

# Job Description

## Position Details

<b>Position:</b>	Forensic Social Worker
<b>Directorate:</b>	Adult Services Social Services
<b>Service:</b>	ABuHB – Gwent Forensic Service
<b>Position no:</b>	BG18319
<b>Grade:</b>	8
<b>Hours of work:</b>	37
<b>Work style:</b>	Agile Worker
<b>DBS required:</b>	Enhanced Disclosure with Child and Adult Barred List
<b>Contact:</b>	Alison Minett/ Louise Sherwood
<b>Date:</b>	January 26

**Politically Restricted?**    ☐ Yes\*    ☒ No

\* The position is politically restricted within the provisions of the Local Government and Housing Act 1989 as prescribed in the Local Government Officers (Political Restrictions) Regulations 1990

## About the Position

Reporting to: Team Manager

Responsible for:

Offering guidance, support and advice on complex and high-risk cases. You will offer an in-reach function to Aneurin Bevan University Health Board (ABuHB) inpatient wards, Blaenau Gwent and Torfaen (BGT) Mental Health Teams and specialist community Teams.

As a reflective practitioner, you will provide a range of mental health assessments for people who are experiencing complex, high risk, forensic mental health conditions, including advanced level risk assessments and the provision of evidenced based interventions. Utilising personal autonomy, you will work alongside inpatient and community mental health MDTs in BGT in striving to ensure the best care for our patients

We pride ourselves in providing a high-level service and therefore the need for you to maintain professional development by providing a wide range of wellbeing and support.

### PLEASE NOTE

This post covers the counties of Blaenau Gwent and Torfaen and primarily based in the Gwent Forensic Service, St Cadocs Hospital Caerleon.

## Principal Accountabilities

1. To adhere to the principles of the Corporate Equality Policy and ensure commitment to anti-discriminatory practice.
2. To use initiative and take responsibility for themselves, the quality of their work and the service provided to citizens.
3. To identify and promote citizen/carers outcomes and monitor the progress in achieving these outcomes and goals.
4. To effectively manage caseload and conduct specialist high risk/forensic assessments and make clinical recommendations to health and social care manager/senior clinicians and teams in relation to the care pathway required for referred high risk, complex, and/or forensic patients.
5. To empower citizens to achieve their potential for independence and where appropriate their choices to be met, fostering and maintaining close links with other professionals and agencies working alongside the forensic service.
6. To develop effective risk management plans
7. To ensure implementation of the citizen and /carer outcomes and monitor the progress in achieving these outcomes and goals.
8. To co-ordinate reviews and services ensuring full participation of citizens, carers and families and other relevant partners.
9. To undertake assessments under the South East Wales Protection of Vulnerable Adults procedures.
10. To maintain accurate records of own professional involvement with service users, carers and families in line with the requirements of the Directorate.
11. To act as an advocate on behalf of citizens, carers and families with other professionals.
12. To promote awareness among carers of their entitlement to assessments and where required to undertake those assessments.
13. To maintain training portfolio and comply with registration requirements of Social Care Wales.
14. Comply with all Departmental and Authority policies e.g. Health and Safety.
15. To undertake any additional duties, appropriate to the role of social worker as required by the Director of Social Services.
16. Contribute towards the multi-disciplinary approach in clinical meetings, case conferences and clinical discussion.
17. Devise, monitor and review care and support plans as part of the Social Service and Well Being (Wales) Act in conjunction with the Citizen/partner agencies and carers.

## **General Accountabilities**

1. To comply with the Council's Policy Statement on Health, Safety and Welfare at Work.
2. To positively promote the Council's Strategic Equality Plan and ensure commitment to anti-discriminatory practice.
3. To demonstrate a commitment to ongoing personal development.
4. To adhere to data protection principles whilst undertaking your duties.
5. To be responsible for undertaking your duties in a way that safeguards and promotes the welfare of children, young people and adults at risk. You must bring issues of concern regarding the safety and welfare of children, young people and adults at risk to the attention of the Safeguarding Officer in your service as soon as you become aware of them.
6. Undertake other duties that may be required of you, commensurate of your grade or general level of responsibility within the organisation.
7. Provide Care coordination and social supervision

This job description sets out the main responsibilities of the position at the date it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility.

