

CAMBRIDGESHIRE COUNTY COUNCIL

CAMBRIDGESHIRE & PETERBOROUGH NHS FOUNDATION TRUST

JOB DESCRIPTION

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

JOB PURPOSE:

To provide a high quality and effective social work service to respond to the needs of people with mental health problems in a timely manner and within statutory guidelines.

To assess need, plan and deliver focused intervention to safeguard adults and older people and promote positive outcomes including work with complex cases.

To offer advice and supervision to less experienced staff

This will include fulfilling statutory duties under the Mental Health Act 1983 (2007), Mental Capacity Act 2005 and Care Act 2014 and other relevant legislation.

PRINCIPAL ACCOUNTABILITIES

AMHP Duties

- To act as an AMHP under the Mental Health Act 1983 (2007)
- To be responsible for advising team members about the requirements of the Mental Health Act 1983 (2007) and any amendments to the legislation.

Assessment Care Planning and Personalisation

Assessment Care Planning

- Act as Care Co-ordinator within the CPA framework in the more complex and higher risk cases to ensure service users receive appropriate care and treatment.

Planning Social Care and Support

- Work with Service Users and Carers with more complex needs to produce high quality assessments, to identify outcomes and to develop and review support plans.
- Provide advice and guidance to other staff on more complex cases or issues.

Carers

- Carry out assessments of Carers' needs, including situations where there is conflict between Service User and their Carers to ensure Carers are supported in their caring role.

Recovery

- To work with Service Users and Carers in more challenging situations to develop their strengths and independence and achieve their goals

Risk Management

- To assess and manage risk relating to own caseload with advice in more complex and higher risk cases where there are barriers to acceptance to ensure vulnerable people are supported to make safe choices.
- To advise others on risk management and social work/care issues.

Care Planning and Micro Commissioning

- Negotiate with care providers to obtain outcome- focused cost effective support packages in situations of conflict.
- Provide advice, support and guidance for Supervisees and Team Members.

Reviews

- Reassess and review social care support plans with a view to maximising independence and choice in more complex situations.

Public Protection

Safeguarding - Adults and Children

- Communicates appropriately and in a timely manner on issues of a highly sensitive nature e.g. child protection, vulnerable adults in accordance with Safeguarding procedures.
- Undertakes Safeguarding Lead practitioner responsibilities, including where required to coordinate and investigate allegations of abuse to ensure safeguarding of Vulnerable adults
- Be responsible for coordinating and/or chairing more complex Safeguarding investigations/meetings.

Performance Management

Record Keeping

- Ensures that all records, manual and electronic, are kept in accordance with guidance issued by CCC and CPFT.
- Monitor recording of social workers' case recording and report writing ensure recording standards are met

Report Writing

- Produce high quality and timely reports in relation adult safeguarding, MHRT tribunals and serious incidents
- Provide support, advice and guidance for social workers.

Audit

- Contribute to audits surveys as necessary to ensure service standards can be accurately monitored.

Partnership

Multi-disciplinary Team

- Work collaboratively with members of the multi- disciplinary team
- To be responsible for taking a lead on social care issues within the team and directorate to promote social care perspective in mental health care

Partner Agencies

- Work with other health and social care providers and protection agencies in a collaborative manner to achieve consistency of approach in the delivery of care and support
- Coordinate activities across a number of agencies to ensure a consistent approach to the delivery of treatment and support.
- Provide support, advice and guidance for social workers.

Clients & Carers

- Work with Service Users and Carers to develop therapeutic relationships to promote their dignity and independence.
- Maintain relationships with Service Users and Carers in situations of conflict to ensure continued engagement and care provision.
- To provide support, advice and guidance where there is conflict.

<p>Policy and Practice</p> <p>Policy Adherence and Development</p> <ul style="list-style-type: none">• Contributes to policy development and implementation/impact outside own professional area to ensure that these reflect current legislation and good practice.
<p>Continuous Professional Development</p> <p>Supervision</p> <ul style="list-style-type: none">• Provide professional supervision for newly qualified and main grade social workers to ensure good quality standards of practice are maintained <p>Appraisal</p> <ul style="list-style-type: none">• Lead the appraisal of supervisees to ensure social care issues are incorporated. <p>Practice Teaching</p> <ul style="list-style-type: none">• Undertake practice supervision of Social Work degree and AMHP students.• Advise on practice issues for Social Work degree and AMHP candidates when required. <p>Training and Development</p> <ul style="list-style-type: none">• Undertakes the necessary training and professional development to maintain the standards of professional practice and to meet the registration requirements of the HCPC.• Contribute to delivering and where appropriate developing training and development sessions for the team and division to ensure practice is informed by latest legal and policy developments.
<p>Professional Practice</p> <p>Anti-Discriminatory and Anti-Oppressive Practice</p> <ul style="list-style-type: none">• To work within an anti-discriminatory and anti oppressive framework and promote anti discriminatory practices within the multi-disciplinary team. <p>Professional Registration</p> <ul style="list-style-type: none">• Maintains professional registration to practice social work in line with the standards set out in the Code of Practice issued by the SWE.
<p>Miscellaneous</p> <p>Other Duties</p>

- To undertake any other duties that may be required from time to time that are appropriate to the grade in accordance with the needs of the service.

This post is subject to the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 and as such it will be necessary for submission for disclosure to be made to the Criminal Records Bureau to check for any previous criminal convictions. The Trust is committed to fair treatment of its staff, potential staff or users in line with its equal opportunities policy and policy statement on the recruitment of ex-offenders.

This job description is not intended to be exhaustive.