CYNGOR SIR *POWYS* COUNTY COUNCIL

JOB DESCRIPTION

You will receive an honorarium of £3000 per year, paid monthly for the AMHP work you undertake

Position Title:	**Social Worker - Mental Health**
Position Number:	**ADU7136**
JE Code:	**HAYASC010**
Service:	**Adult Services**
Location/Work Base:	**TBC**

this is a flexible worker position and therefore the Council offers opportunity to work in an agile way to include home working

Grade:	**Grade 11** **Point 30 to Point 32** **£42,123 to £44,253 per annum** **£21.83 to £22.93 per hour**
Contracted hours:	**37 hours, Permanent**
Reporting to:	**Senior Practitioner – Mental Health**
Responsible for:	**None**

Summary

About the role:

This is a Grade 11 Social Worker role within Adult Services, supporting people with complex mental health needs and carers across Powys. Responsibilities include assessments, safeguarding, risk management, care planning, Mental Capacity Act work, partnership working and maintaining caseloads. Applicants require a recognised social work qualification, registration, relevant mental health experience and AMHP status or willingness to train. AMHPs receive an additional £3,000 annually.

About you:

Passionate about supporting people with mental health needs, promoting independence, wellbeing and social inclusion.
Compassionate and person-centred, able to work sensitively with individuals, families and carers.
Strong communication and partnership skills, working collaboratively with health professionals and other agencies.

Confident decision-maker, able to assess complex needs, manage risk and respond effectively to crisis or conflict.
Organised and professionally accountable, with the ability to prioritise and manage a demanding caseload.
Committed to learning and professional development, including AMHP practice, safeguarding, mental capacity and reflective practice.

What you will do:

Assess individuals' social care and mental health needs, identifying strengths, risks and appropriate support.
Develop, implement and review person-centred care and support plans that promote independence, choice and wellbeing.
Manage a varied caseload, including people with complex mental health needs and circumstances.
Undertake safeguarding, risk management and Mental Capacity Act responsibilities, ensuring people are protected from harm.
Work collaboratively with individuals, carers, health professionals and partner agencies to coordinate effective support.
Contribute to statutory mental health work and professional practice, including AMHP duties where qualified or following appropriate training.

If you have any questions about the role, please contact: Rebecca Horton, Team Manager MH (South), rebecca.horton@powys.gov.uk

Your responsibilities will be:

1. To assess and manage the complex needs of people with a mental health issue and their carers to ensure their health, wellbeing and promote social inclusion.
2. To liaise with professionals to ensure seamless care pathways which safeguard and promote independence.
3. To promote joint working which supports the person centred outcomes to be delivered for people with a mental health issue.
4. To undertake safeguarding investigations as required.

5. Local Authorities meet their statutory obligations under the Social Services and Wellbeing Act and Mental Health Law.

6. Undertake the role of an AMHP to deliver on the Local Authorities statutory requirements within the MHA 1983.

7. To ensure the needs of people with mental health and their carers are assessed holistically, support negotiated, monitored and reviewed within the first six weeks

8. Maintaining own allocated caseload.

9. To assess risks to people with a mental health issues and others in a way that promotes independence of service users and their carers ensuring the necessary safeguards are in place.

10. To make recommendations about allocating scarce resources are made.

11. To ensure equal opportunity and respect for diversity and difference is promoted.

12. To ensure social inclusion of isolated and vulnerable people is promoted.

13. Abuse of vulnerable adults is investigated.

14. To work collaboratively with other agencies.

15. Accountable for actions through effective, accurate recording of decisions in line with policy and legislation.

16. Safeguarding the welfare of a vulnerable person at immediate risk of harm.

17. Engaging in direct work with people with mental health issues and carer/s to carry out assessment for people with mental health.

18. In working with people with mental health issues and carers, social workers seek to enhance their problem solving capacities in a way that support maximum independence and choice.

19. Considering with people with mental health issues and their carers options to best meet assessed eligible needs and assist in making informed decisions.

20. Undertaking the role of an AMHP

21. Mental Capacity Act assessments and Best Interests decisions alongside advocates where appropriate.

22. Adopting a creative and holistic approach whilst exploring options.

23. Seeking to maximise the financial and material resources available to service users from all possible sources.

24. Recording unmet need.

25. Collating the findings of the assessment and completing assessment documentation in accordance with statutory guidance, legislation and departmental procedures and timescales.

26. Preparing court and other specialist reports in the required format.

27. Ensuring case file recording and all relevant documentation is completed in accordance with departmental policy and procedures.

28. Manage conflict effectively within individual, family and professional situations
29. Use professional assertiveness to justify decisions and uphold professional social work practice

30. Appropriately challenge judgements and decisions of others where there is evidence that the needs of those you are working with are not being met

31. Convening and/or attending interagency meetings/ liaison e.g. case conferences.

32. Obtaining managerial/panel agreement for personal plan of care delivery.

33. Recording and disseminating care and treatments plan in accordance with statutory requirements, legislation and departmental procedures.

