

Lead Social Worker

Department: Health and Community Services

Division: Group Managing Director

Reports to: Head of Mental Health

JE Ref: HCS593

Grade: CS12

JE Date: 20/04/2020

Job purpose

Lead the development of practice, policies and procedures under mental health legislation and relevant associated legislation, training and guidance in order to deliver an effective, safe mental health service.

Work across the service to develop best practice in Mental Health ensuring that staff are equipped to undertake duties and responsibilities in relation to legislative, policy and procedural frameworks.

Job specific outcomes

1. Lead and support the development of written policies and procedures under the Mental Health (Jersey) Law 2016 (MHL) and its interaction with key other legislation e.g. Capacity and Self-Determination (Jersey) Law 2016 to ensure that Authorised Officers work within legal frameworks. Lead the service to achieve best practice in mental health processes and procedures.
2. Provide mentoring, on the job coaching, and evaluation of Authorised Officer trainee's portfolios to ensure an adequate number of AOs to deliver statutory services to the community.
3. Provide coaching, mentoring and evaluation to Authorised Officers undergoing re-approval to ensure delivery and continuity of service to people who are supported by the teams.
4. Carry a small caseload of complex mental health cases and undertake assessments as appropriate and deliver timely interventions to service users in accordance with legal and policy requirement in order to be compliant with relevant law and guidance.
5. Lead the professional development of colleagues, managers and staff with the supervision of Authorised Officers in order to ensure the safe delivery of services achieving best outcomes for service users and families.
6. Lead the Authorised Officers' Forum and identify issues and concerns related to barriers to safe practice and communicate these to senior managers to deliver safe practice from staff and appropriate interventions and outcomes for service users.
7. Optimise the use of data, changes to legislation or policy to continuously assess the impact of mental health interventions to inform service development and improvement.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisational structure



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>Professional Qualification – social work or other relevant profession.</p> <p>Professional Registration</p> <p>Registration as an Authorised Officer/AMHP</p>	<p>Post graduate training/CPD in Mental Health.</p>
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Understanding of all relevant legislation/regulation relating to Mental Health and Capacity.</p> <p>Detailed understanding of Mental Health, including medical, social psychological processes</p>	

	<p>and their impact on people's ability to develop.</p> <p>Knowledge and understanding of prevention and recovery models of care.</p>	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Ability to use IT systems, record and input data.</p>	
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Ability to communicate effectively in writing, orally and verbally</p> <p>Ability to maintain appropriate records in accordance with legislative requirements</p> <p>Ability to contribute to service and team planning and development</p> <p>Ability to manage change and positively support staff through change processes.</p> <p>Ability to motivate others in learning and development.</p>	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Experience of leading or supervising staff in a multi-disciplinary setting</p> <p>Experience of working with service users with Mental Health needs.</p>	

Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 4 core accountabilities attributes and behaviour indicators.