

Job Profile

Position Details	
Post	Social Worker in Early Intervention, Community Rehabilitation or Locality Mental Health Teams
Service Area	Adult Social Services
Reports to	Team Manager
Grade	MHSW
Job Family	

Role Purpose
<p>To carry out Care Act assessments and support people who present with functional and/or organic mental health problems in Haringey by using community resources and the social care budget to meet their needs.</p> <p>To act as a care coordinator in the Locality Mental Health Team</p> <p>To devise care and support plans with service-users and their carers and undertake reviews under the Care Act and Care Programme Approach (CPA)</p> <p>To apply a strengths-based approach to working with service-users and their carers providing evidence based therapeutic social work practice and skills such as motivational interviewing, trauma informed care and psychoeducation.</p> <p>To provide service users and their carers with clear and intelligible information which will assist them in making informed decisions about their treatment and care.</p> <p>To provide effective liaison with colleagues in primary care, social services, community health and voluntary organisations and champion people's rights and entitlements in the wider mental health of older adult services.</p> <p>To provide guidance to the rest of the team on applying the Care Act and other mental health and social care legislation and to prepare appropriate information/ referrals/reports to access community resources.</p> <p>To work closely with other members of the multi-disciplinary team including psychology, occupational therapists, nurses, support workers, medical professionals and pharmacology to ensure that the best quality of care is provided and effective use of the social care budget.</p> <p>To be willing to train as an Approved Mental Health Professional, (AMHP) and once qualified to share knowledge and practice with the team and contribute to the AMHP rota</p> <p>If required, to be willing to train as a Best Interest Assessor (BIA)/ Approved Mental Capacity Professional (AMCP) and once qualified to share knowledge and practice with the team and contribute to the AMCP rota</p>

Main Responsibilities	
1. Clinical	
1.1	Act as a care coordinator and social worker with a number of people open to the services in the team, carrying out Care Act, and initial assessments using the Care Programme approach (CPA) determining eligibility, need, and the required level of care and support. This will include where the persons needs can best be met for example using community resources, day opportunities or a placement.
1.2	Devise care packages, by collating information and submitting outcome focussed assessment reports to the funding panel and liaising with the Brokerage team to identify accredited providers.
1.3	Carry out complex person-centred assessments ensuring that all care offered is evidence based and all interventions take into account of physical, cultural, psychological, spiritual and age-related needs.
1.4	Prepare well written evidence-based reports.
1.5	Work closely and collaboratively with other members of the OPMHT, including other services in Barnet Enfield and Haringey MH Trust, Acute Trusts and Local Authorities.
1.6	Build a strong partnership with voluntary sector organisations, community groups, social enterprises and blue light services.
1.7	Ensure sound risk assessment of all service users to inform levels of care required and which highlight risk to self and others.
1.8	Provide leadership on the social care agenda within the team and a good knowledge of Safeguarding Children & Adults processes and Making Safeguarding Personal.
1.9	Work collaboratively with the In-patient mental health wards, Discharge Intervention team, Housing and other service providers to assess peoples support needs and avoid unnecessary delays in hospital discharges.
1.10	Lead and participate in other statutory interventions; Mental Capacity Assessments, Best Interests meetings, Appointeeships, Court of Protection, Human Rights Assessments and where required Mental Health Act Assessments.
1.11	Ensure that people are safely discharged from hospital and there are no avoidable delays.
1.12	Support and advocate for service-users when they apply for Universal Credit, Housing Benefit and signpost to charitable organisations.
1.13	Maintain clear, unambiguous and contemporaneous written clinical records on all service users in accordance with relevant professional standards and Trust policies, ensuring that confidentiality is kept at all times.
1.14	Keep informed of research and the latest developments / guidance in the provision of mental health care.
1.15	Contribute to clinical audit and outcome measures with the support of the MDT and Locality team and participate in research.

- 1.16 Participate in the Duty System as the Duty worker to address any urgent queries and screen new referrals, arrange assessments, provide advice and refer to other agencies as appropriate.
- 1.17 Train as an Approved Mental Health Practitioner (AMHP) and participate in AMHP duty rota.
- 1.18 If required train as a Best Interest Assessor (BIA) /Approved Mental Capacity Professional (AMCP) and participate in a duty rota in the Council.

1 Managerial/Administrative

- 2.1 Deliver formal and informal training and briefing sessions on social care to benefit team development for all qualified and unqualified staff and students.
- 2.2 Use Local Authority and Trust service-user client records systems MOSAIC and RIO.
- 2.3 Attend all mandatory training in the Council and the Trust.
- 2.5 Ensure compliance with all Council and Trust wide policies e.g. lone working, complaints, CPA, Safeguarding etc
- 2.6 Promote and support systems for service user and carer involvement at all levels
- 2.7 Carry out any other duties as delegated by London Borough of Haringey Head of Mental Health Services, Principal Social Worker, Community Services Manager and Deputy Manager for the clinical area.
- 2.8 To create effective working relationships with other agencies involved in the provision of mental health care of older people and to work collaboratively with all staff including volunteers

3 Professional

- 3.1 Maintain own personal and professional status by ensuring the standards laid down by the Health Care Professions Council/Social Work England are met e.g. re - registration and continuity of professional development
- 3.2 Maintain a caseload of clients who require Social Care interventions from secondary mental health services.
- 3.6 Receive on-going professional social work and managerial supervision; attend staff development and training as required
- 3.7 Prepare for and attend 'My Conversations' the Council appraisal system setting personal and professional objectives twice a year to work towards achieving Haringey GOLD.
- 3.8 Maintain high standards of professional service user and carer care in accordance with the Council and Trust's aims and objectives and in line with the individual's own professional regulatory requirements
- 3.9 Keep abreast of developments in dementia assessment, care and psycho-social interventions

