

Directorate: Adult Social Care and Health
Unit/Section: Older People's Mental Health (OPMH)
Grade: KR9
Responsible to: Team Manager – Early Discharge Planning Team

Purpose of the Job:

Work within the local social care and health systems, to support clients using their networks, to ensure support is appropriately coordinated and communication is effective between agencies. Use a strengths based approach to maximise strengths identified through assessment to enable people to meet desired outcomes and needs and maintain wellbeing.

Main duties and responsibilities:

1. Carry out appropriate and proportionate assessments, which consider strengths and capabilities and what support might be available from the person's wider network.
2. Work with individuals to develop care and support plans that ensure choice and control over support arrangements and which evidence that all interventions promote wellbeing, safety, independence and autonomy.
3. Provide a holistic approach to interventions, working with the whole person, their family or system, building relationships and networks, enabling individuals, their families and carers to achieve sustainable change and agreed outcomes.
4. Manage care and support to clients in partnership with their service provider and local health and social care network. Monitor, review and modify care and support plans with clients, and work with service providers to support clients in working towards their goals and outcomes to optimise their independence and wellbeing.
5. Work closely with service providers to conduct reviews, including annual statutory reviews, of clients' care and support plans to ensure the level of service is appropriate to meet their assessed eligible needs and monitor to address any changing needs.
6. Manage crisis intervention to meet immediate requirements and reduce risk, using positive risk assessment policy and tools.

7. Support and, participate in, joint and integrated working with a range of teams including safeguarding teams , partner organisations and other parties to offer a broad range of options to clients and carers. Participate in multi-disciplinary meetings with partners where required.
8. Develop and maintain knowledge of available resources to support clients and their carers in the commissioning of ongoing services. Through a range of interventions, direct management and signposting, support clients to access the voluntary sector, information, advice and advocacy
9. Support the maintenance of good practice standards and enable continued development of professional skills that meet service requirements. Support the professional supervision for students on practice placements with the team, planning a range of work experience, supporting their development, monitoring progress and supporting the embedding of the student's learning in practice.
10. Create and maintain accurate, up to date and reliable data, information and records in line with information governance framework requirements, standards and best practice to ensure compliance with legislation.
11. Support senior managers when responding to emergency planning issues and ensuring there are business continuity arrangements in place at all times.
12. Demonstrate social work values and ethics to work effectively with people and families to make the most of their emotional and practical assets as well as accessing the care and support they need.
13. Research, demonstrate and apply the relevant theories and methods of social work practice to complex situations, to help support people to achieve identified outcomes. Use evidence and value based practice to inform complex analysis, recommendations and decisions needed to support, empower and protect clients.
14. Apply the social work model within a multi-professional working environment actively ensuring a collaborative approach is taken to linking and co-ordination of interventions and input required as part of a multi-agency approach.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

Kent County Council

Person Specification: *Social Worker – OPMH*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none">• Relevant degree, diploma or related professional qualification in Social Work. Up to date registration with Social Work England.• Competent to work at the Newly Qualified Social Worker or Social Worker level of the Professional Capability Framework for Social Work
EXPERIENCE	<ul style="list-style-type: none">• Experience in Adult Social Services, Health related agencies or related private or voluntary organisation.• Completion of an assessed student placement and portfolio of evidence to support this and evidence of individual performance during practice placement where appropriate; or• Completion of an assessed first year of practice (ASYE) and portfolio of evidence to support this• Knowledge of relevant legislation and policy frameworks• Evidence of knowledge and understanding of safeguarding practices and having undertaken Mental Capacity Act training, or for NQSWs willingness to undertake the relevant training
SKILLS AND ABILITIES	<ul style="list-style-type: none">• Effective interpersonal skills to communicate effectively with service users, colleagues and partner agencies.• Ability to prioritise and to work effectively on own initiative as well as part of a team.• Able to effectively manage conflict• Effective written and IT skills for report and assessment writing and communication.• Ability and commitment to support the Directorate's Equality and Diversity Policy Statement which is an integral part of the Directorate's service deliver and relationship with the client to respect people as individuals regardless of age, ethnic origin, cultural values, disability, gender, sexual orientation or religion.• Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day in accordance with the requirements of the job and extended access hours working.

KNOWLEDGE	<ul style="list-style-type: none"> • Understanding of adult social work practice, policies, procedures and protocols. • Knowledge of the relevant legislation and theories underpinning the provision of services to the relevant client group. • Understanding of social work theories and the dynamic between theory, research, evidence and expertise in the use of professional judgement and decision making • Good working knowledge of directorate and corporate policies, procedures and practice • Good understanding of integrated and joint working with partner agencies
KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p>

Kent County Council

Job Description: *Experienced Social Worker – OPMH*

Directorate:	Adult Social Care and Health
Unit/Section:	Older Peoples Mental Health - OPMH
Grade:	KR10
Responsible to:	Team Manager – Early Discharge Planning Team

Purpose of the Job:

Act as the primary worker for clients with more complex needs during the assessment period of the discharge pathway, as assigned following integrated triage. Manage the assessment process for clients, ensuring the identification of needs and outcomes required. Promote all options for an individual's independence and establish the appropriate level of ongoing resource allocation to meet their support needs through the creation of a Care and Support Plan.

