

### Purpose of sessional

Our bank of sessional workers are essential to ensure we maintain a high quality service. Our sessional wellbeing workers provide annual leave, training and sickness cover across our wellbeing teams. There are a diverse range of shifts available across the teams, including night-shift.

As the role of sessional workers is to provide cover for holiday and sickness absence of permanent staff, we cannot guarantee, or is under any obligation, to offer set / regular hours or a set / regular work pattern. You are also under no obligation to accept shift offered.

Sessional wellbeing workers receive regular training opportunities to ensure they carry out their role in line with the needs of the service.

### Our wellbeing teams

Helping people [live independently at home by providing person-centred support](#) underpins our wellbeing service. Our wellbeing service supports the following 3 areas:

#### Wellbeing: [Housing First for Young People](#)

Providing support to young people who are at risk or have experienced homelessness, in both a residential and outreach setting. Providing supported accommodation and transitional support, we aim to help equip young people to manage their own permanent tenancy.

#### Wellbeing: [for good mental health](#)

Providing support to individuals experiencing or recovering from mental health related issues we also deliver practical assistance in all aspects of maintaining a tenancy. We can help with a range of varying support needs, including but not limited to, help with form filling and mail, domestic assistance whilst promoting independence, medication prompts, accessing education or training and promoting social engagement.

#### Wellbeing: [for people age 60+](#)

Providing support for people age 60+ this service helps people manage their tenancy and promotes social engagement, as age related health and mobility concerns reduce their confidence. In addition to this, our intervention service provides additional assistance for periods of poor health (through sickness or injury) and help support recovery.

### Standards of service

All our wellbeing teams are regulated services. Employees and workers must ensure they can meet the required standards expected for Social Service Workers.

#### SSSC Codes of Practice

You will be expected to adhere to the values and behaviours outlines in the Code of Practice, to ensure you deliver the best quality of care. You must ensure you protect and promote the rights, interests, safety, independence and confidence of individuals who use our services.

#### Health and Social Care Standards

These Standards out what we should expect when using health, social care or social work services in Scotland. They seek to provide better outcomes for everyone; to ensure that individuals are treated with respect and dignity, and that the basic human rights we are all entitled to are upheld. Employees and workers must adhere to the 5 principles of the Standards when providing a service. They are: Compassion, Responsive care & Support, Wellbeing, Inclusion, and Dignity & Respect.

## Job description & person specification

The specific tasks for the role will vary depending on the service requirements. Below is a summary of key responsibilities for a sessional wellbeing worker and the corresponding essential experience, skills and abilities required to carry out this responsibility.

Key responsibilities for job role	Essential criteria
Key working service users, in line with identified support plans.	Experience of key working or supporting vulnerable adults in a person-centred service.
Update and keep accurate records (including, but not limited to support plans, risk assessments, reviews, and case notes)	Experience in compiling support plans in a person-centred service.
Provide a support and guidance to service users, while ensuring professional boundaries are understood and adhered to.	Interpersonal, communication and empathy skills. Understanding of professional boundaries.
Solve unexpected problems when they arise.	Problem solving skills. Understanding of professional boundaries and when to escalate matters.
Respond to complex issues. Involving relevant internal and external agencies (where appropriate).	Understand own personal competency (seek advice when needed). Understanding of data protection and security of personal data.
Duties carried out in a professional and safe manner. Ensuring all service users are treated fairly and with dignity and respect.	Understanding of SSSC Code of Practice and Health and Social Care Standards. Understanding of equality, diversity and inclusion. Understanding of relevant health and safety legislation.
Maintain professional standards and knowledge required for the job role, including any registration requirements (e.g. SSSC registration or PVG Membership).	Be able to meet the registration requirements with the SSSC or be willing to achieve the relevant qualification within a set timescale. Undertake relevant training and development required for the role. Take ownership of own development and value feedback.