

Job Description

Co-occurring Mental Health, Alcohol & Drugs (COMHAD) Practitioner

Job Details

Job Title: Co-occurring Mental Health, Alcohol & Drugs (COMHAD) Practitioner
Hours: 37.5 hours per week
Salary: £25,000-£26,800 (based on experience)
Location: London Borough of Bexley
Reports to: Bexley Hub Manager

Background

In response to NHS Long Term Plan priorities and building on established local partnerships and place-based system transformation, our vision in Bexley is to transform our model of mental health and wellbeing care and support. We aim to provide accessible, responsive, and inclusive mental health support across the local area. This system-wide transformation will redesign how community mental health services are delivered and experienced, placing communities and individuals at the heart of what we do and how we do it.

The Community Mental Health and Wellbeing Hub will sit alongside and compliment those provided by primary and secondary care ensuring that by working together anybody who needs a service sees the right person at the right time, through a single point of entry. Together, we're making sure we're walking alongside people who need support every step of the way, making sure they are ok, making sure they're accessing relevant support and then thinking about their next steps. This delivers against the NHS's vision for mental health care and support through more local, community mental health services and how community services should offer whole-person, whole-population health approaches.

Job Purpose

What can you bring to the transformation?

If you are a proactive change-maker who enjoys big challenges and rewarding work, we can offer a collaborative, supportive working environment, and the opportunity to be at the heart of creating new systems of care and support which go beyond the job description.

The role of a Co-occurring Mental Health, Alcohol & Drugs (COMHAD) Practitioner has been specifically designed to provide holistic and integrated care between The Community Mental Health and Wellbeing Hub and local drug and alcohol services. You can encourage, inspire, motivate people who access the service. Working alongside the team in the Wellbeing Hub and partners as part of the Multi-Disciplinary Team (MDT), you provide recovery orientated, solution focused and person centered care.

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Key Responsibilities

- To provide flexible support based on individual need and preferences, enabling individuals to make informed decisions and choices (face to face, telephone, community venues)
- To arrange 121 mental health and wellbeing appointments
- To undertake mental health and wellbeing assessments using motivational interviewing and coaching techniques
- To support individuals to develop wellbeing plans using the Dialog Plus tool
- Conduct timely full assessments of individuals' substance use and how this related to their mental health symptoms
- Provide substance misuse interventions
- To work with service users in a recovery orientated, solution focused, person centered and holistic way
- To promote a person-centered service, building effective communication with all individuals, partnership organisations and others
- Contribute to the provision of a range of therapeutic social, occupational and leisure activities relevant to the service user group, through a community setting programme
- Encourage and support individual advocacy, user forums, carers groups and patient councils
- Work collaboratively and sensitively with individuals with a range of mental health needs to develop skills to manage their own health, in accordance with their personal recovery plan
- To effectively manage risk
- To carry out administration work, which could include but is not limited to report writing, screening referrals, completing triages and risk assessments
- To maintain and develop professional links with all external agencies, enabling effective signposting

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Person Specification

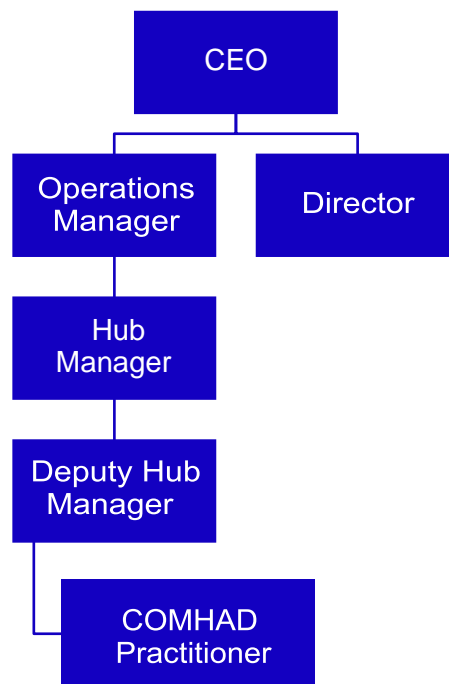
Our duty to quality means we need a workforce that have the mandatory skills, knowledge and attitudes, in which we can continuously adapt to improve service delivery to meet the challenges and changes faced.

Experience	Essential (E) or Desirable (D)
Relevant experience of providing support to individuals with mental health needs.	E
Experience of working within a substance misuse setting	D
Experience of working in partnership with statutory and/or non statutory agencies	E
Skills and Abilities	
Excellent communication and interpersonal skills - listening, written and verbal.	E
An ability to manage conflicting priorities and one's own time with a minimum of supervision.	E
Good organisational skills and a team player.	E
Attitudes	
A personal and professional philosophy which aligns with the vision, mission and values of the organisation.	E
A positive, proactive approach.	E
An approach that is non-judgemental, non-discriminatory and empathetic.	E
Strong personal integrity	E
General	
An ability to travel to venues across London Borough of Bexley	E
Must have access to a vehicle as means of transport	D
Flexible approach to working evenings	D

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Organisational Chart*



Organisational Values

Mind in Bexley have a set of values, vision and mission all of which feeds into the organisation's behavioural framework.

Our Values:

Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership.

Our Vision:

Creating services where people are recognised, valued and supported.

Our Mission:

Provide advice and support to empower anyone experiencing a mental health problem.

We are seeking someone who will lead by example, demonstrating the organisation's behavioural framework:

- Trust and Respect
- Communication
- Responsibility
- Collaboration
- Excellence
- Leadership

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Training and Support

We see training and development as an essential investment in its own future and recognise that carefully planned and well delivered training and development increases efficiency and effectiveness at individual and service levels. All staff receive the following:

- **Annual Leave**
35 days including bank holiday entitlement (pro rata for part time staff). Long service award after 3 years. Annual leave can be booked in hours, not just days/half days
- **Flexible Working**
Hybrid working considered for eligible roles, in line with policy. Flexible working encouraged, with an emphasis on work-life balance.
- **Group & Individual Supervision**
Personalised individual supervision with your line manager, including bi-monthly debrief meetings online or at alternating venues.
- **Induction**
A full induction for your job role, working environment, teams and locations
- **Learning & Development**
Ongoing investment in professional development, including accredited Continuous Professional Development (CPD) training and recognised mental health courses.
- **Pension Scheme**
A pension scheme.
- **Work in your Local Community**
Join us and work closely with our external partners to help shape our organisation, contribute to our policies, strategies and future development and help those who are suffering with their mental health and wellbeing.
Staff discounts.
- **Staff Health and Wellbeing**
Opportunity to engage in wellbeing activities and support
Access to free digital counselling and support

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Further Information

These duties are intended to be a guide to the post* and should not be considered exhaustive. The role is subject to review, depending on the needs of Mind in Bexley. The post holder will be encouraged to participate in any such review.

New employees will be subject to a six-month probationary period and will be subject to an enhanced Disclosure and Barring Service (DBS) check.

**Hours may change depending on the need i.e., covering absence, annual leave and sickness and will be reviewed regularly during supervision.*

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Conditions of Employment

New employees will be subject to a six-month probationary period and will be subject to an enhanced Disclosure and Barring Service (DBS) check and references.

To apply, please check our website: [Work for us – Mind in Bexley](#)

For any enquiries or questions, please email: recruit@mindinbexley.org.uk

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