

## **Job Profile Information: Lead Practitioner, Adult Mental Health**

**This supplementary information for Lead Practitioner, Adult Mental Health is for guidance for Job Level 4 Zone 2**

### **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:**

To support the management of the social work service that supports adults with mental health needs, working closely with the Team Manager and Service Manager to embed Camden's Model of Social Work and strengths based practice throughout the service. To support, coach and mentor staff by providing a clear and responsive practice leadership role within the service including modelling best practice, promoting and ensuring the highest professional standards are maintained throughout areas of responsibility. Deliver a creative program of shared learning and development within the relevant area of expertise in liaison with Team and Service Managers.

To share responsibility across the mental health partnership for ensuring the delivery of the highest standards of care for people and their families. To develop and support a comprehensive assessment and support service for adults with mental health needs

#### **Example outcomes or objectives that this role will deliver:**

- Contribute to the development of future service models in the context of the Council's Medium Term Financial Strategy.
- Contribute and lead on policy and practice development, participating in service reviews as required.
- Create an environment of continuous learning, quality improvement and professional development, developing excellent service outcomes and ensuring service improvements are implemented when necessary
- Work with Operational & Senior Managers, colleagues and Commissioners to ensure best use of resources and positive outcomes for people, ensuring that data on financial and quality measures are collected accurately and analysed to improve performance.
- This includes:
  - Promote positive risk taking to maximise customers' independence.
  - Embed and share innovative solutions to care and support needs and work with complex family/health issues, ensuring that the delivery of care and support is reviewed and service improvements are implemented.

- Ensure that all duties within the role are delivered in accordance with policy and procedure and professional registration practice.
  - Contribute with other lead practitioners in the service to a culture and style of leadership that develops and empowers people, recognises achievement and promotes the continuous development of staff and teams.
  - Keep up-to-date with changes in practice and participate in life-long learning and personal and professional development for one's self and colleagues through supervision, appraisal and reflective practice.
  - Promote integrated whole systems working, working closely with other lead practitioners of services both internally and externally. This will include negotiating and influencing outcomes, engaging and involving users and carers and all stakeholders, liaising with other workers and agencies as appropriate. The outcome of these interactions will have a significant impact on the service provided to adults requiring social care and support.
  - To undertake duties on behalf of the Team Manager as required by the needs of the service
  - Provide professional consultation and advice to colleagues and other appropriate agencies.
- To oversee practice quality and monitoring for people placed out of borough
  - Hold a small complex caseload, under the supervision of Team Manager
  - Participate on the AMHP rota as required.

#### **People Management Responsibilities:**

- Supervisory responsibilities for up to 6 Qualified Social Workers, managing staff on HR issues (performance management, attendance, conduct) as required and in line with the relevant organisational policies and procedures.
- Mentor and coaching staff in the service, in area of expertise. Where needed, co work cases to promote staff development.
- Provide professional supervision to support social workers and other colleagues in undertaking complex assessments and interventions, encouraging the development of high quality standards and practice.

#### **Relationships;**

- To collaborate closely with the lead practitioners across the service and clinicians in the wider multidisciplinary team covering the following specialisms: Psychiatric Nursing, Occupational Therapy, Psychiatry, Psychological Therapies, Substance Misuse.
- Develop and maintain excellent working relationships with health and social care and Council colleagues; external organisations in the health and voluntary sector and other local authorities to ensure an integrated and holistic approach.
- Communicate in an appropriate, open, accurate and straightforward way
- Display sound professional judgements and working across the service to provide specialist advice and support.

- Work collaboratively and in partnership with customers, families/carers, professionals and the wider community to ensure customers receive an excellent, holistic person centred service which seeks to be inclusive, anti-discriminatory and anti-oppressive.
- Work collaboratively to anticipate risks and issues, proactively addressing barriers to progress and creating the conditions to facilitate delivery to customers in an integrated way across all health and social care services
- Be a creative and adaptable member of the team undertaking Lead Practitioner duties across the service.

This post will involve understanding the role of other services in supporting mental health and social care customers and being able to influence their work, in partnership where that would help the customer.

Key contacts will include:

- Customers, carers and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies
- Other Council departments
- Health colleagues

A key responsibility of this role is to provide maximum social care leadership level support in the service, meeting with key stakeholders to ensure high standards of service delivery

Key contacts will include:

- Managers
- Health colleagues
- Housing colleagues
- Customers, carers and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies
- Other Council departments

**Work Environment:**

The job is primarily office based but requires flexibility around working hours and being able to provide support out of office hours to deal with complex and high risk problems or issues. The post holder may be required to work evening and weekends from time to time.

**Technical Knowledge and Experience:**

- Diploma in Social Work or equivalent qualification and proven experience of working in a Social Services department (Essential)
- HCPC registration (Essential)
- AMHP trained or ability to undertake AMHP training and willingness to undertake AMHP training as required.
- To demonstrate sound knowledge of the legislative frameworks
- Evidence of continuing professional development.
- Evidence of people management and team building and how to put knowledge of systems working into practice
- To demonstrate a comprehensive understanding of relevant health and social care legislation and policies and procedures and ability to apply it in practice. Including (but not exclusively) Care Act 2014, Mental Capacity Act 2005, Human Rights Act 1998 and Mental Health Act 1983.
- Extensive knowledge of adult social care resources required to deliver effective care and support to customers and their carers
- To demonstrate knowledge and awareness of implementing strength based practice
- Excellent knowledge and practical application of risk assessment and safeguarding adults' statutory frameworks and current agendas.
- To demonstrate evidence of leading and improving and challenging social care practice
- At least one year's experience supervising and managing qualified social workers.

## 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

## Structure Chart

