

Job Profile Information: Social Worker (Camden Crisis Resolution Team)

This supplementary information for *Social Worker* is for guidance and must be used in conjunction with the Job Capsule for Social Care at Job Level 4 Zone 1

Camden Way Category 4

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

The service will be aligned to existing Neighbourhoods across the borough and will be multidisciplinary in composition. You will provide the social work role within the team and will be responsible for assessing patients in conjunction with primary care staff and uphold social work values and develop the Camden model of strengths based practice.

You must have a thorough understanding of current legislation and how it applies to the work of the profession including understanding the prevailing needs, whilst to promote the best interests of service users and carers at all times. The post holder must be able to assess a situation, determine its nature and severity and take the requisite action based on knowledge and experience. You will work as part of a small social work team, with support of your peers, colleagues and managers to continually enhance your experience and develop your professionalism.

Example outcomes or objectives that this role will deliver:

- To develop the Camden model of strengths based practice.
- Provide culturally sensitive social work
- To ensure adults with mental health needs are safeguarded at all times.
- You will have experience of safeguarding adult's work and support staff in decision making, investigation and protection planning.
- To be responsible for the assessment, risk management, planning, implementation and evaluation of individual and holistic programmes of care as part of the multi-disciplinary team.

- You will have the skills and ability to undertake complex assessments of adults with mental health problems who are presenting in crisis, and be able to formulate intervention plans that address the identified needs ensuring the adult with mental health needs is at the centre of the process.
- Undertake risk assessments of customers and developing positive risk management strategies as appropriate, including protection plans for those who require them.
- Deliver and develop the role of the social worker within crisis mental health care.

People Management Responsibilities:

- As a social worker you will manage a small caseload and have access to regular supervision.
- To promote and model high levels of communication skills with service users, the family/caring network and all relevant agencies in contact with this service.
- To maintain accurate recording of service user information, consistent with both the Local Authority and the Mental Health Trust policies and contribute to data collection in auditing outcomes.
- To undertake any other duties equivalent to the responsibility of the post and grade as required by the Team Manager.
- Co-work with crisis team colleagues to assess patients and provide the best outcomes and treatment.

Relationships:

- Building strong relationships with colleagues and providing the social work model to improve confidence in the management of mental health in a crisis team setting.
- In conjunction with the team and other relevant members of staff, develop mechanisms for involving service users and carers in the planning and development of the service ensuring the adult with mental health needs is at the centre of this process.
- The Post holder will work in partnership with multi agency professionals (Police, LAS, CAMHS, Health) to devise and deliver appropriate support and intervention plans

Work Environment:

To participate in flexible working arrangements, which are responsive and sensitive to the needs of the service, such as travelling between sites across your neighbourhood.

Technical Knowledge and Experience:

- You must be hold a valid HCPC registration
- Diploma or Degree in social work or equivalent qualification
- Sound knowledge of the legislative frameworks and guidance, especially the Mental Health Act and Mental Capacity Act together with policies, procedures and best practice guides and how they impact on customers including evidence of its implementation and application
- You will be IT literate and skilled in writing comprehensive and detailed reports.
- A good awareness of the role and organisation of partner agencies such as health, housing and the voluntary and community sector so as to advise and support customers
- A working knowledge of local care and support resources/options for adults with mental health problems and their carers and where to find these. Excellent working knowledge of positive risk taking, risk assessment/management and safeguarding adults
- A good understanding of the practice relating to adult protection and an ability to put this into effect

Camden Way Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility