

Job Description

DIRECTORATE:	Social Services & Wellbeing
DEPARTMENT:	Adult Social Care / Learning Disability, Mental Health & Substance Misuse / Home Treatment Team
POST:	Senior Practitioner – Home Treatment Team
GRADE OF POST:	GR13
RESPONSIBLE TO:	Community Mental Health Service Manager

JOB PURPOSE:

You will promote high standards of professional practice, and provide expert social work input the Home Treatment Team and psychiatric wards, based in Princess of Wales Hospital.

You will provide leadership, and support to the Community Mental Health Services Manager to provide a multi-disciplinary approach and response to individuals in crisis with mental health relates issues, their families, and supporter(s).

You will provide a strength-based outcome focused enabling response to adults, that require a timely social work response. Working with a multidisciplinary approach in the Princess of Wales, Home Treatment Team, your role will be to provide a social work service, including assessment of needs, and where eligible care and support plans, and where appropriate care and treatment plans. Your will promote the independence and wellbeing of individuals, their families and carers, focusing on 'what matters' to people.

You will provide outcome focused interventions and Care and Treatment Plans as specified in the Mental Health (Wales) Measure 2010, and commission services and work collaboratively with partner organisations and professionals as required. You will also monitor and review commissioned services to ensure that it is promoting independence and wellbeing when necessary.

You will provide outstanding social work practice by leading and promoting the delivery of the highest level of practice skills and developments, through the ability to inspire and mentor the team and individual team members.

You will actively promote our 'Strengths-Based Model of Practice-Working to Achieve Outcomes'.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Deputise for the Community Mental Health Services Manager as and when required. To oversee the smooth running of social work input for the Home Treatment Team and psychiatric wards, based in Princess of Wales Hospital, within the Bridgend locality, and reporting back to the Community Mental Health Services Manager.
- Participate on AMHP rota and support the AMHP Service and responding to the need for assessment of s136 requests.
- Facilitate the process of earlier discharge from the psychiatric inpatient wards and ensure a seamless progression back into the community and independent living.
- To complete high quality assessments of the needs of individuals, their families, and their carers with other relevant professionals which will guide the formation of the relevant and associated plans of care and support, and plans of support for carers.
- Have case coordination responsibility for a caseload, working with complex cases, undertaking crisis assessments, developing plans of support with individuals and their supporter(s).
- Being responsible for the line management, mentoring and appraisals of support staff and students. Develop the skill and knowledge base of team colleagues and identify staff training needs and undertake the role of supervisor/practice educator for students within the team.
- Attend and present assessment reports at monthly health funding panels for individuals with complex health needs requiring NHS Continuing Healthcare funding or subject to Section 117 aftercare services.
- Ensuring that practice is of a high standard and that the quality and performance of service is equitable and maintained. Being responsible for own performance against agreed national health and social care targets.
- Ensuring service provision and delivery is preventative, outcome focused and strengths-based and aligned to corporate and national agenda.
- For people with identified eligible needs you will develop collaboratively with people, strengths-based plans of care and support in partnership with other relevant professionals; reviewing and evaluating those plans to ensure they support what matters to people.
- To work effectively and collaboratively as a member of a multi - professional team contributing to multi-disciplinary, integrated working, supporting high risk and complex cases, liaising with other relevant teams, Council departments and external agencies where and as required.
- To plan and commission responses to minimise risks to independence and meet identified needs, monitoring and reviewing outcomes achieved with people we support and their families and carers.
- In conjunction with the Community Mental Health Services Manager, be responsible for ensuring managed care support utilises

proportionate resources to meet identified needs, evidences progression and prevention whilst minimising risks to independence.

- Supporting the Community Mental Health Services Manager, in their responsibilities, ensuring the effective and efficient operation of the Home Treatment Team and the delivery of continual service improvements.
- Collaborate with other relevant professionals that are aligned to the service, enabling individuals to achieve positive outcomes and minimise risks.
- To maintaining up to date recording on the electronic files, and relevant documents as required by the Directorate and Health Board to deliver good standards for practice.
- Preparing for and participate in supervision and appraisals with the team manager and identify personal development and training needs (CPD) to maintain registration.
- To comply with the Directorates Performance Management Framework and working within the relevant legislative, regulatory and policy framework, and associated code of practice and policies in line with joint practice arrangements.
- Managing and being responsible for the resources of the Directorate and Health Board as delegated and required.
- Routinely represent and advocate on behalf of vulnerable individuals, families and carers ensuring their rights are upheld at various forums.
- Represent the council within multi-agency and inter-disciplinary settings.
- Attend and present assessment reports at monthly funding and accommodation panels.
- To implement the national Wales Safeguarding Procedures. Fulfilling the roles and responsibilities for practitioners to ensure that adults are safeguarded who are at risk of abuse and neglect.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

Criminal Records Check

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Senior Practitioner – Home Treatment Team

The following attributes represent the range of skills, abilities and experiences etc. relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Qualifications, Education & Training	<ul style="list-style-type: none"> • A recognised Social Work qualification e.g CQSW, DipSW, BA hons in SW. • Evidence of CPD/Post qualifying training. • Registration with one of the regulatory bodies. • AMHP qualification or equivalent. 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Production of original Qualification Certificates and application form.</p>
Knowledge & Experience	<ul style="list-style-type: none"> • Significant post qualification experience of supporting individuals with mental health issues, and its effects on individuals/supporter(s)/family. • Commitment to effective multidisciplinary, integrated approaches to working. • Knowledge and experience of working with wide ranging, complex needs. • Knowledge of current policy, statutory guidance and the law as it is applied and affects people with disabilities in the delivery of social care & health services, including Social Services and Wellbeing Act (Wales) 2014, Mental Capacity Act (2005) etc. • Experience of practice educating/ supervising/ mentoring and/or managing staff. • Experience of working in partnership with statutory/voluntary organisations to promote the independence of individuals. 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Knowledge & Experience (continued)	<ul style="list-style-type: none"> • Experience of managing within allocated resources. • Direct experience of the Care Co-ordination role, which has legal responsibility as delegated under the Mental Health (Wales) Measure 2010. • Direct experience of court work. • Knowledge of performance management in health and social care settings. • An understanding of the principles of person-centred support. • An understanding of the equality duty of public bodies. 	<p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>
Skills & Personal Qualities	<ul style="list-style-type: none"> • A commitment to achieve the highest professional practice skills, through the ability to motivate, mentor and develop all team members. • Effective interpersonal and people skills. • Ability to prioritise and willingness to take responsibility for workload management and performance. • Ability and commitment to working to the principles of the social model of disability. • To work to the Code of Professional Practice for Social Care. • Willingness and ability to make sound professional judgements including high risk issues about individuals, their families and supporter(s). 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Skills & Personal Qualities (continued)	<ul style="list-style-type: none"> • Ability to manage and resolve conflict in a positive way. • Ability to utilise IT systems to record and evidence work, undertaking any necessary training. • Ability to work in a professional manner, represent the Directorate at a variety of internal and external meetings. • A demonstrable commitment to equalities and anti-discriminatory practice and ability to integrate equality policies into strategy and service delivery. • Excellent investigative skills. • Capacity to problem solve whilst working under pressure. • The ability to communicate through the medium of Welsh. 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>