

## Manager Recruitment Template

Name of Team	<b>Adult Community Mental Health Team</b>	
Name of Team Manager	<b>Diane Pragnell</b>	
Manager's Contact Details	Email: <u><a href="mailto:diane.pragnell@iow.gov.uk">diane.pragnell@iow.gov.uk</a></u>	Telephone No: 01983 821000 Ext 2369

### 1. Pen picture of Teams (points below for illustrative purposes)

Key Activities	<p><b>General Mental Health Social Work's Key Activities</b></p> <ul style="list-style-type: none"> <li>• Completing &amp; reviewing all Care Assessments.</li> <li>• Setting up care packages.</li> <li>• Attending &amp; contributing to the care planning through the MDT forums.</li> <li>• hospital discharge planning meetings.</li> <li>• CTO renewals, and production of social circumstances reports and presenting these reports to hospital and Tribunal Meetings</li> <li>• Contributing to section 117 after care arrangements &amp; reviews</li> <li>• Production of MOJ reports.</li> <li>• Contributing to the general ASCD duty rota – at least one day a week.</li> </ul> <p><b>AMHP Specific Key Activities</b></p> <ul style="list-style-type: none"> <li>• Applications for compulsory admission to hospital under Sec.2,3 or Sec.4</li> <li>• to interview patients "in a suitable manner" (Sec 13(2))</li> <li>• to inform patient's Nearest Relative when detaining under Sec.2 &amp; sec 3</li> <li>• to interview a person removed to a "place of safety" by police under S.136</li> <li>• to consider applications for a patient to be made subject to Supervised Community treatment under Sec.17A</li> <li>• applications for warrants S135(1)</li> <li>• support or plan or authorise others to convey patients to/from hospital</li> <li>• To contribute to AMHP duty rota at least one day a week.</li> </ul>
Key Outcomes	<ul style="list-style-type: none"> <li>• To support mentally disordered persons to maximise their independence in the community, in line with Isle of Wight key care delivery policy, 'Care Close at Home', to prevent or reduce hospital admissions.</li> </ul>
Key Service Users	<ul style="list-style-type: none"> <li>• Service users with severe and enduring mental illness who are in the community – this could be people living in their own accommodation, supported, hostels, residential, nursing homes or patients in hospital at the point of their discharge.</li> </ul>

## 2. Role of Senior Social Worker in Teams

Oversight of Practice	<ul style="list-style-type: none"> <li>• In conjunction with the Team Manager, to be responsible for the operational and performance management of the service, working with staff on day to day resolving of all operational issues as required.</li> </ul>
Carrying Limited Caseload	<ul style="list-style-type: none"> <li>• To support and facilitate staff induction and ongoing professional supervision, appraisal, involving fellow practitioners as appropriate.</li> <li>• To ensure all staff within the team receives support and guidance in accordance with the individual's professional code of conduct and registration requirements.</li> <li>• To undertake investigations into complaints received about the service and be proactive in trying to resolve issues for individuals.</li> <li>• To undertake complex safeguarding enquiries.</li> <li>• To provide emotional and practical support and advice to other staff working in the various areas of a multi-professional service.</li> <li>• To ensure risk management systems are in place, regularly evaluated and appropriate actions taken to mitigate presenting risks.</li> </ul>
Authorising Assessments etc	<ul style="list-style-type: none"> <li>• To authorise all assessments timely and ensuring that all assessments are evidence based and indicative of defensible decision-making applications / processes.</li> </ul>
Staff supervision	<ul style="list-style-type: none"> <li>• To have regular case discussions with all staff at least once a month</li> <li>• To lead in reflective case discussions in monthly meetings</li> <li>• To ensure and encourage all staff to have regular relevant trainings</li> <li>• To oversee the allocation of case work and supervise ongoing social care intervention for individuals and carers, across the locality (ensuring professional and specialist skills are used appropriately)</li> <li>• To use IT systems to enable monitoring quality issues and evaluation outcomes, reporting regularly to the Team Manager on Performance Management and Quality Assurance.</li> </ul>

## 3. Role of Social Workers in Teams

Key Activities	<ul style="list-style-type: none"> <li>• You will manage a caseload of service users with severe and enduring mental illness using the Care Act / Care Programme Approach as a basis for your intervention liaising with other professionals and our partners in the community to meet care plan goals and empower to recover;</li> </ul>
----------------	---

<p>Key Competencies</p>	<ul style="list-style-type: none"> <li>• Ideally you will be an AMHP or keen to undertake this training and develop your career. You will have a clear understanding of the MHA, CA and MCA. You will be joining and helping to build on the existing team of competent staff who work together in an anti-discriminatory collaborative way alongside people to achieve maximum independence, recovery and wellness</li> <li>• You will also be fluent at Safeguarding vulnerable individuals using advocacy when required and be able to understand and utilise Care Act Roles. You will take part in the duty rota and AMHP rota</li> <li>• Major tasks will include holistic assessments, care planning and reviews meeting the requirements of the Care Act, CPA and s117s</li> <li>• Demonstrate Ethical and Professional Behaviour</li> <li>• Be able to understand and be able to Engage Diversity and how diversity and difference characterize and shape the human experience and are critical to the formation of identity</li> <li>• Be able to engage with Individuals, Families, Groups, Organizations, and Communities</li> <li>• Be knowledgeable about evidence-informed interventions to achieve the goals of clients, carers and families</li> <li>• Skilled to a Social work degree</li> <li>• Be able to assess and manage risks</li> <li>• Be able to effectively work within the confines of the Care Act, Mental Health Act and the Mental Capacity Act</li> <li>• Ability to understand the impact of ill mental health and how to respond to their needs empathetically</li> <li>• Good communication skills</li> <li>• Being able to undertake risk assessments</li> <li>• Being conversant with the safeguarding processes</li> <li>• Good IT skills</li> <li>• Being resilient and being able to be calm under pressure</li> <li>• To be able to work effectively independently and as part of a team</li> <li>• To be able to undertake regular training in order to keep abreast with current mental health issues.</li> </ul>
<p>Key Outcomes</p>	<ul style="list-style-type: none"> <li>• To use IT systems to enable monitoring quality issues and evaluation outcomes, reporting regularly to the Group Manager on Performance Management and Quality Assurance</li> <li>• To also ensure throughput of work is achieved and that the team works efficiently in achieving optimal outcomes for individuals and carers by providing advice and direction within the service area.</li> </ul>

#### 4. Role of Social Work Assistants in Teams

Key Activities	<ul style="list-style-type: none"><li>• To undertake the general ASCD duty rota</li><li>• Complete standard care act assessments and if during their involvement the assessments becomes complex, cases are passed on to qualified social workers</li><li>• Undertake reviews</li><li>• To liaise with deputyship on cases that are open to deputyship team.</li></ul>
Key Competencies	<ul style="list-style-type: none"><li>• Ability to understand the impact of ill mental health</li><li>• Good communication skills</li><li>• Being able to undertake risk assessments</li><li>• Being able to be aware of safeguarding processes</li><li>• Good IT skills</li><li>• To be able to be calm under pressure</li><li>• To be able to work effectively independently and as part of a team</li><li>• To be able to undertake regular training to keep abreast with current mental health issues.</li></ul>
Key Outcomes	To support in ensuring throughput of work is achieved and that the team works efficiently in achieving optimal outcomes for individuals and carers by providing advice and direction within the service area.