# Person Specification

Requirements	Essential (E) / Desirable (D)	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
<b>Qualifications</b>		
Diploma/Degree in Social Work	E	A
Registered with Social Care Wales	E	A
Educated to a master's level in a relevant health and social care field	D	A
Approved Mental Health Professional	E	A
Best interest Assessor	D	A
<b>Experience</b>		
3-year post qualification experience in mental health	E	A
Relevant experience working with high risk, forensic/complex individuals	E	A
Working with individuals who present a risk of harm to others	E	A
Experience of working with severe and enduring mental illness	E	A
Working as part of a multi- disciplinary environment	E	A
Extensive risk management skills and knowledge	E	A
<b>Knowledge / Skills</b>		
Understanding of collaborative communication and the principles of Balancing Rights and Responsibilities	E	A/I/PP
Knowledge of principles of assessment and treatment of individuals with mental health issues	E	A/I/PP
Robust knowledge of statutory legislation	E	A/I/PP
Clear verbal and written communication skills and the use of ICT within the workplace (i.e. Microsoft office)	E	A/I/PP
Strong interpersonal skills	E	I/PP
Mental health assessment skills	E	PP
Care planning	E	PP
Delivery of evidence-based interventions in mental health	E	PP
Appreciation of performance management/quality assurance	E	PP
<b>Personal Attributes</b>		
Ability to work under pressure- including meet tight deadlines	E	PP
Ability to work independently and on own initiative	E	PP
Ability to demonstrate anti-discriminatory practice.	E	PP
<b>Special Working Conditions / Requirements</b>		
Support the development of other members of the team	E	PP
Be prepared to undertake best interest assessor training	D	A/PP

Minimum Welsh Language Skill Requirements	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Welsh Language Skills Level 0. Level 1-5 is desirable. Training is optional.	
Welsh Language Skills Level 1 Entry / Courtesy (as a minimum) are desirable and need to be learnt when appointed. Training required: "Welcome Part 1 & 2" (10 hours in total)	A/I/PP
Welsh Language Skills Level 1 Entry / Courtesy (as a minimum) are essential. Training required: "Welcome Part 1 & 2" and "Welcome Back Part 1 & 2" (20 hours in total).	

For further information on the above please refer to the [Welsh Language Skills Guidelines](#)

Welsh language skills requirements beyond the minimum stated above e.g. fluent speaker / proficient writer will be outlined within the person specification under qualifications and skills.

### Personal Competencies

All competencies are regarded as essential, although it is recognised that some may be achieved over a period. All employees are expected to continually develop their competencies in line with the appropriate framework. In addition to those assessed as part of the recruitment process, competencies will be assessed during the probationary period and through the Council's performance coaching scheme.

Competencies – Delivering the Service	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Plans, organises work in advance	PP
Involves line manager / colleagues in setting and meeting targets	PP
Reorganises work when necessary	PP
Sees tasks through to completion whenever possible	PP
Seeks help if workload becomes unmanageable	PP
Uses initiative to report issues that arise that impact on others	PP

Competencies – Improvement and Change	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Is prepared to try new things & feedback results	I/PP
Understands that changes are needed if things are to be improved	I/PP
Finds new and creative ways of doing things better	PP
Actively seeks to develop own skills and knowledge	PP
Learns from mistakes & welcomes constructive feedback	PP

Competencies – Providing Excellent Customer Service	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Recognises the importance of high standards of customer service	I/PP
Is committed to providing an excellent service to all the citizens BGT and ABuHB	PP
Understands the links between own professionalism and the possible impact on the 3 Organisations image	PP
Has a professional attitude that sets an example to colleagues	PP
Takes pride in own work and that of colleagues	PP
Is respectful, courteous and helpful always	PP

Competencies – Team working	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Reacts constructively to others' suggestions and requests	PP
Recognises potential value of others' opinions and actively seeks their contributions	PP
Asks for help when necessary	PP
Actively seeks to help others	PP
Is aware of the impact of own behaviour on others	PP

Competencies – Communicating	Assessment methods: Application (A), Interview (I), Presentation (P), Test (T), Probationary Period (PP), other please specify
Adapts content and style to help others understand	PP
Makes sure that people are regularly informed	PP
Uses appropriate language, gestures and tone when talking with others	PP
Checks others have understood & seeks advice when necessary	PP
Actively seeks to improve all forms of communication with others	PP
Communicates professionally by using formal channels appropriate to the situation	PP

To find out more about working for Blaenau Gwent or Torfaen County Borough Council, visit [www.blaenau-gwent.gov.uk](http://www.blaenau-gwent.gov.uk) or [www.torfaen.gov.uk](http://www.torfaen.gov.uk)