

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:	Mental Health Practitioner- Community Connections Practitioner	JEID	
Salary Grade:	H		
Team:	Mental Health		
Service Area:	People Group		
Primary Location:	South Warwickshire		
Political Restriction	This position is not politically restricted.		
Responsible to:	Lead Practitioners: Harvi Mann and Patrick Mowen		

Role Purpose

We are recruiting a Community Connection Practitioner, which is an integral part of our commitment to develop innovative ways of providing social interventions within our multidisciplinary Community Mental Health and Wellbeing Teams/ Warwickshire Social Interventions Service (WSIS)

You will mainly be working with people experiencing complex mental health problems including depression, anxiety, mood disorders, self-harming behaviours, and personality disorder.

The work will entail providing direct social interventions to people with mental health and social care needs. You will work with individuals to empower them to make their own decisions and to more effectively problem solve. You will actively support people to develop their community networks and build resilience. The role entails maintaining strong links and working alongside mental health colleagues, external agencies, and the voluntary sector

Role Responsibilities

- To undertake social interventions with individuals in The Community Mental Health and Wellbeing Team and Warwickshire Social Interventions Services (WSIS).
- Through the provision of a range of strengths-based, community-focused interventions, support individuals to find solutions to the social difficulties and inequalities they experience that exacerbate their mental wellbeing.
- Provide support and interventions that are underpinned by a philosophy of recovery, social inclusion, and connecting people to their local communities.
- Carry out meaningful conversations which determine eligibility under the Care Act 2014.
- Undertake assessments with service users, and carers and where appropriate, to formulate a plan of care that encourages engagement and recovery identifying the persons social outcomes to be achieved ensuring a multi-disciplinary input into the process and positively promoting service user and carer participation.
- Under the guidance and supervision of the Team Leader/ Lead Practitioner, work closely alongside the multi-disciplinary professionals in The Community Mental Health and Wellbeing Team and WSIS.
- A multi-disciplinary team will have an oversight of all individuals being worked or in the case of WSIS the Social Care Lead Practitioner will provide this oversight.
- Collaborate with other statutory, voluntary, and independent sector agencies to provide a community-focused service to people with mental health difficulties.
- Work within the principles and statutory requirements of the Care Act 2014, the Mental Capacity Act 2005, the Mental Health Act 1983, and other relevant legislation.
- Ensure that all recording of your work is carried out in accordance with policy and procedures and with due regard to data protection and confidentiality
- Prepare and participate in reflective practice and supervision.
- Receive and fully participate in regular supervision from the Team Leader / Lead Practitioner.
- Ensure that Health and Safety responsibilities are carried out in accordance with the Department's health and safety policy and procedures
- Ensure that all recording of activity is carried out in accordance with policy and procedures and with due regard to data protection and confidentiality.
- Undertake duties that the County Council shall from time to time require which are consistent with the nature and grading of the post.

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:

Good literacy and numeracy skills	A, I, T
To be able to independently interpret and analyse information and facts to solve varied problems	A,I,T

The ability to demonstrate caring skills to meet the welfare needs of our customers, some of whom will have particularly demanding needs and to be able to advise and guide our customers to enable them to solve particular problems	A, I, T
To be able to undertake routine assessment of needs, support planning, monitoring and review for and in partnership with customers and carers	A,I, T
To be able to use own initiative to respond independently to problems and unexpected situations as established in supervision	A,I,T
The ability to work under a high degree of pressure including meeting unpredictable deadlines and dealing with conflicting demands	A,I
The ability and experience to cope with significant emotional demands, caused by contact with customers who are seriously disadvantaged in some way	A, I
Ability to work well with colleagues, including managers, as a member of a team.	A,I
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.	A.I, D
To be able to operate a keyboard, our client database systems and employ basic computer knowledge and skills	A, I
Ability to communicate fluently, in writing and verbally, with a wide range of people	A, I
Satisfactory check through the Disclosure and Barring Service	D

Desirable Criteria

Assessed By:

Experience of working within a multi-disciplinary team	A, I
Good understanding of mental health and social care legislation, safeguarding and community care policy as it relates to people with mental health needs	A, I
Personal qualities that contribute to the team's performance	A,I
Good administrative skills, including the ability to use a computerised record system	A,I
Experience of Adult Safeguarding	A,I
12 months experience of working within a community mental health setting	A,I

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 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 checked="" 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):	