

Job Capsule Supplementary Information: Lead Practitioner - Camden Learning Disabilities Service

This supplementary information for Lead Practitioner is for guidance and must be used in conjunction with the Job Capsule 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 collaborate closely with the managers across the service and clinicians in the wider multidisciplinary team covering the following specialisms: Dietetics, Nursing, Occupational Therapy, Psychiatry, Psychological Therapies, Speech and Language Therapy and Children and Young People with Disabilities Service (0-25 years)
- As Lead Practitioner, you will support the Team Manager and Service Manager with management oversight of the Social Work service.
- To share First Contact (duty) management responsibility across CLDS ensuring the delivery of the highest standards of care for people with Learning Disabilities and their families/carers.
- To develop and support a comprehensive assessment and support service for adults with learning disabilities.
- Hold a small complex caseload, under the supervision of Service Manager
- To jointly oversee practice quality and monitoring for people placed out of borough.
- To lead on the 'Named Worker' relationship based approach to working with people living in commissioned supported living accommodation in borough.
- To jointly oversee the implementation of strengths based practice throughout the service
- To work in accordance with guidelines set out by local management and to make appropriate use of statutory, independent and voluntary resources.
- To role model and help others demonstrate professionalism, ensuring professional social work standards are maintained throughout area of responsibilities
- Deliver a creative program of shared learning and development within the relevant area of expertise in liaison with Team Manager and Service Managers.
- Mentor and coaching staff in the service, in area of expertise. Where needed, co work cases to promote staff development.

- Provide a clear and responsive practice leadership role within the service including modelling best practice and promoting the highest professional standards.
- Keep abreast of national developments, share information with colleagues and where appropriate lead on implementation locally.
- Provide professional consultation and advice to colleagues and other appropriate agencies.
- Contribute to policy and practice development, participating in service reviews
- 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.

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.
- 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 Team Manager & Service Manager, CLDS and CYPD colleagues and Commissioners to ensure best use of resources and positive outcomes for customers, 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 managers 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, including developing strategies for workforce planning.
- 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 managers 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

People Management Responsibilities:

- Line management and supervisory responsibilities for up to 4 Qualified Social Workers and/or Access and Support Officers

Relationships:

- 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 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 leadership level support in the service, meeting with key stakeholders to ensure high standards of service delivery

Key contacts will include:

- Senior 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:

Mostly office based at 5PS but some travel required around the borough to visit services and meet with other agencies.

Technical Knowledge and Experience:

- Essential requirement is a Diploma in social work or equivalent qualification; Social Work England (previously HCPC) registration.
- 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 adult's 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 –

