

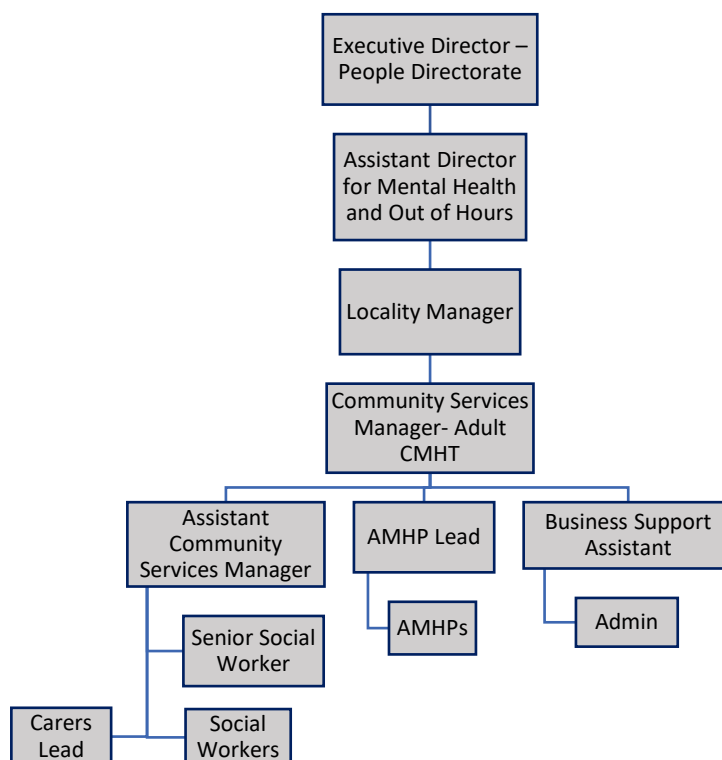
JOB DESCRIPTION

| | | | |
|---------------------|-----------------------------|--------------------|--|
| Job Title: | Senior Social Worker | | |
| Directorate: | People | Salary: | £46,731 - £49,764 plus £706 London Weighting and £963 Essential Car User Allowance |
| Section: | CMHT Adults | Grade: | BG-E, SCP37-40 |
| Location: | Church Hill House | Work Style: | Flexible |

Key Objectives of the role

- The role will work with inpatients at local Mental Health Hospital, and at times with those placed in acute hospitals out of area and out of area Mental Health Hospitals. The post holder will be the link between Hospitals and the Community Mental Health Team
- Undertake strengths-based and person-centred assessments to meet individuals needs to be safely discharged from hospital
- As a Social Worker you will support the delivery of statutory duties and other tasks related to the provision of Mental Health Services. These duties will relate to individuals, families, and carers in accordance with relevant statutory legislation
- Completing Social Circumstances Reports for Mental Health Tribunals
- Ensure that critical analysis and evidence-based practice is central to all decision making
- Work collaboratively with professionals across the NHS and Social Care to holistically meet individual and carers needs
- Complete safeguarding enquiries, mental capacity assessments and best interests decisions
- To apply a strength-based approach to connect people to their community/social network, and problem solve together
- Work with people, including advocates and carers, to develop person-centred plans designed to meet needs in ways that maximises independence, choice and control, and are legal and affordable
- Ensure that all policies and procedures of the department are adhered to
- You will receive regular supervision and support and have opportunities for ongoing development and specialist training

Designation of post and position within departmental structure



Daily and monthly responsibilities

- To work in collaboration with Consultants, GPs or other health care professionals to ensure all relevant investigations are performed and that referrals are instigated. If the individual is unable to access services, the post holder will formulate an appropriate plan according to the complexity of the situation so that all involved during the process are safe and the individual receives the relevant service/s
- Make referrals for specialist assessments/intervention as appropriate
- To maintain close liaison with acute / community wards by attending ward reviews to assist in the appropriate and timely discharges
- Work with family carers to identify their needs as carers and to develop appropriate plans with the carers to meet those needs
- To communicate with compassion the council's procedures, legal expectations and current processes
- To undertake comprehensive multi-disciplinary assessment, utilising the resource allocation tool, to act in the best interest of an individual who lacks mental capacity, using the principles defined in the Mental Capacity Act (2005), to maintain their safety until a time that capacity returns, or alternative arrangements are made
- When necessary, complete the Resource Allocation System and present support plans for approval in accordance with Scheme of Delegations