3.10	Safeguard and protect the interest of the individual service users and their carers, serve the interest of society, ensure effective use of public funds and protect the Council and Trusts reputation,
4 Legislative	
4.1	Have an informed knowledge and understanding of the Mental Capacity Act 2005, and its application to the care and treatment of people with dementia and cognitive impairment.
4.2	Have an informed knowledge and understanding of the Mental Health Act 1983 (2007) and related legislation, particularly related to care of service users in the community
4.3	Have an informed knowledge and understanding of the Care Act 2014 related to the provision of care, safeguarding and carers.
4.4	Have an informed knowledge and understanding of the Human Rights Act, NHS and Community Care Legislation.
5 Other duties	
5.1	To undertake any other duties as may be required by Haringey Head of Mental Health services, and Team Leader/Community Service Manager in the Locality Mental Health team.
5.2	The post holder may be required to work at alternative locations within Haringey Mental Health Services

Generic Responsibilities	
1.	Understanding, knowledge and ability to follow guidelines that ensures compliance with Health and Safety at Work, Data Protection and other statutory requirements.
2.	Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies.
3.	To undertake any other temporary responsibilities aligned with the overall purpose and grade of the role.

Knowledge, Qualifications, Skills and Experience	Essential or Desirable
Qualified Social Worker	E
Registered with HCPC/ SWE	E
Comprehensive knowledge of social care legislation, the Care Act, MHA, MCA, DOLS/LPS, Housing, Homeless Reduction Act, Human Rights Assessments, Localism Act, No recourse to Public Funds, Court of Protection, Appointee ship	E
Experience of working in a multi-disciplinary team	E

Experience of working with people with complex needs	E
Expert Record keeping on Council and Trust client record systems	E
Confident in writing reports for various audiences including MHRT, Court, briefings etc.	E
Confident use of other IT applications and accessing community resources and training on the Council and Trust	E
Trained AMHP	D
Trained BIA	D

Main Contacts & Other Information
<p><u>Main Contacts:</u></p> <ul style="list-style-type: none"> • Patients with mental health needs, including dementia and their carers • Community Mental Health Team colleagues • Haringey Local Authority • Memory Service colleagues (including Admiral Nurse) • Specialist Dementia Service Colleagues • Third Sector voluntary and community groups, e.g. Dementia UK • GPs and community health staff • Inpatient hospital wards. • Care home providers • Local Area Coordinators <p><u>Other Information:</u></p> <p>This position requires the post holder to undergo a DBS (Disclosure and Barring Service) check.</p>

Additional Information

Please complete the additional information as fully as you can.

Supervision / Management of People				
Please indicate which group best describes the total number of staff the post holder is responsible for:				
None	Up to 5 staff	6 to 15 staff	16 to 49 staff	50 plus staff
X				
Are the staff based at the same work location?				N/A
Will the post holder be responsible for contract / agency / project staff?				No

In the normal course of their duties would it be reasonable to expect the job holder to undertake, or be involved in, any of the following on a regular basis.

If Yes, please provide an estimate of the % of their working day this involves.

Work Environment					
Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Office duties.	yes	50	Use of a computer.	yes	25
Audio typing.	no	30	Crisis or conflict situations.	yes	10
Walking more than a mile.	no	10	Manual handling.	no	
Working alone or in isolation.	yes	40	Working in confined spaces.	no	
Driving a car, van or minibus.	yes	20	Preparing or serving food.	no	
Exposure to infectious diseases, e.g. Tuberculosis (TB) or Hepatitis B.	no	0	Working in awkward positions, e.g. stooping, bending, reaching.	no	
Exposure to substances hazardous to health, including lead, asbestos or radioactive substances.	no	0	Operating heavy or hazardous machinery including forklifts, diggers or cranes.	no	
Regular and repetitive movements.	yes	30	Working shifts / unsocial hours, nights.	maybe	
Outdoor work involving uneven surfaces.	maybe	10	Standing or sitting for prolonged periods.	yes	15

Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Working shifts / unsocial hours / nights.	no		Working at heights / on ladders, roof work.	no	
Teaching, or responsibility for, children.	no		Outdoor work involving extremes of temperature.	no	
Electrical hazards.	no		Control and restraint.	Maybe	

Resources – identify & list personal and identifiable accountability for physical and financial resources including those of clients:
Personal safety Use of Council and Trust laptop, mobile phone and office space.
Cash/Financial Resources - Is the post personally and identifiably accountable for the accurate handling / security of cash and cheques? If yes, specify the average amount controlled at any one time and the nature of the accountability:
May handle service users' cash
Plant/Equipment - is the post personally accountable for the proper use / safekeeping of plant / equipment? If yes, please indicate the type(s) of plant/equipment and the nature of the accountability:
N/A
Stocks/Materials - Is the post personally accountable for materials / items of stock? If yes, please indicate the type and approximate value and the nature of accountability:
Data Systems - is the post personally accountable for the use, manipulation and safekeeping of data systems whether manual or computerised? If yes please indicate the type of system(s) and the nature of the accountability, whilst explaining the importance of the data systems to the Council's operations:
Buildings - Is the post personally accountable for the proper use and safekeeping of buildings? If yes, please indicate the type of building(s) concerned and the nature of the accountability: