

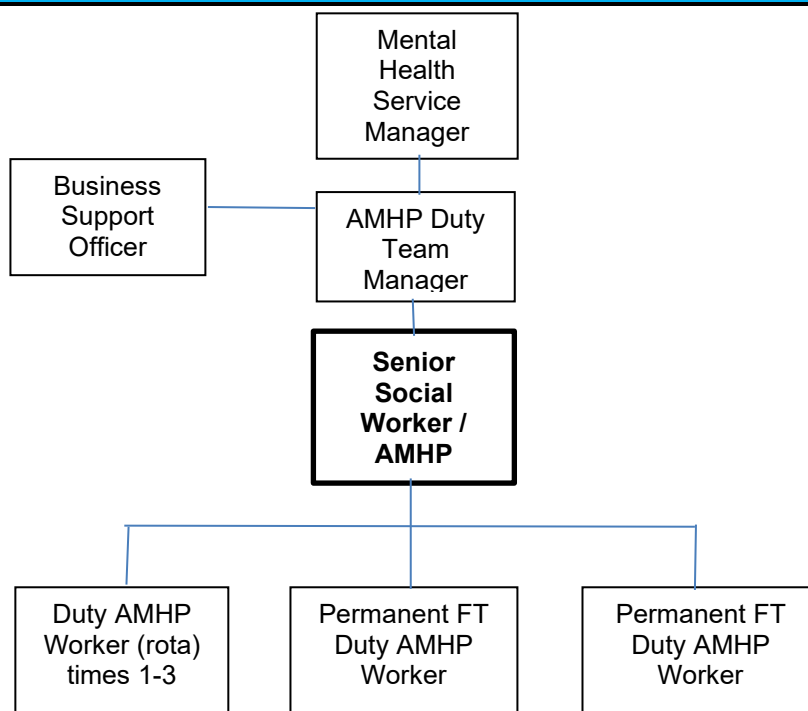
JOB DESCRIPTION

Job title	Senior Social Worker / AMHP
Directorate	ASC
Service	Community Mental Health Services
Team	Mental Health
Grade	Grade G

DBS Check Required	Enhanced with Children's and Adults Barred List
Justification for DBS	Regulated Activity with Children and Adults
Politically Restricted	No

Responsible to:	Team Manager
Employees directly supervised (if applicable):	

Organisational structure chart (job titles only, no employee names)



1. JOB PURPOSE:

- providing professional and supervision to team members. To promote professional standards and good practice compliant with Care Act , Mental Health Act , Mental Capacity Act and other relevant legislations.
- to act as a role model and ensuring that the service provides safe, effective, high-quality care. To contribute to the team meeting Local Authority targets.
- To act as Duty Manager when required, for a defined caseload of service users with complex needs referred for or under going assessment under the Mental Health Act 1983 and in answer to the s13(1) Borough duty at any one time. To contribute to the Borough-wide AMHP Duty service rota.

2. DESCRIPTION OF DUTIES:

- To be a professional lead for mental health social work within the AMHP Duty Team and the wider service, and for colleagues of all disciplines seeking advice from the service.
- To fulfil the responsibilities of an Approved Mental Health Professional under the Mental Health Act and Mental Capacity Act.
- To carry a AMHP duty caseload including complex assessments, court proceedings and joint working.
- To undertake continuous Risk Assessment and Risk Management for users working with the team and on their own caseload.
- To maintain a high standard of recording both on computer and, where necessary, on paper.
- To ensure that relevant standards are met with regard to current local authority Key Performance Indicators and the requirements of the agreed legal assessment framework, especially in respect of the principles of the *Code of Practice* and of Social Work England.
- To represent the Team on working groups and other projects as designated by the AMHP Team Manager.
- To keep up to date with research in relation to mental health and social care legislation, especially the Mental Health Act and Mental Capacity Acts; to disseminate outcomes of research and show how it affects practice.
- To identify cultural, spiritual and communication needs of users within a diverse community and ensure that these needs are addressed in the consideration of the case under s.13(1) MHA 1983.

- To undertake regular comprehensive review of placements and services commissioned by the Local Authority for service users, in line with Local Authority policy and procedures.
- To deputise for the Team Manager during periods of leave or other absences.
- To undertake standard audits of work within the team.
- To supervise staff and/or, dependent on the needs of the Team.
- To take supervisory responsibility for all aspects of work undertaken by supervisees, including MHA assessments, professionals and other case meetings, agreeing financial expenditure within set financial limits, and overseeing recording and other written work.
- To maintain AMHP related Training for a minimum of 18hours per rolling 12 months and maintain registration with Social Work England or relevant regulating professional body.
- To build links with local agencies and community groups in conjunction with the AMHP Team Manager.

The duties and responsibilities outlined in this job profile are indicative of the role, however they are not exhaustive and may be subject to change. In addition, you will be required to undertake other reasonable duties as directed by your manager.

SELECTION CRITERIA/PERSON SPECIFICATION

Conditions to Note:

The person specification outlines the essential requirements the post holder or applicant must meet to fulfil the role and the duties outlined.