- Participate in safeguarding assessments and planning
- Participate in MDT's and discharge planning meetings

Personal Development:

- To participate in supervision and appraisal
- Ensure that learning and development needs are identified and met
- Ensure good communication with managers so they are aware of progress for individuals being supported
- Ensure that managers are aware of any issues that may need their attention
- Participate in all mandatory training and other training as identified through supervision and appraisal
- To adhere to relevant policies and procedures (BFC and BHFT)

Such other duties as from time to time may be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only

Scope of role

The people supported by the department are vulnerable. Failure to carry out this role appropriately will place people at risk of harm, and the Council at reputational risk, and risk of litigation.

This position has access to information on matters of a confidential nature relating to work of NHS services, social services and/or the health and personal affairs of people who use our services and staff. Under no circumstances should such information be divulged or passed on to any unauthorised person(s) or organisations.

To adhere with the current legislations and procedures.

All employees working with children, young people and vulnerable adults have a responsibility for safeguarding and promoting their welfare

Commitment to the Council's Equal Opportunities policy at all times

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only

PERSON SPECIFICATION

| KEY CRITERIA | ESSENTIAL | DESIRABLE |
|---|---|---|
| Skills and qualifications | <p>Recognised Social Work qualification and appropriate registration with Social Work England</p> <p>Safeguarding Adults level 2</p> <p>Evidence of continuous professional development</p> | <p>Best Interest assessor</p> <p>DoLS</p> <p>Safeguarding Training Level 3</p> |
| Competence Summary (Knowledge, abilities, skills, experience) | <p>Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare.</p> <p>Experience, knowledge and application of legislation relevant to the role, including Care Act 2014, Mental Capacity Act 2005, Mental Health Act 1983 (2007) and appropriate discharge guidance</p> <p>Commitment to person-centred values, and knowledge of how to translate into practice</p> <p>Ability to communicate effectively and with compassion with a wide range of people, including families in a wide range of circumstances</p> <p>Relevant experience of holding complex case load and prioritise the competing demands and time pressures of ensuring timely discharges</p> <p>Empathic and respectful of diversity</p> <p>Significant experience in a social care or healthcare setting</p> <p>Thorough working knowledge of serious mental illness, and management and treatment of this cohort</p> <p>Ability to problem solve and cope with complex situations where there may be conflict</p> <p>Skills in risk management Intervention and outcome monitoring</p> <p>Ability to work within a changing and progressive environment</p> | <p>Previous experience working in adult social care within mental health care sector</p> <p>Previous experience of Care Programme Approach (CPA)</p> <p>Previous experience of working as a discharge co-ordinator IT skills: LAS and Rio</p> |

| | |
|---|--|
| | <p>Ability to deal with emotionally demanding situations and remain calm under pressure</p> <p>Ability to reflect and critically appraise own performance</p> <p>Competent IT skills</p> |
| Work-related Personal Requirements | <p>The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of employment.</p> <p>Good report writing skills</p> <p>Able to prioritise and organise workload</p> <p>Good interpersonal skills</p> <p>Flexibility</p> <p>Motivated and person-centred values</p> <p>Must work well as a team member, and alone</p> |
| Other Work Requirements | <p>A satisfactory enhanced Disclosure and Barring Service check. This post is exempt from the Rehabilitation of Offenders Act 1974</p> <p>This role has been identified as public facing in accordance with Part 7 of the Immigration Act 2016; the requirement to fulfil all spoken aspects of the role with confidence in English applies</p> |
| Role models and demonstrates the Council's values and behaviours | <p>Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities.</p> <p>We make our values real by demonstrating them in how we behave every day.</p> |

All staff should hold a duty and commitment to observing the Council's Equality & Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.

