

Kent County Council

Job Description: *Community Senior Practitioner – MCA, DOLS, Best Interests Assessor*

Directorate:	Adult Social Care & Health
Unit/Section:	Deprivation of Liberty Safeguards (DOLS) County Team
Grade:	KR11
Responsible to:	DoLS Service Manager

Purpose of the Job:

Provide professional expertise and advice to practitioners and multi-agency partners, to assist in the ongoing development of an effective and high quality service that meets the requirements of relevant policies and procedures, in compliance with the Mental Capacity Act 2005 and the Cheshire West Supreme Court Judgement 2014, and in line with emerging case law, and pending Liberty Protection Safeguards.

Provide education, oversight, performance monitoring and quality assurance of the use of the Community Deprivation of Liberty (DoL) screening tool to ensure that the highest risk cases are brought to the Court of Protection (COP) more urgently to ensure individual's human rights are safeguarded as far as possible.

Provide professional oversight, monitoring and quality assurance of Community DoL applications, applying the Re X process for non-complex situations and the Personal Welfare application process for more complex cases, which require a high level of specialist expertise and legal literacy, on behalf of Kent County Council, as determined by legislative requirements.

The postholder should work in line with the Social Care Capability Framework.

Main duties and responsibilities:

- Provide education, oversight, performance monitoring and quality assurance of the use of the Community DoL screening tool on Kent systems.
- Quality assure COPDOL applications: For ReX - cop11, cop3/Mental Capacity Act (MCA), Best Interests Meeting (BIM) minutes, care plan, General Practitioner (GP) letter, For Personal Welfare – cop1, cop1b, cop24, cop3/MCA.
- Act as liaison for Rule 1.2 representative service with the Advocacy People to deal with process and practice issues and escalate where appropriate
- Monitor high priority cases and Community DoL cases with Invicta Law.
- Provide Lifespan Pathway teams with general MCA advice and guidance.
- Monitor cases and report on performance across the county as required by senior management.
- Continuous evaluation of demands of community dols and themes arising.
- Seek clarity around applications, i.e. amendments requested by legal to ensure consistency.
- Cascade good COPDOL application examples to improve applications and cop3 assessments.

- Cascade new and relevant info/resources for applications to allocated worker when high priority case identified.
- Ensure forms for community DoL process are appropriate and current.
- Maintain up-to-date resources around MCA and COP application work and share as needed.
- Liaise with Integrated Care Board (ICB) safeguarding team and escalate when General Practitioners have not responded or refused to provide medical evidence of Unsoundness of Mind for Community DoL applications.
- Provide guidance for Chair or Decision-makers for best interests meetings for highly complex and contentious cases.
- Liaison with Learning and Development related to DoLs in community.
- Provide presentations and workshops for community teams on MCA, BIA, Community DoLs and LPS.
- Meet new staff as part of induction to discuss Community DoLs process.
- Attend and contribute to Local Multi-Agency Network attended by NHS, MHT, Medway DoLs, The Advocacy People, and Best Interests Assessors.
- Liaison with team creating systems LPS/ Mosaic, request changes to forms and workflows to improve compliance and effectiveness of Community DoL process.
- Provide advice/guidance to other directorates when requested.
- Keep up to date with any changes to law re COP work and cascade relevant info.
- Undertake Residential DOLs assessment 1 a month- BIA rota.
- Undertake Continuing Professional Development / training.
- Review and update Community DOLS process in partnership with the Policy and Performance teams.
- Develop guidance and Easy Reads for MCA, BIA, Community DoLs.
- Contribute to ideas and plans for service delivery improvements.
- Advise and guide children and young people's teams on the different processes for Under 16s, 16-17-year-olds and those that fall under the National Family DoLs Court rather than the Court of Protection

Footnote: This job description is provided to assist the job holder to know what their 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: *Community Senior Practitioner – MCA, DOLS, Best Interests Assessor*

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>Best Interests Assessor qualification (essential)</p> <p>Related professional qualification – social worker, first level nurse, occupational therapist, approved mental health professional or chartered psychologist</p> <p>Up-to-date registration with appropriate professional body</p> <p>Achieved the relevant parts of the post qualifying competency framework that are required to progress to this level.</p> <p>Hold current BIA refresher certificate.</p>
EXPERIENCE	<p>Experience of completing court applications, preferably COPDOL applications (Re X and Personal Welfare)</p> <p>Currently practicing BIA assessment work (full-time or rota basis)</p> <p>Significant diverse post qualification experience, in Adult Services, Health-related agencies or related private or voluntary organization</p> <p>Experience of casework spanning a range of complexity and client groups in adult services</p> <p>Supervision and development of staff</p> <p>Joint working with partner agencies, including Advocacy</p>
SKILLS AND ABILITIES	<p>A high standard of assessment and written report-writing, using evidence-based practice and case law</p> <p>A high degree of legal literacy</p> <p>Effective interpersonal and negotiation skills in order to communicate effectively with relevant persons, colleagues and partner agencies</p> <p>Computer literate</p> <p>Prioritise and work effectively on own initiative as well as part of a team.</p>

	<p>Able to work under pressure and open to feedback and challenges from other professionals in this complex area of work</p> <p>Act as a mentor and demonstrate teaching skills. Assess effectively the performance and development needs of staff.</p> <p>Contribute to and lead working groups. Dissemination and communication of information consistently across the Directorate utilising a range of media platforms.</p> <p>Presentation skills required</p> <p>At times, may need to travel across a wide geographical area in a timely and flexible manner at various times of the day in accordance with the needs of the job</p>
KNOWLEDGE	<p>High level of working knowledge of MCA/DOLS/LPS and other relevant legislation and theories underpinning the provision of services to different client groups, i.e. MHA 2007, Children Act 1989, Care Act 2014, Human rights Act 1998.</p> <p>High level working knowledge of directorate and corporate policies, procedures and practice.</p> <p>Expert understanding of relevant practice theories.</p> <p>Good understanding of joint working with partner agencies</p> <p>Good working knowledge of the Mental Capacity Act 2005 including MCA/DOLS compliance issues and the changes in the law with the introduction of the Liberty Protection Safeguards .</p> <p>Good working knowledge of case law, relevant recent research and governmental and corporate initiatives</p> <p>Good working knowledge of adult safeguarding issues</p> <p>Good working knowledge of community DOLS applications to the Court of Protection</p> <p>Working knowledge of compliance with General Data Protection Regulations.</p> <p>Awareness of legislation relating to Equal Opportunities and KCC equality and diversity policies, procedures and legislation</p> <p>Good understanding of differences in processes: Community vs Resi DoLs, Under 16s, 16-17-year-olds, Re X, Personal Welfare applications and Inherent Jurisdiction</p>

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>
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