

Job Description

DIRECTORATE:	Social Services & Wellbeing
DEPARTMENT:	Adult Social Care / Social Care & Recovery Team (SCART)
POST:	Social Worker 1 & 3 (Home Treatment Team) - AMPH
GRADE OF POST:	Social Worker 1 - Grade 10 – Newly Qualified Social Worker 3 - Grade 12 - Subject to 2 years post qualifying experience.
RESPONSIBLE TO:	Team Manager (SCART) / Health Manager

JOB PURPOSE:

As a member of the Home Treatment Team, you will work closely with community mental health nurses, consultant psychiatrists, Occupational Therapists, CAMHS staff, Children with Disabilities, Learning Disabilities, inpatient staff, colleagues in Education, general practitioners and the Liaison Service. You will provide timely interventions for people with enduring mental health issues/disorder or vulnerable people who present with a possible mental disorder. You will assess needs of people who may have some complex mental health and social care needs whilst assessing the needs of their supporter(s).

To provide outcome focused interventions and Care and Treatment Plans as specified in the Mental Health (Wales) Measure 2010. To commission services and work collaboratively with partner organisations and professionals as required. To monitor and review commissioned services to ensure that it is promoting independence and wellbeing.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- To provide the hospital treatment team and acute inpatient wards with support and appropriate social work interventions.
- Complying with the Directorates' Performance Management Framework.
- To provide high quality outcome focused assessments / interventions and Care and Treatment Plans as specified in the Mental Health (Wales) Measure 2010 and Social Services and Wellbeing Act 2014.
- Working with other agencies and professionals in a co-ordinated manner to address the needs of people who have a mental disorder.
- Identify unmet need and drawing it to the attention of Managers in the Directorate and Health board and assisting in the collection of data as required.
- Reviewing and evaluating community care packages and residential placements.
- Liaising and negotiating with council departments and other agencies both statutory and voluntary in the best interests of the service user to ensure efficient and effective outcomes for service users.
- Operating within statutory frameworks and Council's and Health's policies and procedures to promote and deliver outcome focused, person centred and evidence based social care practice.

- Maintaining and developing professional practice consistent with registration with Social Care Wales as a Social Worker.
- To offer advice and assistance to the public and adopt the prevention model of social work.
- There is an expectation that you will complete the AMHP programme when necessary.

Social Worker 3 - As above plus:

- Supervision of Social Work Students and other junior members of staff;
- Provide advice and guidance to less experienced social workers;
- To undertake sensitive, acute and complex adult cases which require preparation and presentation of robust evidence in respect of capacity and risk, in readiness for Court of Protection, The High Court, Mental Health tribunals, Child Care Case Conferences, Section 117 multi-disciplinary discussions, Deprivation of Liberty Safeguards (Dols) and Coroners Court.
- Lead joint working with less experienced Social Workers in complex cases.
- Routinely represent and advocate on behalf of vulnerable individuals, families and carers ensuring their rights are upheld at various forums:
 - Represent the council within multi-agency and inter-disciplinary settings.
 - Attend and present assessment reports at monthly funding and accommodation panels.
 - Attend and present assessment reports at monthly health funding panels for individuals with complex health needs requiring continuing health funding or subject to Section 117 aftercare services.
- To implement the national Wales Safeguarding Procedures. Fulfilling the roles and responsibilities for practitioners to ensure that adults are safeguarded who are at risk of abuse and neglect.
- Participate on the AMHP Rota.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding and Quality Team or Children's Safeguarding Assessment Team.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

Criminal Records Check

This post requires a criminal records check through the Disclosure & Barring Service (DBS)

Person Specification

Social Worker 1 & 3 (Home Treatment Team) - AMHP

The following attributes represent the range of skills, abilities and experiences etc relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Qualifications, Education & Training	<ul style="list-style-type: none"> • A recognised social work qualification and registration with Social Care Wales. • A commitment to undertake the Approved Mental Health Professional Qualification. • 2 years post qualifying experience & AMHP. 	<p>Yes</p> <p>Yes</p> <p>For SW3 only</p>	<p>Production of original Qualification Certificates and application form.</p>
Knowledge & Experience	<ul style="list-style-type: none"> • Experience of working with and undertaking assessments of people, their families and their supporter(s), particularly in multi-disciplinary environments. • Good understanding of the principles and pathways of transition as well as experience of working within transition, applying preventative measures and promoting independence. • Knowledge and/ or experience of working within a mental health environment and a comprehensive understanding of mental health legislation. • Knowledge and/or experience of working with Children's Services environment. • Knowledge and experience of working in partnership with statutory/voluntary organisations to promote the independence of service users. • Knowledge of local resources. • Knowledge of current Policy, Statutory Guidance and the Law as it is applied. 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>

<p>Knowledge & Experience (ctd.)</p>	<ul style="list-style-type: none"> • Some understanding of the management of resources in the context of care management. • Knowledge of the Social Services & Wellbeing Act 2014. • Direct experience of complex cases. • Direct experience of the Care Co-ordination role, which has a legal responsibility as delegated under the Mental Health (Wales) Measure. • Direct experience of court work. 	<p>For SW3 only</p> <p>For SW3 only</p> <p>For SW3 only</p>	<p>Interview, application form, and selection process.</p>
<p>Skills & Personal Qualities</p>	<ul style="list-style-type: none"> • The ability to work in an outcome focused way, identifying a preventative pathway, and to promote independence. • Skills in assessment and analysing information to achieve positive outcomes for service users and supporter(s). • Ability to work effectively in a multi-disciplinary setting as a team member. • Ability to form constructive working relationships with colleagues and other agencies. • Ability to work independently and to seek advice when necessary. • Ability to work within the legislative framework, policies and procedures of statutory organisation. • Ability to prioritise and take responsibility for workload management and performance. • Ability to manage in a busy environment. • Ability to communicate clearly and effectively. • Committed and motivated. • Creative, assertive and forward thinking. • Ability to provide consultation and advice to other staff. 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>

<p>Skills & Personal Qualities (ctd.)</p>	<ul style="list-style-type: none"> • Ability to work flexibly and proactively. • A demonstrable commitment to equalities and anti-discriminatory practice. • To be computer literate and able to present information verbally and in written form. • Ability to make decisions appropriately. • Excellent skills in investigation and assessment. • Capacity to problem solve whilst working under pressure • Ability to deliver counselling and therapeutic inputs. • Use of car and current driving licence. • The ability to communicate through the medium of Welsh. 	<p>Yes</p> <p>For SW3 only</p> <p>For SW3 only</p> <p>For SW3 only</p> <p>For SW3 only</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>
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