

ROLE PROFILE

ROLE: Lead Practitioner /Team Lead
POST NO:
SECTION : Mental Health- Older People
GRADE: SCP4718.5hs SCP49 18.5hrs
LOCATION: Abergavenny/Chepstow

RESPONSIBLE TO: Group Manager

The Mental Health Services Team.....Who we are:

- We are a multi-disciplinary Social Work and Health Team based in North and South Monmouthshire.
- Our primary objective is to:
 - Ensure that people with enduring mental health needs and their carers are supported to live a good life and receive appropriate support advice and assistance from the multi-disciplinary team.

Our Purpose: “Helping people with Mental Health needs live their own lives”

- Providing a Social Work lead role within the multi-disciplinary Community Mental Health Care teams ensuring we work with individuals who need our support in a way that fosters good relationships and enables individuals to be supported to reach the outcomes they want.

The Purpose of this Role:

- To be the key professional lead /team lead for Adult Mental Health in Monmouthshire, supporting a small social work service in both the North and South of the County.

Managers Expectation of this Role:-

Here's what I am looking for from this role:

We have developed an effective Mental Health Service in Monmouthshire in partnership with ABUHB. We have a skilled professional workforce who is playing a large part in upholding social work practice in largely Health led teams. We have decided to develop a different model of delivery to support practice and to become more aligned with our Health Colleagues. This will see the development of these key new roles that will lead both practice development but will have day to day management responsibility across the teams.

In order for this to work you will:

- Be a good communicator and networker in order to liaise with all the relevant people /teams to ensure people are connected to those who can provide the most effective support.
- Be able to provide support and guidance to social workers in all teams in Monmouthshire on mental health issues which will inform good practice and enable good working relationships.

Appendix: 2

- Take the lead for day to day management and supervision of the social workers in the Mental Health Care Teams; this will mean you are both a practice lead and a management lead.
- Be an enthusiastic and motivated supervisor of students on practice placement along with encouraging all social workers to become practice assessors to ensure we continue to develop a high calibre of students into the profession, this will also include staff undertaking AMHP training.
- Be able to allocate work and ensure appropriate and proportionate responses are made and effective outcomes are being worked on with individuals.
- Carry out employee reviews which are meaningful and set appropriate challenges around improving practice and personal development.
- Have systems in place for managing poor performance and be confident in implementing capability and disciplinary procedures where necessary, including dealing with these at an initial stage.
- Be responsible for the day to day management and decision making in all aspects of the budget and support the group manager, finance and business administrators to scrutinize and validate the budget spend on a regular basis.
- Be able to deal with representations and complaints as well as investigations at stage 1 .
- Be contributing to the development of the social work team and the mental health service, consistent with national and local strategies.
- Ensure that the necessary legal responsibilities and departmental/joint policies and procedures are carried out in relation to your own caseload, and the team's caseload.
- Be an Approved Mental Health Practitioner and undertake AMHP duties, as required. You will also provide support and advice to other AMHPS within the team.
- Undertake in POVA duty rota when needed, provide appropriate follow up to the referrals, and carry out investigations in your role as the Designated Lead Manager in cases agreed by the POVA manager.
- Be able to deputize for the Service Manager as required.

Here's what we can provide you with:

- Regular supervision.
- Access to a range of training opportunities
- The opportunity to be able to influence the direction of travel around Mental Health in particular the roll out of LEAP
- The opportunity to work within a dynamic organisation that is striving to work team
- Regular employee reviews to discuss progress, development and future objectives.

What else you need to know.....Monmouthshire Values are:

Openness: We aspire to be open and honest to develop trusting relationships.

Fairness: We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.

Flexibility: We aspire to be flexible in our thinking and action to become an effective and efficient organisation.

Appendix: 2

Teamwork: We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

And this role, will work with Monmouthshire to achieve these.

REQUIREMENTS		WEIGHTING	HOW TESTED
Appendix: 2		HIGH / MEDIUM / LOW	
1. EDUCATION/QUALIFICATION KNOWLEDGE			
1.1	Professional qualification in social work.	High	Application Form
1.2	Qualified and warranted AMHP	High	Application Form
1.3	Knowledge of the operation and functions of a social services department.	High	Application Form
1.4	Knowledge of the legislative background of working in Health and Social Care.	High	Application Form Interview
1.5	Familiarity in IT systems	Medium	Application Form
1.6	Current Driving Licence	High	Application Form
1.7	Knowledge of the needs of all people we provide support to in a social care and health context.	High	Application Form Interview
2. EXPERIENCE			
2.1	Experience at social work and senior practitioner level	High	Application Form Interview
2.2	3 years fieldwork experience in a care manager role within a local authority.	High	Application Form Interview
2.3	Experience of having developed productive partnerships with colleagues in health.	High	Application Form Interview
2.4	Experience supervising students.	High	Application Form Interview
2.5	Experience of managing cases# and budget oversight.	High	Application Form Interview
2.6	Experience of all aspects of staff management including supervision, appraisal, and development.	High	Application Form Interview
		High	Application Form Interview
3. COMMUNICATION / INTERPERSONAL SKILLS			
3.1	Proven skills at communicating with and involving service users and carers including utilisation of a range of methods.	High	Application Form Interview
3.2	Ability to prepare and present reports and briefings for a range of audiences.	High	Application Form Interview
3.3	Ability and experience of chairing meetings.	High	Application Form

3.4	Ability to understand and work within a health context and with other partners in order to integrate services.	High	Interview
3.5	Ability to take an overview of service delivery and both recommend and implement change as required.	High	Interview
3.6	Ability to deal with situations in which there is conflict or challenge and to achieve a successful resolution.	High	Application Form Interview
3.7	Proven capacity to motivate staff.	High	Application Form Interview
4. APTITUDE AND SKILLS			
4.1	Experience of managing professionally qualified staff and effective supervision skills.	High	Application Form Interview
4.2	Commitment to ensuring that performance management information, both formal and informal is recorded and used to appraise performance.	High	Application Form Interview
4.3	Demonstrate evidence of a commitment to delivering high quality services.	Medium	Application Form Interview
4.4	Demonstrate ability to develop manage within policies and procedures.	Medium	Application Form Interview
4.5	Evidence an ability to work on own initiative and to organize workloads for self and others.	High	Interview
5. EQUAL OPPORTUNITIES			
	Able to demonstrate a clear understanding of equal opportunities principles and practice and a commitment to their effective implementation in a Social & Housing Services context. (senior mgt level)	High	Application Form Interview
6. SPECIAL CIRCUMSTANCES			
Appointment to this post will be subject to an Enhanced Disclosure Check with the Criminal Records Bureau.			

In addition:

All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

Person Specification

How will I know if you are the right person for the role? As the successful candidate you will have demonstrated:-

Person Specification

How will I know if you are the right person for the role? As the successful candidate you will have demonstrated:-

Application forms and further details for the post can be obtained from:

Personnel, Monmouthshire County Council, PO BOX 106, CALDICOT, NP26 9AN on 01633 644198 24 hour answering service,

Via email to: personnel@monmouthshire.gov.uk

Completed applications should be returned to the above address

If you have any questions or if anything requires further clarification, please contact me, Julie Boothroyd on 07778 336613 or email me at julieboothroyd@monmouthshire.gov.uk

Closing Date: