

# Support, time and recovery worker

A support, time and recovery (STR) worker helps adults and young people with mental health problems or a learning disability. By offering practical support and advice, they are improving people's lives across the local community.

## Working life

STR workers provide support and give time to the service user to help their recovery.

female-support-time-recovery-worker-with-patient

You'll help people manage a variety of issues affecting their ability to live their lives such as:

- homelessness
- substance misuse (alcohol and drugs)
- social exclusion
- challenging behaviour
- unemployment
- basic skills

You'll help them by:

Apprenticeships logo

- understanding what they need and building relationships
- planning a programme of support
- working with their families and friends
- referring them to other agencies that can help
- recording information and updating records.

## Where will I work?

You may be based in mental health units, probation service offices, clinics, courts, hospitals or police headquarters. Wherever they are based, STR workers spend a lot of time visiting people in their homes.

## Who will I work with?

As well as working with people in the local community, you may work with mental health nurses <sup>[1]</sup>, psychiatrists <sup>[2]</sup> and social workers <sup>[3]</sup>. You will also work with other agencies such as housing, police, training providers and accommodation providers.

## Entry requirements

There are no set entry requirements to become a support, time and recovery worker. However, employers ask for a qualification in healthcare and/or relevant experience.

Employers often want to see that you have experience of mental health services. This could be from working with young people or adults with mental health issues, either paid or voluntary. Your experience could also be from your personal circumstances - looking after someone with mental health issues or dealing with your own mental health issues.

Employers also expect good literacy and numeracy. They may ask for GCSEs or equivalent.

Provides practical support to adults and young people who have mental health issues or a learning disability and who have been arrested.

## Skills and personal characteristics needed

STR workers need to be:

- willing to work with people with challenging behaviour
- able to motivate people to make changes in their lives
- accepting of other peoples lifestyles
- understanding of people with mental health issues
- flexible and adaptable to deal with unpredictable situations
- resilient
- calm in stressful situations

You'll also need

- very good communication skills, including listening
- accurate report-writing skills
- practical skills for everyday living
- problem-solving skills

## Training and development

As an STR worker, you will go through an induction programme. You will have ongoing training to keep your skills and knowledge up to date.

You may work towards a qualification in mental health at level 2 or 3. This may be via an apprenticeship.

- **Pay and conditions**

Support, time and recovery workers working in the NHS are paid on the Agenda for Change (AfC) <sup>[4]</sup> pay system. You would typically start on AfC <sup>[5]</sup> band 3. With further training and experience, you could apply for more senior positions at bands 4 and above.

STR workers work standard hours of around 37.5 a week. They often work shifts, which could involve nights, early starts, evenings and weekends.

Terms and conditions will usually be different for STR workers working outside of the NHS.

- **Where the role can lead**

You could apply to train as an assistant practitioner <sup>[6]</sup> or with necessary qualifications, as a mental health nurse <sup>[1]</sup> or for a career in the psychological therapies <sup>[7]</sup>.

- **Job market and vacancies**

If you're applying for a role either directly in the NHS or in an organisation that provides NHS services, you'll be asked to show how you think the NHS values apply in your everyday work. Find out more about NHS values <sup>[8]</sup>.

Most NHS trusts advertise their vacancies on NHS Jobs <sup>[9]</sup>. You can find some of the current vacancies below.

## Find a vacancy

Enter your location or postcode

Show results within

Search

- **Support, Time and Recovery (STaR) Worker**

Borehamwood, WD61TG

Salary:

£26530.00 to £29114.00

Type:

Permanent

Employer:

Hertfordshire Partnership University NHS Foundation Trust

[Apply now on NHS Jobs for Support, Time and Recovery \(STaR\) Worker job \(opens in a new window\)](#) <sup>[10]</sup>

- **Relational Recovery Support Worker**

Taunton, TA2 7PQ

Salary:

£26530.00 to £29114.00

Type:

Fixed-Term

Employer:

Somerset NHS Foundation Trust

[Apply now on NHS Jobs for Relational Recovery Support Worker job \(opens in a new window\)](#) <sup>[11]</sup>

- **Support Worker (Part Time)**

Hungerford, RG17 0JB

Salary:

£12.53

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker \(Part Time\) job \(opens in a new window\)](#) <sup>[12]</sup>

- **Band 6 Occupational Therapist - Steps to Recovery**

Solihull, B93 0QA

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

Birmingham and Solihull Mental Health NHS Foundation Trust

[Apply now on NHS Jobs for Band 6 Occupational Therapist - Steps to Recovery job \(opens in a new window\)](#) <sup>[13]</sup>

- **Recovery Worker**

Aylesbury, HP18 0TL

Salary:

£29970.00 to £36483.00

Type:

Fixed-Term

Employer:

Inclusion

[Apply now on NHS Jobs for Recovery Worker job \(opens in a new window\)](#) <sup>[14]</sup>

- **Recovery Worker**

Andover, SP10 1BG

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Inclusion

[Apply now on NHS Jobs for Recovery Worker job \(opens in a new window\)](#) <sup>[15]</sup>

- **Recovery Worker**

Aylesbury, HP18 0TL

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Inclusion

[Apply now on NHS Jobs for Recovery Worker job \(opens in a new window\)](#) <sup>[16]</sup>

- **Recovery Worker**

Newport, PO30 5RS

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Inclusion

[Apply now on NHS Jobs for Recovery Worker job \(opens in a new window\)](#) <sup>[17]</sup>

- **Band 8b Principal Practitioner Psychologist – Steps to Recovery**

Birmingham, B13 8QY

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

Birmingham and Solihull Mental Health NHS Foundation Trust

[Apply now on NHS Jobs for Band 8b Principal Practitioner Psychologist – Steps to Recovery job \(opens in a new window\)](#) <sup>[18]</sup>

- **Recovery Worker/Recovery Nurse**

Winchester, SO23 8UL

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Inclusion

[Apply now on NHS Jobs for Recovery Worker/Recovery Nurse job \(opens in a new window\)](#) <sup>[19]</sup>

- **Psychosocial Recovery Worker**

Featherstone, WV10 7QD

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Inclusion

[Apply now on NHS Jobs for Psychosocial Recovery Worker job \(opens in a new window\)](#) <sup>[20]</sup>

- **Consultant in General Adult Psychiatry - EIP and Recovery - IOW**

Newport, PO30 1JZ

Salary:

£105504.00 to £131964.00

Type:

Permanent

Employer:

Hampshire and Isle of Wight Healthcare NHS Foundation Trust

[Apply now on NHS Jobs for Consultant in General Adult Psychiatry - EIP and Recovery - IOW job \(opens in a new window\)](#) <sup>[21]</sup>

- **Recovery Worker (Ref:0027ZB)**

Liskeard, PL14 3AG

Salary:

£26384.00 to £26384.00

Type:

Permanent

Employer:

We Are With You

[Apply now on NHS Jobs for Recovery Worker \(Ref:0027ZB\) job \(opens in a new window\)](#) <sup>[22]</sup>

- **Substance Misuse Recovery Worker**

Winchester, SO22 5DF

Salary:

£26586.00 to £30684.00

Type:

Permanent

Employer:

Practice Plus Group

[Apply now on NHS Jobs for Substance Misuse Recovery Worker job \(opens in a new window\)](#) <sup>[23]</sup>

- **Substance Misuse Recovery Worker**

Nottingham , NG13 9FQ

Salary:

£32346.00

Type:

Permanent

Employer:

Practice Plus Group

[Apply now on NHS Jobs for Substance Misuse Recovery Worker job \(opens in a new window\)](#) <sup>[24]</sup>

- **Recovery Worker (Ref: 0032ZA)**

Shrewsbury, SY1 2AQ

Salary:

£23821.00 to £23821.00

Type:

Permanent

Employer:

