

# Job Description

## For Social Care Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

### Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

#### Role Details

Job Title:	Lead Practitioner	JEID	SW005
Salary Grade:	Grade O		
Team:	Mental Health Management		
Service Area:	Adult Mental Health		
Primary Location:	County Wide		
Political Restriction	This position is not politically restricted.		
Responsible to:	Operations Manager		
Responsible for:			

#### Role Purpose

The post is part of the Warwickshire County Council Management team for integrated mental health services in Warwickshire. Coventry and Warwickshire Partnership Trust completed a whole systems transformation, the transformation was based on a vision of a framework of Integrated Practice Units (IPU's). The redesign is to offer equal services to all adults, irrespective of age creating one overarching service with the ultimate outcome to improve the patient experience. Traditional mental health teams have now been replaced with IPU's that aim to ensure the right support, care and treatment is provided to meet the needs of the individual and their carers whilst both in the acute and non-acute phases of an individual's illness. Services are delivered on assessed clinical and social care need and provide evidence based interventions that are time limited and outcome focused.

The successful candidate may will provide professional support to social care staff in a range of mental health services within Warwickshire. Therefore, it is necessary that the successful candidate has a good knowledge of the Mental Health Act with knowledge of the MCA.

The successful candidate may work from a range of bases within the Warwickshire area.

## Role Responsibilities

Provide leadership to health and social care staff and support the development of high performing IPU's through the implementation of a framework that ensures Social Care objectives are consistently and continually met by all team members.

To collaborate with Senior Managers in health to plan and deliver social care as an integral part of mental health services within the Mental Health directorate and to promote safe, effective and efficient multi-disciplinary and multi-agency mental health services.

Support the Team Managers and Operations Manager with ensuring a high professional standard within Integrating Practice Units (Teams) across Warwickshire

Provide advice and support to colleagues in the IPU's and ensure the appropriate pathways for clients are accessed in a timely fashion

Develop and maintain links with health and social care colleagues in other teams

Ensure the associated specialist legislative frameworks e.g Mental Health Act, Mental Capacity Act, DoLs, CHC, National Assistance Act and all relevant Community Care Legislation are followed within the IPU's.

Support teams with implementing the identified actions required to become Care Act compliant, liaising closely with the Care Act Implementation Team for Warwickshire County Council.

Develop and work in partnership with other agencies, departments and staff to aid their development.

Build and maintain links with other statutory and voluntary agencies that promote the service, encourages good joint working to enhance high quality service outcomes for service users, carers and the community.

## Section B: Generic Role Profile

The generic role profile provides a list of the main tasks that cover the broad range of duties and responsibilities performed at this level for the job role. An employee may not be undertaking all of these at any one time, but they could be expected to do so under their contract of employment.

### Generic Role Details

Job Role:	Social Care Worker – Level 5
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### Main Tasks

- To manage and supervise a team of staff which may include social workers, social care workers, occupational therapists, sessional workers and administrative staff.
- To be responsible for the management of incoming work including prioritisation and allocation, through caseload management of team members, reviews and closure of cases.
- To identify the need for any appropriate service meeting, including those involving other agencies

and to be responsible for ensuring that such meetings are called, where appropriate chairing them and for establishing clear outcomes and that any actions are followed up.

- To be responsible for ensuring that information systems are developed and maintained that will enable statistical analysis of the performance of the service.
- To build and maintain links with local voluntary and statutory agencies that promote the service and encourage good joint working relationships to enhance high quality service outcomes.
- To be responsible for managing delegated budget allocations in accordance with service needs and the Council procedures for financial management and ensure cost effective service delivery.
- To be responsible for monitoring and auditing the quality of service provided by the team and ensuring any corrective measures are taken to meet the objectives set for the team.
- To maintain a knowledge and expertise of the work of the Directorate to contribute to the development of services and the development of best practice systems and protocols which support the delivery of a quality service and reflect any changes required.
- To deputise for the Operations Manager in their absence.
- Can be available to work within any of the Council's localities

## Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

### Essential Criteria

Assessed By:

Professional Social Work qualification and current registration as a social worker with the Health & Care Professionals Council (HCPC), or equivalent professional qualification and registration when explicitly deemed appropriate by the Council, and substantial post qualification experience	
The ability to independently interpret and analyse varied and complex information or situations and to produce solutions	
The ability to identify and respond as a manager to needs of clients which may be exceptionally difficult to satisfy such as those with multiple impairments or experiencing from a range of special difficulties arising from their circumstances	
The ability to work within policy and practice guidance, using managerial discretion over a broad area of activity	
The ability to work under a very high degree of pressure including meeting unpredictable deadlines and dealing with conflicting demands	
The ability and experience to make management decisions and recommendations regarding clients which may cause them distress or be in direct conflict with their wishes – for instance removal of a child from their family	
The ability and experience to undertake assessment of complex needs and develop, monitor and review appropriate programmes of care and support, involving multi-agency delivery, for and in partnership with clients and carers	
Experience of contributing to or leading policy development within the service area	
Experience of supervising and managing a small team including undertaking formal	

appraisal	
Experience of monitoring financial accounts including the ability to independently manage a budget	
Experience of handling and processing manual or computerised information	
Ability to work well with colleagues, including managers, as a member of a team	
Mobility essential. Able-bodied applicants must be able to drive, have a driving licence and be a car owner. Disabled applicants should be able to perform the job with aid, where necessary.	
Ability to communicate fluently, in writing, through presentations and verbally, with a wide range of people, including senior managers	

## Desirable Criteria

Assessed By:

Approved Mental Health professional status	
Best Interest Assessor.	

## Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

### Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

### Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

<input type="checkbox"/> Provision of personal care on a regular basis	<input type="checkbox"/> Driving HGV or LGV for work
<input type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<input checked="" type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work

	purposes)
<input type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	<input type="checkbox"/> Restricted postural change – prolonged sitting
<input checked="" type="checkbox"/> Lone working on a regular basis	<input type="checkbox"/> Restricted postural change – prolonged standing
<input type="checkbox"/> Night work	<input type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties
<input type="checkbox"/> Working on/ or near a road	<input type="checkbox"/> Regular work outdoors
<input type="checkbox"/> Significant use of computers (display screen equipment)	<input checked="" type="checkbox"/> Work with vulnerable children or vulnerable adults
<input type="checkbox"/> Undertaking repetitive tasks	<input checked="" type="checkbox"/> Working with challenging behaviours
<input type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants/ allergens
<input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/> Work requiring respirators or masks	<input type="checkbox"/> Work with vibrating tools/ machinery
<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input type="checkbox"/> Potential exposure to blood or bodily fluids	<input checked="" type="checkbox"/> Face-to-face contact with members of the public
<input type="checkbox"/> Other (please specify):	