Work in an integrated way with Health professionals to ensure clients receive a coordinated, clear and consistent service between Health and Social Care.

Main duties and responsibilities:

1. Conduct proportionate, observation based, functional and holistic assessments for clients with more complex needs. Establish the client's abilities, circumstances and support mechanisms to determine the level of resource required to optimise the individual's independence including equipment or minor adaptations.
2. Ensure that clients are empowered and actively participate in the assessment process and ensure that they are at the centre of decision making so that opportunities for choice and control over their support arrangements are optimised. Ensure enablement is promoted to clients with a view to assisting them to regain or increase levels of independence as far as possible.
3. Identify and refer for specialist input into the Assessment as needed (for example: Sensory Services, Occupational Therapy, Autism Services, Health Services, Safeguarding and Social Work) Arrange temporary and/or emergency support, where needed, so that a persons' immediate requirements are met and supported.
4. Identify a person's eligible needs and outcomes. Explore all appropriate options and identify how best to meet these needs through the development of a Care and Support Plan. Refer the case through to the Practice Assurance panel, be accountable for your

professional decision making and use the panel for validation of the decision making when the client has unmet eligible needs.

5. Provide professional advice and guidance to staff in the Older People's Mental Health team and other teams within adult social care, across the Directorate and multi-agency staff on a range of issues in relation to a client's support needs to enhance the decision making process..
6. Offer positive peer challenge and professional support. Support the maintenance of good practice standards and enable continued development of professional skills that meet service requirements. Lead and contribute to a range of service related projects as they arise.
7. Identify and refer appropriate circumstances to the relevant specialist team to ensure that clients, their families and related individuals are fully supported as required.
8. Support the Team Manager in the supervision of an agreed number of staff in accordance with supervision protocols, to maintain high practice standards and enable continued development of professional skills that meet service requirements. Provide professional supervision for students on practice placements with the team, planning a range of work experience, supporting their development, monitoring progress and supporting the embedding of the student's learning in practice.
9. Develop and maintain effective working relationships across the organisation to ensure the smooth transition of clients through the operating model. Ensure that both the Directorate and client requirements are met and consistently delivered, working as part of a multi-disciplinary team to ensure that all clients are on the most appropriate care pathway.
10. Develop and maintain an extensive knowledge of available resources and maintain links with partner agencies in order to offer the broadest range of options to clients in developing their support packages, and act as a Trusted Assessor for prescribing of equipment.
11. Create and maintain accurate, up to date and reliable data, information and records in line with information governance framework requirements, standards and best practice to ensure compliance with legislation.
12. Support the senior managers in building resilience within the team, responding to emergency planning issues and ensuring there are business continuity arrangements in place at all times

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Experienced Social Worker – OPMH*

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QUALIFICATIONS	<ul style="list-style-type: none">• Relevant degree, diploma or related professional qualification in Social Work. Up to date registration with Social Work England.• Competent to work at the Practitioner level of the Social Care Capabilities Framework for Registered Workers
EXPERIENCE	<ul style="list-style-type: none">• Significant post qualification experience, in Social Services, Health related agencies or related private or voluntary organisation, of a magnitude that enables the post holder to have achieved the relevant level of the Capabilities Framework.• Working in a multi-agency environment/partnership• Experience within a specialist area (i.e. long term conditions, transition etc)• Experience of undertaking Assessments and developing Care and Support plans.
SKILLS AND ABILITIES	<ul style="list-style-type: none">• Ability to communicate effectively with clients, carers, colleagues and partner agencies through written and verbal communications• Ability to gather and assimilate information in order to complete Assessments and develop Care and Support Plans.• Ability to build and develop effective working relationships across a wide range of internal and external partners• Good observational and functional assessment skills.• IT skills and effective use of Microsoft Office programs• Able to work effectively under own initiative and as part of a team• Ability to prioritise, forward plan and work effectively on own initiative as well as part of a team• Supervision, mediation and negotiation skills• Ability to contribute to and lead a range of service related projects• Ability and commitment to support the Directorate's Equality and Diversity Policy Statement which is an integral part of the Directorate's service delivery.• Ability to travel across a wide geographical area in a timely and flexible manner to ensure the needs of the service are

	met, including evening and weekend working when required.
KNOWLEDGE	<ul style="list-style-type: none"> • An evidenced based understanding and application of key policies, legislation and statutory guidance, and eligibility
	<p>criteria relating to provision of support to the client group, including the Care Act.</p> <ul style="list-style-type: none"> • Understanding of Person Centred Planning and approaches • Awareness of the local resources available in the community • Knowledge of potential safeguarding issues and understanding of the referral process • Working knowledge of Direct Payments • Detailed understanding of the Mental Capacity Act and undertaking Mental Capacity Assessments. • Compliance with information governance, record retention, confidentiality issues and the General Data Protection Regulations of data protection and confidentiality issues.
KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p>