

Kent County Council

Job Description: Senior Practitioner, Mental Health Service

Directorate:	Adult Social Care & Health
Unit/Section:	Disabled Children, Adults Learning Disability & Mental Health
Grade:	KR11
Responsible to:	Service Manager

Purpose of the Job:

Manage a small caseload of high complexity and risk. Work in co-production with a range of statutory and non-statutory partners, people who use our service and carers in order to maximise access to community and wellbeing resources in support of person centred recovery planning. This will include person centred assessment, planning, implementation and evaluation of appropriate action, to ensure that resources are utilised effectively to empower the people who use our service and to safeguard and promote their welfare. The post-holder should be working at the level of capability set out in the Professional Capability Framework and the Kent Social Care Capability Framework for "Advanced Practitioner/Professional Educator/Social Work Manager".

Provide high quality supervision to Social Workers and Social Work Assistants, and act as a practice educator for students and newly qualified social workers undertaking the Assessed & Supported Year in Employment. Apply professional leadership, expertise, skills and advice to raise and maintain standards of professional social work, ensure a safe effective and high-quality service that meets agreed policies and practice requirements and delivers key social care agendas within a multi-agency context.

The postholder will also practice as a Mixed role AMHP and take a lead on areas including safeguarding, self- neglect, mental capacity and self- directed support.

Main duties and responsibilities:

- To take a lead role in developing strong links with primary and secondary care statutory partnership organisations, and the voluntary sector in order to offer an integrated response to people who use our service and carers, which promotes independence and empowers individuals to develop their own recovery plans and to prevent the need for ongoing involvement with statutory mental health services in line with the Care Act.

- Manage a small caseload of high complexity, diversity and risk. This will include the assessment, development and review of care and support plans and community care and residential packages, in collaboration with primary and secondary care colleagues, the Kent Enablement and Recovery service, and voluntary sector staff, to effectively meet the social care needs of people who use our service and their carers. Monitor the use of resources to ensure their effective utilisation in line with service delivery requirements.
- Provide a high- quality resource of professional social work knowledge and expertise to multi agency working arrangements. To include assessments, group meetings, joint work, case audits and reviews. Assist social care staff to deliver an effective and well informed service within an integrated team setting which meets the requirements of Mental Health act, Care Act, Mental Capacity act and human rights legislation. This will include the needs relating to children in the family where appropriate.
- Monitor and evaluate the performance of a group of social workers in accordance with agreed procedures, the HCPC standards of proficiency, and the Professional Capability Framework to maintain high practice standards and enable the continued development of professional skills and expertise that meet service needs and ensures and maintains high quality electronic case records. This will include oversight of safeguarding and self-neglect practice.
- Provide a range of written and verbal reports and attend and advise at key meetings, e.g., Mental Health Review Tribunals, CPA / care planning meetings, adult protection conferences.
- Provide high quality reflective supervision and promote a learning and development culture in the team including acting as a practice educator for social work students, assessing and supporting newly qualified social workers undertaking the Assessed and Supported Year in Employment (ASYE) and ensuring that social workers are supported to identify and access appropriate continuous professional development (CPD) opportunities.
- Take a lead role in the development of the Mental Health Social Work service, specific practice areas, and multi-agency initiatives to achieve a more effective use of resources and to develop joint working practices with a range of other services to ensure a holistic approach to people who use our service and their families/ networks, including those in transition between services.
- Maintain an awareness in changes in mental health theories, legislation, KCC policies, local and agency practices in order to disseminate knowledge and contribute to the delivery of a high standard of service. Take the lead for collating and disseminating developments in the evidence base for Mental Health practice.

- Take a lead in ensuring high quality AMHP practice within the community and provide supervision and de-briefing for AMHP activity including Guardianship nearest relative, section 117 and social supervision. Ensure registers are maintained in accordance with good practice.
- Contribute to the work of the management team, as required, to ensure comprehensive cover of key management functions.
- Ensure information systems and client records are effectively maintained and shared as appropriate in accordance with KCC Adult Social Care & Health policy in order to provide up-to-date and accurate information, upon which decisions affecting service delivery can be made.
- Actively participate in, and contribute to your supervision and team meetings, to ensure that the service utilises a robust evidence and research base to inform the interventions offered and to ensure that continuous professional development is maintained. Attend mandatory and core training courses as agreed in your TCP.action plan. Actively pursue development opportunities to address gaps in your Safeguarding Capability framework and to achieve progression in line with the PCF.

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: Senior Practitioner, Mental Health Service

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	<p>Degree in Social Work or equivalent and registration as a social worker with Social Work England</p> <p>Approved Mental Health Professional</p> <p>Meet the requirements of Practice Educator Standards stage 2</p>
EXPERIENCE	<p>Significant diverse post qualifying experience in working in integrated adult mental health services</p> <p>The post holder should be working at the level of capability set out in the Professional Capability Framework and the Kent Social Care Capability Framework at the Advanced Practitioner/Professional Educator/ Social Work Manager level</p> <p>Experience of research in evidence-based practice and leading on the evaluation and improvement of services</p> <p>Experience of seeking and acting on feedback from people who use mental health services and carers to improve the patient experience</p> <p>Experience of providing consultation, mentoring, and developing qualified Social Workers and other members of social care staff and liaising with other service providers</p>

SKILLS AND ABILITIES	<p>Ability to work within an integrated partnership environment and to contribute to Working Groups and the dissemination of information consistently across the Directorate</p> <p>Ability to assess and manage effectively the performance and development needs of social work staff</p> <p>Ability to act as a mentor and demonstrate teaching skills</p> <p>Effective negotiating and interpersonal skills</p> <p>Ability to identify ways to overcome issues that threaten delivery of services, escalating risks where appropriate and dealing with emergency situations</p> <p>Ability to contribute to research and monitoring of agency functioning and effectiveness</p> <p>Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day</p> <p>Computer literate with good written skills for report and assessment writing and presentation.</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 local authority's service delivery and relationship with the public. The post holder will be required to work within anti-discriminatory practice.</p>
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KNOWLEDGE	<p>Good working knowledge of all relevant Mental Health and Social Care legislation and Codes of Practice</p> <p>Good working knowledge of Social Work England requirements</p> <p>Good working knowledge of directorate and corporate procedures and practice and joint working practices relating to Mental Health</p> <p>Good knowledge of local and National policy and initiatives in social care and mental health</p> <p>Good working knowledge of models of mental disorder treatments, and approaches to social work intervention including complex family dynamics</p> <p>Understanding of data quality and validation issues and ability to ensure accurate inputting of data and information to maintain its integrity and store it safely and correctly</p>
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BEHAVIOURS	<p>Kent Values:</p> <p>Be open Treat people fairly and with respect Welcome and expect change and evolving technology</p> <p>Invite contribution and challenge Work collaboratively to find new solutions Be open to challenge</p> <p>Be accountable Take personal and professional responsibility for your actions and performance Focused on outcomes</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
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