We Are With You

[Apply now on NHS Jobs for Recovery Worker \(Ref: 0032ZA\) job \(opens in a new window\)](#) <sup>[25]</sup>

- **Recovery Worker (Ref:0027ZB)**

Liskeard, PL14 3AG

Salary:

£26384.00 to £26384.00

Type:

Permanent

Employer:

We Are With You

[Apply now on NHS Jobs for Recovery Worker \(Ref:0027ZB\) job \(opens in a new window\)](#) <sup>[26]</sup>

- **Complex Care Support Worker (Part time Flexible)**

Middlesbrough, TS3 8ET

Salary:

£15.00

Type:

Permanent

Employer:

Enviva Complex Care

[Apply now on NHS Jobs for Complex Care Support Worker \(Part time Flexible\) job \(opens in a new window\)](#) <sup>[27]</sup>

- **Part time Enhanced Response Service Support Workers**

Huntingdon, PE28 4YE

Salary:

£25584.00 to £27269.00

Type:

Permanent

Employer:

Cambridgeshire County Council

[Apply now on NHS Jobs for Part time Enhanced Response Service Support Workers job \(opens in a new window\)](#) <sup>[28]</sup>

- **Mental Health Support Worker - Part Time, Huddersfield**

Fixby, HD22HA

Salary:

£24570.00 to £25662.00



Type:

Permanent

Employer:

Care In Mind

[Apply now on NHS Jobs for Mental Health Support Worker - Part Time, Huddersfield job \(opens in a new window\)](#) <sup>[29]</sup>

- **Recovery Worker - Duty (Ref: 0025ZA)**

Shrewsbury, SY1 2AQ

Salary:

Negotiable

Type:

Fixed-Term

Employer:

We Are With You

[Apply now on NHS Jobs for Recovery Worker - Duty \(Ref: 0025ZA\) job \(opens in a new window\)](#) <sup>[30]</sup>

- **Recovery Worker - Truro (Ref: 0047ZB)**

Truro, TR1 2EJ

Salary:

£26384.00 to £31762.00

Type:

Permanent

Employer:

We Are With You

[Apply now on NHS Jobs for Recovery Worker - Truro \(Ref: 0047ZB\) job \(opens in a new window\)](#) <sup>[31]</sup>

- **Recovery Worker - Penzance (Ref: 0046ZB)**

Penzance, TR18 2JD

Salary:

£26384.00 to £31762.00

Type:

Permanent

Employer:

We Are With You

[Apply now on NHS Jobs for Recovery Worker - Penzance \(Ref: 0046ZB\) job \(opens in a new window\)](#) <sup>[32]</sup>

- **Recovery Worker (Women's Service) (Ref:0042ZB)**

Truro, TR1 2EJ

Salary:

£26536.00 to £31762.00

Type:

Permanent

Employer:

We Are With You

[Apply now on NHS Jobs for Recovery Worker \(Women's Service\) \(Ref:0042ZB\) job \(opens in a new window\)](#) <sup>[33]</sup>

- **Recovery Worker - Criminal Justice (Ref:0045ZD)**

Bournemouth, BH1 4NB

Salary:

£25000.00 to £30000.00

Type:

Fixed-Term

Employer:

We Are With You

[Apply now on NHS Jobs for Recovery Worker - Criminal Justice \(Ref:0045ZD\) job \(opens in a new window\)](#) <sup>[34]</sup>

- **Recovery Worker - Scottish Borders (Ref:0046ZD)**

Galashiels, TD1 1RZ

Salary:

£24570.00 to £24570.00

Type:

Permanent

Employer:

We Are With You

[Apply now on NHS Jobs for Recovery Worker - Scottish Borders \(Ref:0046ZD\) job \(opens in a new window\)](#) <sup>[35]</sup>

- **Substance Misuse Recovery Worker - Criminal Justice**

Doncaster, DN1 2EZ

Salary:

£23875.00 to £27603.00

Type:

Permanent

Employer:

The Alcohol & Drug Service

[Apply now on NHS Jobs for Substance Misuse Recovery Worker - Criminal Justice job \(opens in a new window\)](#) <sup>[36]</sup>

- **Social Worker Part-time**

Huyton, L36 5SA

Salary:

£39484.00

Type:

Permanent

Employer:

Elysium Healthcare

[Apply now on NHS Jobs for Social Worker Part-time job \(opens in a new window\)](#)

[37]

- **Social Worker - Part-time**

Walton on the Hill, KT20 7RQ

Salary:

£23800.00

Type:

Permanent

Employer:

Elysium Healthcare

[Apply now on NHS Jobs for Social Worker - Part-time job \(opens in a new window\)](#)

[38]

- **Part time Lead Reablement Worker**

Cambridge, PE29 6NT

Salary:

£30559.00 to £32654.00

Type:

Permanent

Employer:

Cambridgeshire County Council

[Apply now on NHS Jobs for Part time Lead Reablement Worker job \(opens in a new window\)](#) [39]

- **Clinical Support Worker/Clinical Support Worker Higher**

Middlesbrough, TS4 3BW

Salary:

£24169.00 to £25674.00

Type:

Permanent

Employer:

South Tees Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Support Worker/Clinical Support Worker Higher job \(opens in a new window\)](#) [40]

- **Support Worker**

Northallerton, DL6 1PT

Salary:

£12.50

Type:

Permanent

Employer:

Active Care Group

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[41]</sup>

- **Support Worker**

Darlington, DL3 9LN

Salary:

£12.60

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[42]</sup>

- **Support Worker**

Derby, DE24 8WZ

Salary:

£27476.80 to £27726.40

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[43]</sup>

- **Support Worker**

Liversedge, WF15 6JA

Salary:

£12.60

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[44]</sup>

- **Support Worker**

Wibsey, BD6 3DQ

Salary:

£12.60

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[45]</sup>

- **Support Worker**

Leicester, LE3 8TB

Salary:

£26530.00 to £29114.00

Type:

Permanent

Employer:

Leicestershire Partnership NHS Trust

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[46]</sup>

- **Support Worker**

Nottingham, NG8 6QN

Salary:

£25058.00

Type:

Permanent

Employer:

Elysium Healthcare

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[47]</sup>

- **Support Worker**

West Bromwich, West Midlands, B70 0HD

Salary:

£26208.00 to £26208.00

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[48]</sup>

- **Support Worker**

Long Eaton, East Midlands, NG10 1DS

Salary:

£26208.00 to £26208.00

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[49]</sup>

- **Support Worker**

Hexham, NE46 1BB

Salary:

£11.50 to £13.50

Type:

Permanent

Employer:

Active Care Group

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[50]</sup>

- **Support Worker**

Oxford, OX4 4LY

Salary:

£25992.00 to £28163.00

Type:

Permanent

Employer:

Oxfordshire County Council

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[51]</sup>

- **Support Worker**

Bishop Auckland, DL14 7QZ

Salary:

£12.60

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[52]</sup>

- **Support Workers**

Cambridge, CB1 3HY

Salary:

£24790.00 to £25183.00

Type:

Permanent

Employer:

Cambridgeshire County Council

[Apply now on NHS Jobs for Support Workers job \(opens in a new window\)](#) <sup>[53]</sup>

- **Support Worker**

Hungerford, RG17 0JB

Salary:

£12.53

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[54]</sup>

- **Support worker**

Weston-super-mare, BS23 1XY

Salary:

£12.21

Type:

Permanent

Employer:

Enviva Complex Care

[Apply now on NHS Jobs for Support worker job \(opens in a new window\)](#) <sup>[55]</sup>

- **Support Worker**

Darlington, North East, DL1 5JR

Salary:

£26208.00 to £26208.00

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[56]</sup>

- **Support Worker**

Dalton Parva, S65 3QQ

Salary:

£12.60

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[57]</sup>

- **Support Worker**

North West, OL8 2QH

Salary:

£12.60

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[58]</sup>

- **Support Worker**

Maidenhead, SL6 4EP

Salary:

£23807.45

Type:

Permanent

Employer:

Optalis Limited

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[59]</sup>

- **Support Worker**

Wales, CH7 6FQ

Salary:

£27518.00

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[60]</sup>



- **Support Worker**

Yorkshire and Humber, S13 7PG

Salary:

£12.60

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[61]</sup>

- **Support Worker**

Middlesbrough, TS23 2LN

Salary:

£126.00

Type:

Permanent

Employer:

Active Care Group

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[62]</sup>

- **Support Worker**

Oldham, OL8 4EF

Salary:

£25058.00

Type:

Permanent

Employer:

Elysium Healthcare

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[63]</sup>

- **Support Worker**

Sheffield, S10 3FE

Salary:

Negotiable

Type:

Permanent

Employer:

Riverdale Grange Hospital

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[64]</sup>

- **Support Worker**

South West, TA3 7BQ

Salary:

£13.39

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[65]</sup>

- **Support Worker**

Clifton, East Midlands, NG11 8NB

Salary:

£27476.80 to £27476.80

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[66]</sup>

- **Support Worker**

Sutton in Ashfield, East Midlands, NG17 4LW

Salary:

£26208.00 to £26208.00

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[67]</sup>

- **Support Worker**

Darlington, North East, DL1 2LJ

Salary:

£26208.00 to £26208.00

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) <sup>[68]</sup>

- **Support Worker**

Armley, LS12 2DT

Salary:

£12.60

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Support Worker job \(opens in a new window\)](#) [69]

- **Further information**

- [NHS Commissioning - Liaison and Diversion](#) [70]

## Other roles that may interest you

- [Occupational therapy support worker](#) [71]
- [Psychological wellbeing practitioner](#) [72]
- [Forensic psychologist](#) [73]
- [Knowledge and library services](#) [74]

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### Links

[1] <https://www.healthcareers.nhs.uk/explore-roles/nursing/mental-health-nurse> [2] <https://www.healthcareers.nhs.uk/explore-roles/psychiatry> [3] <https://www.healthcareers.nhs.uk/explore-roles/clinical-support-staff/social-worker> [4] <https://www.healthcareers.nhs.uk/about/careers-nhs/nhs-pay-and-benefits/agenda-change-pay-rates> [5] <https://www.healthcareers.nhs.uk/glossary#AfC> [6] <https://www.healthcareers.nhs.uk/explore-roles/clinical-support-staff/assistant-practitioner> [7] <https://www.healthcareers.nhs.uk/explore-roles/psychological-therapies> [8] <https://www.healthcareers.nhs.uk/about/working-health/nhs-constitution> [9] <http://www.jobs.nhs.uk/> [10] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9367-25-0490> [11] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9184-25-0989> [12] <https://beta.jobs.nhs.uk/candidate/jobadvert/E0233-25-1291> [13] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9436-25-0409> [14] <https://beta.jobs.nhs.uk/candidate/jobadvert/M9301-25-0106> [15] <https://beta.jobs.nhs.uk/candidate/jobadvert/M9301-25-0115> [16] <https://beta.jobs.nhs.uk/candidate/jobadvert/M9301-25-0105> [17] <https://beta.jobs.nhs.uk/candidate/jobadvert/M9301-25-0107> [18] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9436-25-0414> [19] <https://beta.jobs.nhs.uk/candidate/jobadvert/M9301-25-0110> [20] <https://beta.jobs.nhs.uk/candidate/jobadvert/M9301-25-0114> [21] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9348-25-1170> [22] <https://beta.jobs.nhs.uk/candidate/jobadvert/B0236-25-0246> [23] <https://beta.jobs.nhs.uk/candidate/jobadvert/E0314-25-2874> [24] <https://beta.jobs.nhs.uk/candidate/jobadvert/E0314-25-2813> [25]

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