Candidates:

When completing your application form, please address your answers directly to each of the selection criteria below. This enables the panel to assess your ability to meet each criterion. It is essential that you give at least one example of your ability to meet each of the four Values and Behaviours: Putting Communities First, Respect, Integrity and Working Together.

Recruiting Managers:

The following values and behaviours are essential criteria in each post and must be addressed directly by candidates. The Guidance Notes on values and behaviours for managers give example questions to probe candidates in the interview and application stages of the recruitment process.

Resilience:

We encourage staff to assist the council during a significant emergency response which will focus on meeting the needs of residents. This may necessitate staff involvement, and in exceptional circumstances, could involve redeployment to support the emergency response.

Informed by our learning from the Grenfell tragedy, senior managers (Head of Service and higher) are expected to play an active coordination and leadership role in the Council's broader emergency response efforts during major or serious incidents. This includes arranging urgent resources from their own services and rallying staff teams to help residents during their time in need.

Values & Behaviours

The Royal Borough of Kensington and Chelsea have identified four key behaviours and values that should be demonstrated by all council employees. Successful candidates will show the ability to meet these behaviours.

A	Equal Opportunities Demonstrate an understanding of and commitment to Council policies in relation to Equal Opportunity, Customer Care and service delivery, and the ability to implement these policies in the workplace.
B	Qualifications/Training/Certificates • Dip SW/CQSW or equivalent. • Approved Mental Health Professional • Registered with Social Work England

C Skills, knowledge and experience

- Post qualification experience including significant working with people with severe and enduring mental health problems in the community.
- Practical application of the knowledge of the legislation, statutory guidance and best practice that underpins social work and social care for Adults and Health.
- Experienced in successfully translating statute, etc. into excellent policy and practice.
- Experience of performance/audit work and quality assurance.
- Experience of multidisciplinary work.
- Experience of supervision of staff or students.
- Demonstrable experience of being a skilled Chair and constructive participant in a variety of meeting environments.
- Evidence of involvement in service planning and development.
- Excellent assessment skills and an ability to make effective decisions under pressure, in a timely manner and manage high risk situations, ability to escalate when appropriate.
- Demonstrate clear leadership skills within a multi-disciplinary team framework.
- Experience to provide professional guidance to all the disciplines involved in the duty and out of hours services.
- Able to communicate clearly in writing, verbally and through reports.
- Ability to work autonomously at times, to work safely when lone working.
- Demonstrate the ability to deal with complex challenging cases and respond appropriately to the competing demands on the AMHP Duty Service as well as the ability to respond appropriately & proportionately to the needs of those in crisis and high risk presentations, family and carers. Ensuring that public safety is paramount, working in a multidisciplinary manner with partner agencies to reduce any risks or conflict in the community.

OUR VALUES AND BEHAVIOURS

Our values and behaviours underpin everything we do.

They guide our interactions with residents, businesses, visitors, partners and each other.

They are also a measure of how well we've done.

Our Values & Behaviours	
D	PUTTING COMMUNITIES FIRST • We put local people at the heart of decision making in everything we do. • We seek to include and involve: all voices matter. • We provide quality services that are responsive, effective and efficient. The following examples are indicators of effective behaviour: • I actively involve and include the communities that I serve in my work. • I shall reflect the views of the communities in my daily work. • I shall improve the service I provide through seeking feedback from others. Our residents will feel that: • I have been included • I can see how my views have been taken into account • I can see improvements and developments based on my input
E	RESPECT • We listen to everyone and value the personal experiences of people in our communities and of each other. • We adopt a fair and involving approach regardless of any way in which an individual is different to us. The following examples are indicators of effective behaviour: • I adapt my approach to take account of all differences and cultures in the community and with colleagues. • I ensure I am equitable and fair by including those who are quiet or may not be able to represent themselves. • I communicate in a way that is respectful, encourages involvement and meets people's needs. Our residents will feel that: • I feel my culture and background are respected. • I have confidence that action is being taken. • I feel I am being treated fairly.

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INTEGRITY

- We act with openness, honesty, compassion, responsibility and humility.
- We let people know what we are doing and communicate why and how decisions have been made.

The following examples are indicators of effective behaviour:

- I demonstrate empathy in my interactions with others.
- I am honest and transparent about the decisions I take.
- I follow through on the actions I say I will take and take ownership for communicating the outcome.

Our residents will feel that:

- I am told when something is not possible, and the reasons why are explained to me.
- I feel my perspective is listened to and understood.
- I feel my views are valued

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WORKING TOGETHER

We work together and in partnership with everyone that has an impact on the lives of our residents.

- We want to understand, learn from each other and continually adapt.

The following examples are indicators of effective behaviour:

- I work with others to provide an effective service for residents, local communities and other departments within the Council.
- I seek ways to work with other departments to deliver a seamless service and find opportunities to improve.
- I seek out opportunities to learn from my colleagues and build on good practice.

Our residents will feel that:

- I can get my issue resolved without being passed around departments.
- I find it easy to access the services that I need.
- I feel the Council is open to new ideas.