



TRAFFORD  
COUNCIL

## Social Worker – Mental Health

## Role Profile

**Service:** Adult Services  
**Grade:** Band 8 / Level 3 (+AMHP allowance)  
**Reporting to:** Locality Manager  
**Responsible for:** No direct reports

### 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 contribute to the delivery of mental health services, and provide a casework service in collaboration with service users and CMHT colleagues. To practice in accordance with CPA and the recovery model of care.
- To manage a caseload – assess, plan, implement and review and evaluate care, negotiating for and coordinating the application of resources and seeking modification of attitudes or behaviour when required.
- To co-ordinate and access the use of additional resources, such as, specialist interventions from other agencies or professionals, supported accommodation or day time activities. This may include all client groups and more vulnerable individuals, or those with complex problems. This post is specific to CMHT interaction with service users.
- The postholder will be expected to work flexibly to meet the demands of the service. This includes some weekend working.

### **Key duties**

- To make an assessment of service users needs in line with agreed CMHT protocols and procedures.
- Undertaking visits to service users' homes and to support service users to engage fully in their local communities.
- To provide assistance to service users to enable them to maintain appointments with other parts of the mental health service and with other agencies, escorting duties, including attending court, when appropriate to the circumstances.
- To provide information to service users and negotiate for and co-ordinate the provision of specialist, other agency, residential, domiciliary and other resources as appropriate and to organise/attend case conferences and to visit local authority, residential and day care establishments to provide support to service users.
- To assess the needs/problems of service users and plan specific objectives for meeting those needs within the framework of the Care Programme Approach, recovery based principles and evidence based practice.

- To implement and evaluate action or treatment plans in collaboration with service users, carers and the MDT.
- To act as mediator and advocate on behalf of the service user, the local authority, the family and society in general, with a view to resolving and/or controlling problems and/or conflict. Undertaking visits to client's relatives, friends or neighbours as appropriate.
- To undertake specific areas of work and supervise personnel, including trainees.
- To participate in CMHT duty worker rota as directed by the Locality Manager or nominated deputy.
- To participate in CMHT weekend working rota as directed by the Locality Manager or nominated deputy
- To participate in the AMHP rota if qualified to practice as an AMHP. To undertake standby duties if required and to undertake the AMHP role providing emergency mental health act assessments as part of the AMHP duty rota, and provide mental health act advice and support within the CMHT. To deliver S7 and CTO assessments as required.
- To work in accordance with Trafford Multi-Agency Safeguarding Procedures to ensure that mental health service users live a life free from harm.
- To maintain up to date service user records using the electronic database, prepare and provide reviews and reports and maintain a workload management system as required.
- To attend departmental meetings, discuss cases and staff development needs and to undertake training programmes as and when required.
- To operate as part of a multidisciplinary team, attending and contributing to clinical meetings and professionals meetings, providing a social work perspective and utilising a social work knowledge base.
- To work at all times within the established policies and practices of GMWMHFT.
- Without prejudice to be foregoing, to undertake any other duties as directed by the Assistant Director of operations and to function within such areas of operation as required, in the interest of the service.

## About You

### Qualifications and Professional Development

- DIP/SW Qualification or Social Work Degree
- Experienced level 3 social worker
- Registration with the Health Care Professions Council (HCPC)

- If currently not AMP trained – commitment to undertake training

**Experience and Knowledge**

- Significant mental health experience in statutory or voluntary sector
- Up to date knowledge of Mental Health Act 2007 Mental Capacity Act and Community Care Legislation.

**Skills and abilities**

- Good communication skills.
- Sound Assessment skills.
- Risk Assessment and Risk Management experience.
- Engagement skills.
- Self-motivated, committed to anti discriminatory practice.

**Special Conditions**

- DBS required
- Car User
- Occasional Unsocial Hours/Weekend working

Date prepared/revised: Aug 2019

Prepared/revised by: HG

### **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.