

LONDON BOROUGH OF HACKNEY

JOB DESCRIPTION

	POST TITLE:	Mental Health Social Worker / AMHP
DIRECTORATE		Adults, Health and Integration
SERVICE		Adult Social Care
GRADE:		PO2-O3 – Mental Health Social Worker PO4 Approved Mental Health Professional (AMHP) only.
LOCATION:		East London NHS Foundation Trust
	RESPONSIBLE TO:	Senior Practitioner/Team Manager
	RESPONSIBLE FOR:	N/A

PURPOSE OF THE JOB

This is a London Borough of Hackney (LBH) role, based at East London NHS Foundation Trust (ELFT). ELFT provides a comprehensive mental health service to people from a diverse range of cultures and ethnic groups covering the City of London, Hackney, Newham and Tower Hamlets. The post holder should be dedicated to providing high-quality mental health social care within diverse, multi-disciplinary teams, with focus on delivering exceptional interventions that achieve the best possible outcomes for individuals with mental health needs.

Working to promote personalised support and facilitating the opportunities for service user choice and control, they will be responsible for managing a case load, conducting robust assessments in partnership with service users, their carers and multi-disciplinary partners where appropriate.

Duties commensurate with grade PO2-O3:

Assessment and Signposting

- To provide recovery focused, strengths-based social care assessments, signposting and assistance in a way that is consistent with person-centred standards and which promotes independence.
- To be responsible for recognising and assessing adults at risk and following agreed procedures to record, investigate and respond with appropriate and timely support and interventions showing an understanding of mental capacity assessment, risk enablement, working with an understanding of unwise decision making and Making Safeguarding Personal.
- To ensure service users get the right help at the right time, addressing their needs for choice, early intervention, prevention, information and advice, helping them take advantage of opportunities and make decisions regarding their support. This will include devising appropriate well-being and support plans. The use and understanding of advocacy will be key to this role.
- To proactively promote activities and services that improves health and wellbeing and helps people to continue to live independently through access to a range of resources and universal services that do not require a social care assessment.

Assessment and Support Planning

- To carry out robust and detailed person-centred, strengths-based assessments that are Care Act and s117 aftercare compliant. Working in line with the legislative frameworks and Care Act wellbeing principle and thresholds, and in partnership with multi- disciplinary professionals. Using professional knowledge and skills to manage risks.
- To ensure service users and carers get the right help at the right time, addressing their needs for information and advice and helping them take advantage of opportunities and make choices for their support.
- To agree with service users and carers clear and achievable outcomes and devise appropriate support plans.
- Where appropriate, to proactively promote preventative activities, resources and universal services including creative Telecare solutions where appropriate, to improve health and wellbeing as part of the assessment and review of support plans.
- To work collaboratively with other health, mental health and social care services to ensure a smooth transition from service to service and to support the provision of preventative or longer-term services wherever appropriate.
- To be willing and ready to work as part of an integrated health and care approach which seeks to put the service user at the centre of all that happens on their behalf.

- To apply the principles of recovery and personalisation by working in partnership with clients and carers using person-centred approaches to facilitate their involvement and choice, and actively seeking ways to maximise their independence and promote their well-being. To use advocacy whenever appropriate and understand different types of advocacy.
- To apply an approach which sees the strengths and assets of the service users and their personal and community networks instead of a deficit view.
- To robustly manage a caseload of new or existing clients and carers with various levels of care needs under the direction of a Team Manager or Senior Practitioner.
- To be aware of the financial implications of providing services and take responsibility for the decisions made.
- To ensure all documentation is of high quality and accessible to relevant stakeholders and that service users and carers are routinely kept informed.
- To be responsible for recognising and assessing vulnerable people and following agreed procedures to record, investigate and respond with appropriate and timely support and interventions.
- To actively assist with safeguarding adults enquiries, assessing, analysing and managing risk and devising multi-agency safeguarding adult plans. To undertake training and development within the area of safeguarding that illustrates personal learning from SARs and Making Safeguarding personal principles.
- To lead and co-ordinate safeguarding adults cases, present information in case conferences, reviews, complaints and meetings as appropriate and ensure any reports that are required are prepared and presented with evidence of the involvement of clients, families and carers.
- To comply with the roles and responsibilities within the Safeguarding/Risk Management framework and deliver this to a high level of competence. This includes Mental Capacity Act, Deprivation of Liberty Safeguards, Best Interest Assessments and the protection of service user's financial affairs where required.

Record Keeping and Performance Monitoring

- To maintain accurate, timely and comprehensive records and ensure service users have information about their assessed needs and agreed support plans.
- To produce high quality and within allocated timescales, accurate records of all work undertaken, and ensure contact and assessment information is updated regularly and accurately on the appropriate client and document management databases in line with the requirements for local and national standards and performance indicators.
- To report progress against performance objectives and use supervision to discuss caseload action plans and record progress made and mitigating circumstances.

OTHER DUTIES AND RESPONSIBILITIES:

- To maintain an up to-date working knowledge of legislative frameworks, policy and practice developments in mental health, adult social care and the service area.
- To work flexibly in line with health and social care integration priorities.
- To take responsibility for own continued professional development and undertake training as required in order to maintain a high standard of performance and to meet the requirements of professional registration.
- Any other duties that might from time to time be required within the overall grading and general responsibilities of the post.
- To undertake the role of a “Champion” for a specific area of practice.
- To be willing to train as an Approved Mental Health Professional / Liberty Protection Safeguards assessor and complete assessments as required.
- To ensure statements for Court and reports are prepared and presented to a high standard and to attend Court hearings when required.

