



TRAFFORD  
COUNCIL

## Job Title Senior Practitioner Social Worker

**Service:** Trafford Older Adults Community Mental Health Team

**Grade:** 9

**Reporting to:** Team Manager

**Responsible to:** Operational Manager

### 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**

To assist the team manager in the management the day to day delivery of The Older Adults Community Mental Health Team and provide support and guidance to colleagues to assure that work is carried out in accordance with CPA and a recovery-based model of care.

### **Key duties**

1. To deliver supervision to social work staff employed to work in Trafford Mental Health Directorate, ensuring that social work practice is of a consistently high standard.
2. To monitor the quality and complexity of social work practice to ensure the service users' need is met within the framework CPA and of the delegated statutory responsibilities of the Local Authority.
3. To carry out and actively manage a limited caseload of complex cases.
4. To complete and support others to complete social care commissioning for a range of care packages.
5. To carry out rotational duty work and triage new referrals into the service and contribute to the out of hours weekend work on a rotational basis.
6. To be responsible when appropriate, in the absence of the Team Manager, for the allocation of referrals and to deputise into their role.
7. To make sure that key policy and legislative changes relevant to social work and the delivery of social care are communicated to both health and social work colleagues.

8. To provide advice and guidance in relation to the operation of the Mental Health Act 1983 and Mental Capacity Act 2005. To also advise around issues concerning mental capacity and Deprivation of Liberty.
9. To chair case conferences, reviews and strategy and MDT meetings when necessary.
10. Where appropriate to contribute to the investigation of incidents and complaints, and then to communicate lessons learned.
11. To play an active role in service development, actively leading and promoting social work values and the social work agenda.
12. To play a key role in development and implementation of policies and procedures.
13. To chair Vulnerable Adult case conferences/professionals' meetings where appropriate.
14. To maintain up to date electronic clinical records, and accurate supervision notes.
15. To act as an Approved Mental Health Practitioner. To provide advice and supervision to AMPH colleagues.
16. Any other appropriate duty as required by the Director of Trafford Mental Health Services.

### **Qualifications and Professional Development**

- Recognised registered professional qualification in social work e.g. CQSW, CSS, DipSW, Degree in Social Work or equivalent
- Evidence of continued professional and personal development

There is an expectation that Senior Practitioners will have the PQ1 and PQ2 award or a commitment to undertake this training asap after appointment AMHP warrant

AMHP warrant

#### **Health and Care Professions Council**

Applicants should be registered with the Health and Care Professions Council

### **Experience and Knowledge**

- At least 3 years' experience of working in an Adult Community Mental Health Team.
- Experience of undertaking safeguarding vulnerable adult enquiries and collaborating with other professionals to develop robust protection plans.
- Extensive experience of working as an AMHP
- Experience of multi-agency working and networking
- Experience of staff or student supervision
- Knowledge of legislation; Mental Health Act 1983(2007), Mental Capacity Act 2005, Deprivation of Liberty Safeguards, Social Care Act 2014.
- Broad understanding of key legislation, regulations, guidance and frameworks in relation to care and support of mental health service users

- Knowledge of working within multi-agency safeguarding procedures to safeguard adults and children
- Detailed expert knowledge and understanding of the legislation, regulations and guidance relating to social care e.g. commissioning social care support

### **Skills and abilities**

- High standard of communication skills – written, verbal and listening skills
- Ability to assess and manage risk
- Ability to build partnerships with a wide range of professionals, external partners and stakeholders
- Conflict resolution skills
- Ability to work in a team and support colleagues
- Operational skills - ability to assess and manage risks
- Ability to organise and prioritise work within appropriate timescales when under pressure
- Determination to improve the quality of life outcomes for all mental health service users, particularly those who are most vulnerable and at risk
- Supervisory experience
- Robust and resilient
- Commitment to ensuring services improve outcomes for children and young people living in households where primary care givers have mental health problems.

**Special Conditions**

- DBS required
- Politically Restricted
- Car User
- Unsocial Hours/Weekend

Date prepared/revised: 29.11.21

Prepared/revised by: Julie Carey Team Manager

### **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.