34. As well as individual caseloads, having an important role to play both directly and indirectly in shaping services.

35. Understand budget and resource implications in constructing high quality and value for money care provision Encourage service users where appropriate to consider positive risk taking to move forward with their lives

36. Delegating monitoring task (if appropriate) to another individual e.g. reviewing officer, care provider following six week review

37. Arranging and co-ordinating review of the Care and Treatment Plan for ongoing caseload.

38. Engaging directly with people with mental health issues / families / carers / in the review of the Care and Treatment Plan and agreeing changes where necessary.

39. Negotiating and agreeing changes to plan with providers and other agencies involved.

40. Ensuring that people with mental health are aware of complaints procedures and advocacy services.

41. Contributing to the professional development of others by acting as a mentor for newly qualified practitioners undertaking professional training following first year in practice.

42. Timely administration of all aspects of caseload Preparing and engaging in professional supervision with Line Manager.

43. Establishing and maintaining good working relationships with colleagues.

44. Identifying and addressing areas for professional development and training.
45. Demonstrating Continual Professional Development including meeting the requirements of Social Care Wales for continued registration as a Social Worker.

46. Sharing skills, knowledge and learning with colleagues in other specialisms.

47. Continue to meet the requirements of the national occupational standards in social work and adhere to the code of practice for social workers

48. Undertake post-qualifying training which include practice assessor module, best interest assessor, AMHP or post qualifying assessing.

49. Use a range of methods at appropriate times to seek feedback on your performance from service users, carers, colleagues, managers and mentors in order to reflect on your practice.

50. Prepare for and engage in practice observations by your line manager or Case Work Manager

51. Contribute to team /peer learning programmes.

52. Strive to be an effective team player

53. Record and agree with your manager examples of your progress and learning in order to meet re registration requirements

DBS:

Because of the nature of the work involved, the post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) - This position has a requirement for an Enhanced DBS Check, this position is classed as regulated activity under the Safeguarding of Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012 and will be subject to a check to the list of those people barred from working with vulnerable adults.
Because of the nature of the work involved, the post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) - This position may have a requirement for a Baseline Personnel Security check (BPSS).

Health and Safety Statement:
To be responsible for the development and implementation of health and safety principles and practice as laid down in Council's Health & Safety policies and arrangements.

Equalities Statement:
To be responsible for implementation of equal opportunities principles and practice as laid down in the Council's Equal Opportunities Policy.

Welsh Language Requirement:
Welsh language skills are desirable

NOTE;

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the 'Principal Responsibilities of the Job'.

All applicants are asked to read carefully the requirements of the job. The Council welcomes your application if you believe you meet all the essential criteria of the person specification. To be considered for care delivery roles it is essential that you are currently able to provide close personal care to our care residents.

PERSONAL SPECIFICATION

Do you think you're the right person for the role? Then, demonstrate you meet the following criteria in your application.

Experience

Essential

- 12 months post qualifying experience of working with people with mental health issues and their carers
- Experience of undertaking assessments of need and identifying and managing risks.
- Experience of complex casework
- Experience of care management across the range of health and social care settings

Knowledge

Essential

- Understanding of an individual's mental health needs and their carers needs.
- Understanding of safeguarding and the issues affecting people with mental health needs and their carers
- Knowledge of current legislation, national guidance and best practice relevant to the post.
- Knowledge and implementation of the Mental Capacity Act

Qualifications and Training

Essential

- Appropriate social work qualification (i.e. Degree in Social Work, DipSW or equivalent).
- AMHP or willingness to undertake training at the first opportunity following appointment to post.
- Registration as Social Worker with CCW/CQC

Skills

Essential

- Good communication skills, written and verbal.
- Good IT skills.
- Ability to organise, prioritise and manage a caseload.
- Ability to build and maintain partnerships
- Ability to manage crisis, conflict resolution and challenging behaviours

- Ability to demonstrate a commitment to equal opportunities and non-discriminatory practice.
- Commitment to the principles of confidentiality.
- Must have knowledge and commitment to the principles of social care as embodied in relevant legislation.

Other Requirements

Essential

- Current driving licence or ability to travel extensively around the county.

Recruiting manager: Joy Garfitt
May 2014

Our values:

Professional
Whatever role we play in the council, we act with professionalism and integrity

Positive
We take a positive attitude in all we do

Progressive
We take a proactive and responsible approach to planning for the future

Open
We keep each other informed, share knowledge and act with honesty and integrity

Collaborative
We work constructively and willingly on joint initiatives

How to apply

You will need to complete the online application, it's simple, just follow the process step by step.

Top tips:

- Read the Job Description and Person Specification carefully and evidence that you meet all of the essential criteria in your supporting statement.
- Sell yourself and where possible give examples
- List your qualifications that are relevant for the position, as detailed in the person specification.
- Ensure one of your referees is from your most recent employer or if this is your first job why not ask a school teacher or tutor, just ensure you know them at a professional level.
- Be honest Tell us about any gaps in your employment history
- Complete the application in full

Next steps

The closing date for applications is 04/12/2026
Once submitted we will email you to let you know we've received your application.
We will be shortlisting the applications on 08/12/2026. We will email you either way if you have been successful. So, keep an eye out in your inbox!

The interviews will take place on 15/12/2026

We wish you luck with your application.