

## Kent County Council

### Job Description: *Social Work Assistant (Mental Health)*

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<b>Directorate:</b>	<b>Adult Social Care and Health</b>
<b>Unit/Section:</b>	<b>Disabled Children, Adults Learning Disability &amp; Mental Health</b>
<b>Grade:</b>	<b>KR7</b>
<b>Responsible to:</b>	<b>Team Leader – Mental Health</b>

### **Purpose of the Job:**

To undertake assessments for a range of community-based recovery and wellbeing services under the direction of the Team Leader. To undertake Carers assessments; to support and monitor the delivery of care services as agreed with Service Users/Carers; and (under the direction of the Team Leader) in order to meet needs as stated in Care & Support Plans and in accordance with Directorate and County Council policy and procedures and national legislation.

### **Main duties and responsibilities:**

- Participate in a Rota to support the local assessment and Duty System through the provision of social care clinics, to contribute to assessment, care & support planning relating to housing, self-directed support and benefit entitlement.
- Maintain awareness of Safeguarding requirements, raise alerts as appropriate and contribute to enquiries.
- Support Social Workers in preparing appropriate paperwork for the Complex Needs Panel, source residential care and Supporting Independence (SIS) placements, request financial assessments and contribute to the ongoing support, monitoring and reviewing of placements.
- Act as a resource for the team, supporting the identification of Carers and their access to assessments and services. Receive referrals in line with the carers' assessment pathway and undertake assessments. Agree support plans to meet eligible needs, accessing appropriate services in order to achieve the desired outcome of the plan. Ensure support plans and Carers data is accurately maintained on the electronic clinical record.
- Monitor and review standards of service delivery through contact with Carers, to ensure that all services are delivered to the agreed specification and standard and continue to be appropriate; arranging changes in service delivery in consultation with the Social Worker or Team Leader as necessary to continue to meet the needs of the Carer.
- Support service users and Carers to access advocacy. Contribute to the receivership process and cases where Power of Attorney and Court of Protection issues apply, in collaboration with other relevant staff in order to assist clients towards self determination of their care and support arrangements.

- Build links and partnerships with 3<sup>rd</sup> party providers, individual users and carers groups in order to maximise the Multi-Disciplinary Team's access and engagement with community and wellbeing services. Support Social Workers to establish personal budgets and direct payments for service users and carers where appropriate.
- Refer service users for financial assessments in line with the Directorate's policy. Ensure that service users and carers are fully aware of their benefit entitlements in order to maximise their available income and to enable the appropriate charge to be made when applicable.
- Maintain service user records by recording and up-dating all social care needs and financial assessments, all care and support plans (including costs, providers and monitoring arrangements, and all details of monitoring activity, using the KCC electronic system as appropriate). Ensuring verification of records where appropriate.
- Contribute to the AMHP Back-Up Rota as required.

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: *Social Work Assistant (Mental Health)*

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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.

	<b>CRITERIA</b>
<b>QUALIFICATIONS</b>	<p>Diploma in Health &amp; Social Care Level 2 (or equivalent)</p> <p>Working towards/commitment to undertake Level 3 (or equivalent)</p> <p>GCSE or equivalent in Mathematics and English</p>
<b>EXPERIENCE</b>	<p>Significant experience of working in a caring environment, including the undertaking of initial assessments and risk assessments and the drafting of care &amp; support plans</p> <p>Experience of working within a multi-agency environment</p>
<b>SKILLS AND ABILITIES</b>	<p>Able to demonstrate skills and abilities at the entry level of the Professional Capability Framework for Social Workers</p> <p>Good communication skills, both orally and written, in order to communicate effectively with service users and their families, colleagues and external agencies</p> <p>Computer literacy</p> <p>Ability to prioritise workload and to work effectively on own initiative as well as part of the team</p> <p>Ability to demonstrate a sensitive, tactful and empathetic response to clients and carers</p> <p>Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day</p> <p>KCC is committed to an Equal Opportunities policy that respects people as individuals regardless of age, ethnic origin, gender, sexual orientation, disability, or religion. It is therefore essential that the post holder recognizes that equal opportunities are an integral part of the Directorates service delivery and relationship with the public. The post holder will be required to work within anti-discriminatory practice</p>

<p><b>KNOWLEDGE</b></p>	<p>Knowledge of the needs of people with mental health needs</p> <p>Knowledge of the welfare benefits system</p> <p>Knowledge of the resources available in the local Community and an awareness of new services and initiatives</p> <p>Knowledge of the legislation underpinning the provision of social care services</p> <p>Knowledge of legislation as it relates to Carers</p> <p>Knowledge of legislation and multi-agency safeguarding procedures</p> <p>Knowledge of key legislation – mental health and mental capacity legislation</p> <p>Awareness of equal opportunities issues</p> <p>Sound awareness of social issues and knowledge and experience of the problems relating to particular service users</p>
<p><b>BEHAVIOURS AND KENT VALUES</b></p>	<p><b>Kent Values:</b></p> <p><b>Open</b></p> <p>Act with integrity, honesty and transparency  Work in new ways  Be willing to learn  Treat people fairly and with respect</p> <p><b>Invite Contribution and Challenge</b></p> <p>Work collaboratively to find new solutions  Put the interests and wellbeing of customers first  Open to challenge</p> <p><b>Accountable</b></p> <p>Take personal and professional responsibility for your actions and performance</p>