

JOB DESCRIPTION

Job Title	Social Worker (Mental Health)
Portfolio	Social Services
Reports to	Team Manager
Location	Community Mental Health Team (Mold)
Job Reference/ID Number	

Job Purpose

The post holder, as an integral part of a range of Mental Health Services in Flintshire will provide a social work contribution sensitive to the needs of people with severe mental health problems and their carers and families. The post holder will play an important part in the provision and development of Community Care activity within the team, to include joint assessment, care planning and care provision. Care provision will include individual and where applicable, group and team approaches. The post holder will be encouraged to develop areas of expertise in accordance with the needs of the Community Mental Health service and their own special interests. The post holder will be committed to the principles of working in partnership with key stake holders. This includes other agencies, such as Health and Voluntary Sector Organisations as well as service users and carers.

Principal Accountabilities

To provide a comprehensive social work service to people with severe mental health problems and their families/carers within Flintshire, by working flexible hours with other team members and so providing an extended hours service.

2.2 In conjunction with the relevant Care Co-ordinator, to provide assessments of the needs of people with severe mental health problems and their carers. Following assessment and in liaison with relevant others; to implement appropriate Care Plans and to co-ordinate packages of care designed to meet agreed needs and with the aim of maintaining people within their own home and community wherever possible.

2.3 In conjunction with the relevant Care Co-ordinator to regularly review, evaluate and monitor the effectiveness of Care Plans and packages of care, alongside service users, families, carers and other providers/agencies where appropriate.

2.4 To ensure appropriate provision of community support services either from internal providers or to purchase appropriate services from approved providers according to assessed needs and to monitor and evaluate the delivery of that service according to fluctuating need.

2.5 To contribute to the provision of a range of therapeutic interventions as necessary, including individual counselling and group work.

2.6 To operate with the Department's service policies and procedures alongside the County Council's strategic objectives and the All Wales Mental Health Strategy as well as Government guidance and relevant legislation.

2.7 To contribute to the identification of local needs and support the development of social work practice services in ways designed to meet those needs.

2.8	To maintain a detailed knowledge of current trends and developments in Mental Health including in areas relating to service user and carer participation.
2.9	To work in partnership with service users and carers ensuring the best practice is adopted to meet individual's needs and when appropriate their carer's needs.
2.10	To maintain accurate and relevant records as required.
2.11	To provide risk assessments when required in relation to client risk to self or others.
2.12	To provide specialist support and advice to Social Workers / Care Managers and other staff within Social Service Department when requested to ensure that comprehensive assessments and joint interventions when necessary are undertaken with complex cases.
2.13	Ability to work constructively within a multidisciplinary setting. This involves good communication and person skills and includes:- The ability to acknowledge and accommodate other view points, especially those arising from professional value and training bases. The ability to constructively promote social work values within the multidisciplinary setting. The ability to contribute to the enhancement of client service by bringing together different ideas and approaches. The ability to negotiate with relevant others to achieve most effective use of resources.
2.14	To undertake any other duties which may be required by the Department to the same level of responsibility as this post.

Supervision/Management of People
Employment Checks/Specific Requirement i.e. DBS
Special Working Conditions

Person Specification		
<i>The person specification sets out the skill, knowledge and experience that are considered to be necessary to perform the role and will be used in short-listing both at application and interview stage. It is therefore important that you demonstrate on your application how you meet all of the essential requirements.</i>		
Academic/ Professional Qualification	Essential / Desirable	How this will be assessed?

Knowledge and Experience		
A recognised Social Work qualification (DipSW, CQSW or CSS) If not an Approved Mental Health Practitioner, it is essential that the post holder is willing to undertake training and then to act as AMHP on behalf of the Department, once qualified	Essential	Application/Interview
AMHP qualification. PQ/PQ1 Mental Health	Desirable	Application/Interview
Experience of working in a care setting.	Essential	Application/Interview
Ability to undertake assessments of needs of people with severe mental health problems and their carers.	Essential	Application/Interview
Ability to design appropriate and creative care plans to monitor and evaluate their effectiveness and to make responsive changes	Essential	Application/Interview
Ability to involve service users and carers within the assessment and review process.	Essential	Application/Interview
Ability to provide risk assessments.	Essential	Application/Interview
A commitment to continuous updating of service knowledge, current trends and developments within Mental Health Services.	Essential	Application/Interview
Good communication skills both verbal and written. Written skills need to include accuracy and evidence based options. Verbal skills need to include clarity and assertiveness.	Essential	Application/Interview
Ability to work constructively with a range of multidisciplinary staff and to promote social work values and determine effective outcomes.	Essential	Application/Interview
Ability to acknowledge and accommodate other viewpoints	Essential	Application/Interview
Ability to negotiate with relevant others to achieve co-ordinated and integrated care and effective use of resources.	Essential	Application/Interview
Ability to work in partnership with key stakeholders including service users and carers.	Essential	Application/Interview
Ability to work flexibly and on own initiative as appropriate	Essential	Application/Interview
Ability to work under pressure.	Essential	Application/Interview
Ability to manage own time including to deadlines and workload	Essential	Application/Interview
Previous experience of working with people who have severe mental health problems, preferably in a community setting.	Desirable	Application/Interview
Experience of care management role and designing of care packages in a flexible way to meet fluctuating needs.	Desirable	Application/Interview

Skills		
Ability to speak Welsh	Desirable	Application/Interview
An understanding of the values necessary to deliver a service which promotes the independence of the individual within a framework of safety.	Desirable	Application/Interview
Knowledge of causation factors in deteriorating mental health. Knowledge of current models of good practice which promotes mental health. Knowledge of other agencies, other professional roles and voluntary/independent sector provision.	Desirable	Application/Interview
Flintshire County Council Core Behavioral Competencies	Essential	How this will be assessed?
Customer First: Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation.	Essential	Application/Interview
Working Smarter: Being clear about what you are expected to deliver in your job and have the skills, motivation, enthusiasm and commitment to work effectively.	Essential	Application/Interview
Working Together/Partnership: Building and maintaining positive relationships in order to deliver better services for our customers and employees.	Essential	Application/Interview
Communication: Ensuring we understand each other, respect each other express and share ideas and information clearly.	Essential	Application/Interview
Change: Adapting to change and introducing better ways of doing things, through generating ideas and seeking out the best way to deliver our service.	Essential	Application/Interview
Leading and Managing: Leads and motivates self and others to continually improve performance.	Essential	Application/Interview