

## CAMBRIDGESHIRE COUNTY COUNCIL

### CAMBRIDGESHIRE & PETERBOROUGH NHS FOUNDATION TRUST (CPFT)

#### PERSON SPECIFICATION

<b>Job Title:</b>	Senior Mental Health Social Worker
<b>Section:</b>	Cambridgeshire and Peterborough NHS Foundation Trust (CPFT)
<b>Directorate:</b>	Cambridgeshire County Council Social Care – seconded to CPFT
<b>Reports to:</b>	Team Manager/Social Care Lead
<b>Accountable to:</b>	Head of Social Care/Social Care Lead
<b>Grade:</b>	P2
<b>Location:</b>	Designated team within the CPFT
<b>Hours:</b>	Full time / part time. Social Workers are required to agree a flexible hours contract to facilitate the delivery of services at evenings and weekends.

The following criteria are appropriate for this post. You must meet the essential criteria in order to be shortlisted for the post and it would be advantageous if you meet the desirable criteria.

#### **Education, Qualifications & Training**

##### Essential:

- DipSW, CCS, CQSW
- Degree in Social Work or equivalent
- Professional registration with SWE
- Higher specialist (AMHP) award
- To complete AMHP functions

##### Desirable:

- Practice teacher award or willingness to train

**VALUES AND ETHICS - Apply social work ethical principles and values to guide professional practice**

Essential :

- Good knowledge of of the profession's Standards of Conduct Performance and Ethics
- Ability to understand and apply the profession's ethical principles to workplace and caseload decisions.
- Ability to promote the principles of recovery self determination and personalisation in practice.

**KNOWLEDGE – Ability to apply knowledge of social sciences, law and social work practice theory**

Essential:

- Advanced professional knowledge of relevant legislation and policy guidance applying to adult social care and to mental health, including Mental Health Act 1983, Mental Capacity Act 2005, Care Act 2014, & Carers legislation, Adult safeguarding policy.
- Knowledge of the interfaces of this legislation especially MHA & MCA
- Advanced understanding of the principles and operation of an integrated mental health service.
- Advanced knowledge of models and types of mental disorder and treatment.

**DIVERSITY - Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice**

Essential:

- Advanced knowledge of anti-discriminatory practice, theories of empowerment and their application and the ability to critically appraise these.
- Ability and willingness to challenge discriminatory or oppressive practice

**CONTEXTS AND ORGANISATIONS - Engage with, inform, and adapt to changing contexts that shape practice. Operate effectively within own organisational frameworks and contribute to the development of services and organisations. Operate effectively within multi-agency and inter-professional settings**

Essential:

- Advanced knowledge & understanding of multi-disciplinary working in a mental health setting.
- Advanced knowledge and understanding of the Social Work role.
- Able to work cooperatively in a multidisciplinary setting, taking a lead role in areas of expertise.

- Able to use IT systems (Word, Excel, Outlook), able to make entries on a database

**INTERVENTION AND SKILLS - Use judgement and authority to intervene with individuals, families and communities to promote independence, provide support and prevent harm, neglect and abuse**

Essential:

- Advanced knowledge of adult safeguarding principles, and experience of safeguarding systems, willing to train to take lead role in safeguarding investigations.
- Advanced assessment and care planning skills and ability to apply these to complex and risky cases; able to review existing care packages for people with complex needs to achieve maximum possible service user independence.
- Ability to communicate clearly with Service Users and service providers, Carers and colleagues; able to negotiate with service providers in more complex situations.
- Ability to form and maintain therapeutic relationships through periods of disagreement or conflict.
- Ability to write clear concise reports and advise and guide social workers and team members.
- Problem solving skills in more complex situations..
- Understanding of the importance of quality assurance systems and data collection. Able to carry out audit work.
- Ability to negotiate with providers to obtain cost effectiveness in meeting need and outcomes for service users, including in situations of conflict

**RIGHTS, JUSTICE AND ECONOMIC WELLBEING - Advance human rights and promote social justice and economic wellbeing**

Essential:

- Knowledge of the principles of human rights and the Human Rights Act 2000 and how these affect social work practice
- Good ability to work with people using the principles of personalisation and recovery in complex situations involving a higher level of risk.

**CRITICAL REFLECTION AND ANALYSIS - Apply critical reflection and analysis to inform and provide a rationale for professional decision-making**

- Able to work independently; able to provide supervision to qualified social work staff and less experienced staff.
- Evidence of continuous professional development

**PROFESSIONALISM - Identify and behave as a professional social worker, committed to professional development**

Essential:

- Ability to manage own workload and time management skills.
- Ability to assist supervisees in managing their time.
- Ability to promote professional development within the team, share skills and knowledge with others.
- Ability to contribute to the training of others.

**PROFESSIONAL LEADERSHIP - Take responsibility for the professional learning and development of others through supervision, mentoring, assessing, research, teaching, leadership and management**

Essential:

- Knowledge of assessment of professional capability, and appraisal systems
- Ability to assist more senior staff and management to deal with changing work environment

**Miscellaneous**

Essential:

- Able to travel independently