Duties commensurate with grades PO4:

- Undertake the statutory role of an AMHP as laid out in the Mental Health Act 1983 (as amended) and Code of Practice (Mental Health Act 1983).
- Ensure that there is the highest standard of service and the provision of high-quality Mental Health Act assessments for the residents of City and Hackney.
- To make independent judgements about the need to make applications for admission to hospital, Community Treatment Orders or Guardianship under the Mental Health Act(1983), ensuring those decisions are informed by comprehensive assessment of risk and risk management options.
- To undertake timely MHA assessments of clients in community, hospital and other relevant settings e.g. Hospital Place of Safety, Police Stations, Courts, Prisons and A&E.
- To prepare reports and make applications to the Magistrates Court for warrants under s135 MHA.
- In conjunction with the Hackney Council's Legal Team and the AMHP Manager, to prepare reports and present evidence in relation to the displacement of Nearest Relatives if required.
- To be responsible for the management and prioritisation of AMHP referrals.
- To identify, challenge and, where possible, redress discrimination and inequality in all its forms in relation to AMHP practice.
- To understand and respect individuals' qualities, abilities and diverse backgrounds,

and be able to identify and counter any decision which may be based on unlawful discrimination.

- To promote the rights, dignity and self-determination of patients consistent with their own needs and wishes, and enable them to contribute to the decisions made affecting their quality of life and liberty.
- To demonstrate a sensitivity to individuals' needs for personal respect, confidentiality, choice, dignity and privacy while exercising the AMHP role.
- To consider alternatives to informal or compulsory admission.
- To ensure that adequate arrangements are in place for the care of any pets or property following a patient's admission to hospital.
- To prepare reports of AMHP work within established time limits and guidelines and use appropriate systems for recording work undertaken.
- To apply legal and professional knowledge and skills, balancing protection, risk and support in order to achieve positive outcomes for individuals.

ANTI-RACISM & EQUAL OPPORTUNITIES

Hackney aspires to be an anti-racist organisation. The post holder should demonstrate through personal and professional example, a commitment to dismantling systemic racism, discrimination and injustice. We expect staff to make anti-racism and anti-oppressive ways of working a foundation of their practice.

To demonstrate a commitment to Anti-racism, equality of opportunity for all groups of staff and service users and to challenge discrimination, racism, sexism and other forms of unjust behaviour. Actively cultivating an inclusive, learning environment, celebrating cultural, heritage and religious diversity.

The post holder is expected to be committed to the Council's core values of public service, quality, equality and empowerment and to demonstrate this commitment in the way they carry out their duties

NB: All employees are expected to adhere to the Council's Diversity & Equality and Health and Safety Policies.

Hackney is committed to safeguarding and promoting the welfare of children and vulnerable adults and operates stringent safer recruitment procedures.

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COMMUNICATION SKILLS

- Able to communicate effectively, confidently and assertively whether in writing or verbally. This will also involve presenting complex information sensitively and matched to the needs of the audience and in line with organisational policy and practice.

PERSONAL EFFECTIVENESS

- Demonstrable ability to carry out work under their own initiative, in an organised fashion, managing their own workload and co-ordinating with colleagues as part of a team. In doing this they will be able to prioritise work under pressure, adapt

their priorities to changes in demand and deliver to agreed deadlines.

- Demonstrates a personal and professional demeanour which generates credibility and confidence amongst colleagues, managers and other stakeholders.
- Able to acquire new skills with a strong commitment to continuous professional development.

KNOWLEDGE

- Good demonstrable understanding of the Care Act, Mental Health Act, The Mental Capacity Act, DoLS and other legislation.
- Good working knowledge of the London Multi Agency Adult Safeguarding policy and procedures and all related adult legislation, including Making Safeguarding Personal.
- Knowledge of current best practice and integration initiatives across health and care areas.
- Knowledge and understanding of the needs of Adults at Risk and those with long term conditions and complex needs.
- Good understanding of the issues relating to the delivery of assessment and support planning for people within a diverse community setting and the range of solutions available to facilitate their independence from a strengths based perspective.
- Working knowledge of a wide range of typical IT tools including database, word processing, email and spreadsheet applications.

Delivery

- Experience of carrying out comprehensive social work assessments using the Care Act wellbeing principles and being able to offer a personalised and strengths based approach to people and carers with long term conditions and varying levels of need and risk from diverse inner-city communities.
- An understanding of recovery in mental health and an ability to work within the context of an integrated health and social care environment.
- Experience of providing information, advice and signposting, to enable them to make informed decisions.
- Experience of working in partnership with people, their carers and service providers to produce personalised, budgeted and outcomes-focused support plans that facilitate independence.
- Experience of using Direct Payments (optional).
- Demonstrable ability to monitor and review the impact of co-produced support plans against the agreed outcomes to ensure they are effective.

- Demonstrable ability to produce high quality recording, contact details, assessments, and support plans using appropriate electronic case recordings and using these to monitor work.
- Ability to prepare and present high quality reports for use in legal cases including the Court of protection.
- An understanding of and commitment to actively supporting and promoting equalities within the workplace and within the community and equity of access to services for residents.

Decision Making

- Able to make judgements of need using clinical reasoning and record these accurately.

Working Together

- Able to work collaboratively with service users, carers and a wide range of stakeholders at all levels and across a variety of organisations.

QUALIFICATIONS

- UK state registered degree in Social Work, DipSW or CQSW.
- A current Enhanced Criminal Records Bureau assessment.
- Registered under Social Work England

To qualify for grade PO4:

- AMHP qualification.
- Current or recent valid warrant to practice as an AMHP, and maintenance of AMHP refresher training.
- Detailed knowledge of 1983 Mental Health Act and related legislation.

NB: All employees are expected to adhere to the Council's Equality & Diversity and Health & Safety Policies.