work we do at www.waverleycare.org

About the Service

Waverley Care Milestone Intermediate Care Unit (MICU) is a 10 bedded step down service providing residential support to people who are vulnerable, homeless and living with, or at risk of developing a BBV. The aim of the service is to get people out of hospital quicker or preventing them from going into hospital in the first place. The MICU service is managed by Waverley Care and is delivered in partnership with NHS, Health and Social Care Partnership and the Cyrenians Hospital In-Reach Team.

About the post

We support people who are at serious risk of harm due to many health inequalities including poor mental health, drugs and alcohol, trauma and homelessness. This role is an exciting opportunity to be 'hands on' in the day to day delivery of the residential service. This will involve working as part of the care team to deliver care and support to people who are accessing the service. This includes medication reviews and administration, one to one support, group work and activities, carrying out weekly reviews, inputting data and supporting people to attend health appointments. The role involves shift work including day shifts, weekend shifts and waking nights.

The post holder will also:

- Work within the residential care team and wider Milestone team to ensure that the Milestone environment is a safe and welcoming one for service users, visitors, staff and volunteers.
- Actively participate in the development and delivery of the residential service in line with the strategic direction of MICU and the organisational Strategic Plan.
- Build strong, resilient relationships with partner organisations to work together to improve the health outcomes of our service users.
- Ensure all systems, procedures and service delivery are compliant with Care Inspectorate requirements and Waverley Care practices and policies.

About the person

- A demonstrable interest in, and passion for, improving the lives of the people we support
- Experience of working with vulnerable people and an SVQ3 qualification (or equivalent)
- Excellent interpersonal skills and the ability to develop positive relationships with a range of stakeholders
- A reflective practitioner who maintains strong professional boundaries



Main duties and responsibilities:

1. Participate in joint community assessments along with partner organisations to assess and identify needs and prioritise referrals.
2. Work with service users to create a personal plan with identified outcomes and carry out regular reviews of these plans.
3. Complete initial assessments and impact assessments in order to gather qualitative and quantitative data for reporting purposes.
4. Support service users to attend case discussions, review meetings and other appointments.
5. Provide support to adhere to new and re-started medication regimes and ensure prescriptions are accurate and collected when required.
6. Support service users to identify their dietary requirements and maintain a healthy diet in accordance with the service users' personal plans and choices.
7. Participate in creating, delivering and reviewing a variety of activities and events by facilitating groups and encouraging attendance, participation and feedback.
8. Provide 1:1 emotional support to service users to assist them to identify and overcome barriers to improving their health and wellbeing.
9. Engage with service users in order to build relationships, confidence, self-esteem and co-operation.
10. Support people who are in distress or crisis and work alongside partners to ensure a consistent approach.
11. Maintain excellent standards of care and support which meet regulatory requirements such as SSSC and Care Inspectorate
12. Record accurate data to evaluate service delivery and evidence effectiveness of service delivery
13. Ensure cost-effective use of resources
14. Participate in a system of support and supervision and to adhere to all Waverley Care policies and practice guidelines.

Person Specification – Residential Health Improvement Worker

Skills and Experience	
Essential	Desirable
SVQ3 or equivalent qualification in social care that complies with SSSC requirements regarding Registration	Current clean driving licence
Ability to register with SSSC	Understanding of sexual health and blood borne viruses



Experience of providing support to vulnerable groups or individuals	An understanding of trauma informed practice
Ability to work in partnership with a range of stakeholders	Knowledge of the issues affecting people with problem drug and/or alcohol use.
Excellent interpersonal and communications skills – written and verbal	Experience of working with referring partners, i.e. GPs, CPNs.
Strong problem-solving and decision making skills	Knowledge of the issues affecting people living with a blood borne virus (BBV).
Values and Behaviours	
Essential	Desirable
<p>Able to take a pro-active, creative and solution focused approach</p> <p>Ability to motivate self and be a positive influence within the care team</p> <p>Self-aware, courteous and respectful of service users and colleagues</p> <p>Able to take a high level of personal responsibility and accountable for decision making</p>	