

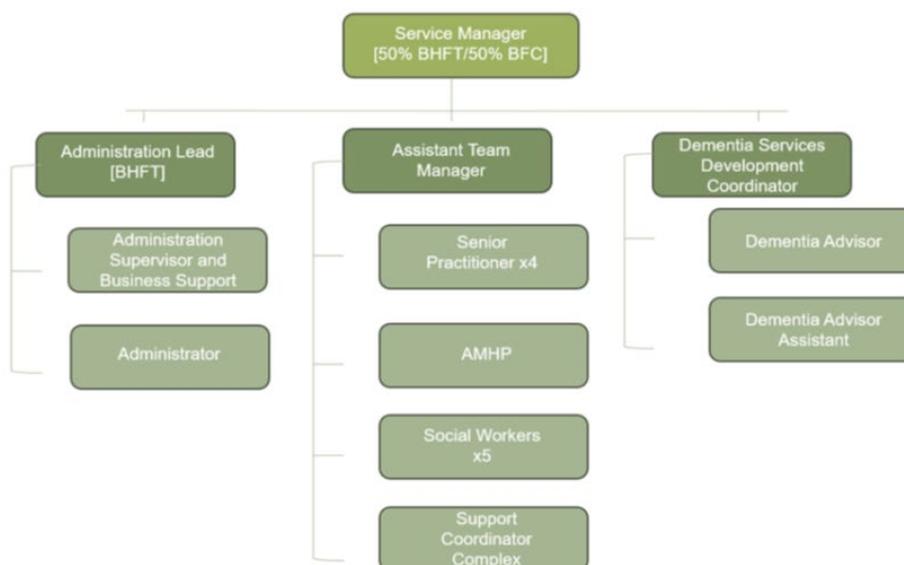
Job description

Job title:	Social Worker – Community Mental Health Team Older Adults (CMHTOA)		
Directorate:	People	Salary:	£46,783 - £48,873 p.a. Includes: £729 London Weighting £963 Essential Car User
Section:	Adults Social Care	Grade:	BG-F SCP 34-36
Location:	Church Hill House	Work style:	Hybrid

Key objectives of the role

- Work as a Social Worker within a multi-disciplinary team, providing support to older people with diagnosed memory problems who require social care due to mental health and/or memory-related issues.
- Coordinate the assessment of individual needs and develop support plans that meet those needs within the available personal budget, promoting choice, control, and independence.
- Ensure that social care needs are met in accordance with departmental eligibility criteria by working collaboratively with service users, their carers, professionals, other agencies, and service providers.
- Connect individuals and their families to community and social networks, enabling them to live independently within their own communities.

Designation of post and position within departmental structure



Daily and monthly responsibilities

- Apply a strength-based approach to connect people with their community and social networks, working collaboratively to problem-solve.
- Work with individuals, including advocates and carers, to develop person-centred plans that meet their needs in ways that maximize independence, choice, and control, while remaining legal and financially viable.
- Act in the best interests of individuals who lack mental capacity, following the principles of the Mental Capacity Act (2005) to ensure their safety until capacity returns or alternative arrangements are made.
- Support the appropriate arrangement and implementation of person-centred plans.
- Work within the legislative framework, national and local policies, and the philosophy of social work practice.
- Document all work and share information in line with legislation, local policies, and procedures.
- Participate in safeguarding activities as an assessing officer.
- Participate in the duty rota as required.
- Manage a caseload of the volume designated by your supervisor.
- Take an active role in your own supervision and appraisal.
- Be professionally accountable for all aspects of your work and provide appropriate professional oversight.

Scope of role

You will be required to work autonomously while also collaborating as part of a multi-disciplinary team.

The Community Mental Health Team for Older Adults is busy and requires timely responses to requests for services. However, you will be supported with sufficient time to meet the demands of the service as part of a supportive team. You will also have the opportunity to reflect, problem-solve, and develop your practice.

All employees have a responsibility to safeguard and promote independence.

Failure to carry out this role appropriately may place service users at risk of harm and expose the Council to reputational damage and potential litigation.

Commitment to the Council's Equal Opportunities policy at all times.

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times.

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.

Person specification

Key criteria	Essential	Desirable
Skills and qualifications	Recognised Social Work qualification and registered with Social Work England	
Competence summary (Knowledge, abilities, skills, experience)	<p>Understanding of and commitment to the requirements of safeguarding vulnerable adults and promoting their welfare.</p> <p>Knowledge of the relevant legislative framework and national policies.</p> <p>Experience in working with older adults with mental illness and memory problems.</p> <p>Commitment to person-centred strength-based values, and knowledge of how to translate into practice.</p> <p>Ability to communicate effectively with a wide range of people in a wide range of circumstances.</p> <p>Empathic and respectful of diversity.</p> <p>IT skills: - Social Care Record, Word, and email.</p> <p>Report-writing skills.</p> <p>Ability to prioritise and organise workload.</p>	
Work-related Personal Requirements	The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of employment.	
Other work requirements	<p>A satisfactory enhanced Disclosure and Barring Service check. This post is exempt from the Rehabilitation of Offenders Act 1974)</p> <p>This role has been identified as public facing in accordance with Part 7 of the Immigration Act 2016; the requirement to fulfil all spoken aspects of the role with confidence in English applies</p>	

Role models and demonstrates the Council's values and behaviours

Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities.

We make our values real by demonstrating them in how we behave every day.

All staff should hold a duty and commitment to observing the Council's Equality and Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality and Diversity legislation and Council policies/procedures.

