



TRAFFORD  
COUNCIL

## Senior Practitioner/AMHP

## Role Profile

<b>Service:</b>	Adult Social Care
<b>Band:</b>	Band 9
<b>Reporting to:</b>	<b>Older Adult</b> Community Mental Health Team Manager
<b>Responsible for:</b>	N/A

## About Us

Trafford is a great place to live, work, learn and visit. From its leafy suburbs, to its more urban areas, the borough takes pride in its strong, diverse communities, its cultural and sporting heritage and its position at the heart of the region's economic powerhouse.

Trafford Council and its partners in the public, private and third sectors are embarking on a Vision which sees us working together to close inequality gaps and maximise Trafford's huge potential.

***Our vision: Working together to build the best future for all our communities / everyone in Trafford.***

Our vision is about giving people in Trafford greater choice about where they live; to build and sustain in thriving communities; and to develop areas which we can all take pride in. It's about people living healthily; receiving care when they need it and having access to our green spaces with great transport links across the borough.



## Our Culture

Trafford Council employs around 2300 non-school members of staff and as one of the biggest employers in the borough, we work hard to make Trafford Council an employer of choice. We care what you think and believe you are more than just a job role. We have a great benefits' package and a real focus on your health and wellbeing, as well as, extensive learning, succession and development opportunities.

For us, it's not just about *what* we achieve as an organisation, but *how* we do it. Therefore, all employees are expected to display our **EPIC** values.

**At Trafford Council we are EPIC**

**We EMPOWER** – We inspire and trust our people to deliver the best outcomes for our customers, communities and colleagues.

**We are PEOPLE CENTRED** – We value all people, within and external to the organisation and give those around us respect. We will act with honesty and integrity in all that we do, and create an environment that enables everyone we work with to thrive and succeed.

**We are INCLUSIVE** – We are committed to creating an environment that values and respects the diversity and richness differences bring

**We COLLABORATE** – We build relationships, collaborate; treat people as equal partners and work together to make things happen.

## About the Role

This Role Profile outlines the key tasks you will be expected to perform to give you an understanding of a typical day and the key activities that you will be expected to deliver or contribute to the delivery of.

The 'About You' section explores what qualifications, experience, skills and knowledge you will need for the role.

We are a values based organisation and you will need to reflect our values, as well as the requirements in 'About You' in your application.

### Your Main Priorities

The post holder will work as a member of the Older Adult Community Mental Health Team within Greater Manchester Mental Health Trust, contributing social work leadership and values to the delivery of mental health care to service users. This will involve supporting colleagues to deliver a service that is recovery focussed and promotes independence.

### Key Duties

- Supervising social work colleagues to promote best practice.
- Working as an AMHP or be willing to undertake training to be an AMHP
- Demonstrating strong social work values in the multi-disciplinary team
- Planning and organising assessments to ensure a timely response to the referral
- Producing clear assessments based on the assessed needs for care and supporting which are Care Act 2014 compliant
- Presenting assessments to the multi-disciplinary team
- Building networks of support available in the community, making use of digital solutions and signposting to GM wide sources of support; particularly those addressing the stress of living with the pandemic
- Organising practical support where needed
- Being both anti-discriminatory and empathetic in approach
- Being literate in the use of the relevant legal frameworks available to social workers
- Monitoring the quality and complexity of social work practice to ensure that service users' needs are met

- Providing advice and guidance in relation to the operation of the Mental Health Act 1983, Care Act 2014, and the Mental Capacity Act 2005
- Contributing to the investigation of incidents and complaints, and sharing lessons learned
- Undertaking any other duties commensurate with the grade of the post

## About You

### **Qualifications and Professional Development**

- A recognised Social Work Qualification (CQSW, CSS, DipSW, Degree in Social Work)
- Must be registered with Social Work England
- Evidence of post registration development relevant to the post to degree level
- AMHP authorisation or willingness to train

### **Experience and Knowledge**

- At least 3 years' post qualification experience of working in an adult social care setting, with 2 years at level 3
- Experience directly working with adults experiencing mental health difficulties
- Experience working as part of a team and in a multi-disciplinary partnership to meet service standards and deliver a shared goal
- Knowledge of relevant governance systems and their influence on current practice
- Awareness of recent government policies and directives and the implications for community service delivery both health & social care
- Knowledge of Community Mental Health Teams and Care Programme Approach
- Extensive knowledge of the legal frameworks Mental Health Act 1983, Care Act 2014 and Mental Capacity Act 2005, and understanding the implications for Social Work practice and health initiatives
- Understanding GDPR principles and responsibilities

### **Skills and abilities**

- Excellent assessment, care planning and risk assessment skills, able to monitor the quality and complexity of social work practice to ensure that service users' needs are met
- Ability to develop creative solutions to assessed needs
- Excellent analytical skills to interpret complex facts and situations; an informed/evidence-based approach
- Ability to review and audit current practice and implement appropriate change
- Able to effectively maintain positive working relationships with third sector organisations/service user led support groups/other agencies/advocacy services
- Ability to work collaboratively with teams, internal and external agencies/organisations, service users and their families/carers
- Excellent organisational skills; managing time and resources effectively
- Ability to independently plan and prioritise own caseload, often working under pressure to deadlines
- Excellent written and verbal communication skills, with the ability to present to a range of audiences
- An influential and persuasive communicator
- Ability to write reports and maintain accurate and contemporaneous records on all systems
- Proficient ICT skills with knowledge of and able to use Word, Outlook, Excel, and management information systems
- Supervisory skills to motivate, support and develop social work colleagues, sharing key policy and legislative changes with the team
- Empathetic and non-discriminatory approach to service delivery; able to appreciate the stigma associated with mental health diagnoses/labels

### **Special Conditions**

- Enhanced DBS required
- Willing and able to travel to sites within the Trafford Borough
- Commitment to working outside of normal hours from time to time, including weekends, to carry out emergency assessments if needed

### **Health and Safety**

To operate safely within the workplace with regard to the Council's health and safety policies, procedures and safe working practices. To be responsible for your own Health and Safety and that of other employees.

### **Equalities & Diversity**

To work within the Council's Equalities and Diversity Policy, embracing through personal example, open commitment and clear action that diversity is positively valued, resulting in access for all by ensuring fair treatment in employment, service delivery and external communications.

### **Customer Care**

To continually review, develop and improve systems, processes and services in support of the Council's pursuit of excellence in service delivery.  
To recognise the value of its people as a resource.

### **Training and Development**

To identify training and development needs with your manager, taking an active part in your Personal Development and Review Plan. To access development opportunities as they arise and share learning with others and where appropriate, actively encourage a learning environment and development within others.

### **Policy**

To work at all times within the established policies and practices of the Council, within the framework established by the Council Constitution and associated guidance.

### **Information Governance**

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to personal and or sensitive information relating to service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the Council unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence and or data breach has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Council and its service users and employees will remain the property of the Council. Information may be subject to disclosure under relevant legislation.

To ensure information is shared safely and complies with information governance standards and associated legislation.