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| **Job Specification; Sample Content****Social Worker Psychiatric, Senior (3037)** |
| **The following template provides sample content for the above role.** **Please refer to the latest National Job Specification Template on the HSE Job Specification Repository to create your full and final version.** |
| **Purpose of the Post**  | ***For Example:*** The purpose of the post is to provide direct input with regard to the delivery of a mental health social work service, including therapy, to service users (and their families) who present with moderate to severe mental health disorders. They will achieve this through the implementation of an accessible, equitable, person-centred service. Additionally, to provide line management, supervision and consultation to staff and students. |
| **Principal Duties and Responsibilities** | ***For Example:*** *The Social Worker Psychiatric, Senior will***Professional / Clinical*** Deliver a quality service to service users ensuring professional standards are maintained in accordance with requirements as set out by CORU <https://coru.ie/files-education/swrb-standards-of-proficiency-for-social-workers.pdf>
* Ensure the delivery of social work services is in accordance with CORU’s Code of Professional Conduct and Ethics for the Social Work profession
* Work within current legislation, relevant policies and procedures, guidelines and protocols as laid down by the employer and Mental Health Commission as they apply to the adult mental health service.
* Work in accordance with the principles and values of recovery as described in the National Framework for Recovery for Irish Mental Health Services 2018-2020.
* Incorporate Social Work values and ethical principles in planning, developing, implementing and reviewing interventions.
* Implement models of best practice / evidence based practice.
* Be responsible for the management of the day-to-day provision of social work services under the direction of the Principal Social Worker.
* Take direct responsibility for a defined caseload as required / directed by the Principal Social Worker, in particular cases that require a high level of experience and expertise.
* Provide a direct point of access for the local community / designated service area and undertake initial and standardised psycho social assessments and interventions to individuals, families and groups following the appropriate referral pathway.
* Provide an initial assessment service as a member of the multi-disciplinary team and to develop referral procedures with other social work networked services.
* Identify service user’s individual and collective needs in partnership with them and co-create early interventions and / or social action strategies to meet those needs.
* Assess where social conditions are a major factor in health and social wellbeing, consult and plan with the service user/ relevant team/ service and arrange appropriate social services for those who need them.
* Make it possible for service users to advocate for their own needs, or where appropriate advocate on behalf of service users.
* Provide supportive counselling, emotional and practical support, develop strategies to support service users based on their presenting needs as well as providing information and advice appropriate to service users and their family’s needs.
* Adopt a holistic approach aimed at enhancing the quality of life, health and social well-being of all persons within the designated service area.
* Promote independence, self-reliance, self-determination and empowerment with persons in their environment, with families and local groups.
* Participate and take leadership in community needs assessment and on-going community involvement including initiating and participating in prevention and health promotion activities such as group work and clinics.
* Plan, deliver and engage in co-produced interventions as appropriate with individuals, families, groups, organisations and communities.
* Work within a key worker / case worker system, providing a co-ordinating role for case management where appropriate.
* Ensure that any risks to service user safety are identified and managed appropriately in collaboration with the multi-disciplinary team.
* Provide consultation and support to other team members in relation to the management of child protection and adult safeguarding concerns.
* Ensure the delivery of social work services in an integrated and multidisciplinary manner with a range of statutory and voluntary groups and organisations.
* Deliver a social work service in collaboration with other disciplines / agencies as required, in appropriate settings reflecting the needs of the service user.
* Monitor and evaluate outcomes of person centred care plans for individual service users.
* Ensure anti-discriminatory practice and cultural competence, at individual and service levels.
* Actively participate as a member of the relevant team / service in team building and change management initiatives.
* Participate in working groups / committees as requested by the Principal Social Worker.
* Attend case conferences, meetings, court, tribunals and other relevant fora as required.
* Participate in service development, research, evaluation as directed by Line Manager.
* Deputise for Social Work line management as agreed / appropriate.
* Keep Line Manager fully informed and up-to-date on all significant matters.

**Education & Training*** Maintain standards of practice and levels of professional knowledge by participating in continuous professional development.
* Engage in career and professional development planning in collaboration with the Principal Social Worker (or designate) and in meeting CORU expectations.
* Keep up to date with advances in social work research, and on-going review and evaluation of literature relevant to the assigned area.
* Keep abreast of developments in national policies and strategies and international best practice.
* Keep up to date with organisational developments within the Irish Health Service.
* Actively disseminate specialist knowledge to social work staff.
* Develop links with the Schools of Social Work; provide placements for students with appropriate supervision.
* Manage, participate and play a role in the practice education of student social workers.
* In collaboration with the Social Work Team Leader and Principal Social Worker, contribute to the development, provision and implementation of mentoring and individualised training programmes for social worker staff.
* Act as a resource by participating in the induction, education and training of Social Work colleagues, other health professionals and service user groups as required.
* Provide a mentoring role to other workers /support colleagues in practice teaching as required.
* Foster an understanding of the role and contribution of social work by providing professional consultation and education to other members of the service.
* Take an active role in professional clinical supervision and engage in reflective practice in accordance with CORU requirements and the local / national Supervision Policy.
* Engage in the HSE Performance achievement process in conjunction with your Line Manager and staff as appropriate.

**Health & Safety*** Comply with and contribute to the development of policies, procedures, guidelines and safe professional practice and adhere to relevant legislation, regulations and standards.
* Have a working knowledge of the Mental Health Commission (MHC) and the Judgement Support Framework.
* Document appropriately and report any near misses, hazards and accidents and bring them to the attention of designated individual(s) in line with best practice.
* Work in a safe manner with due care and attention to the safety of self and others.
* Be aware of risk management issues. Adequately identifies, assesses, manages and monitors risk within their area of responsibility.
* Comply with procedures with regard to assessment, recommendation and / or manufacturing of all assistive devices.
* Promote a culture that values diversity and respect.
* Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
* Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**Management*** Contribute to service developments by monitoring and evaluating emerging needs and trends / identifying unmet needs and service requirements into the future and recognising and replicating successful interventions.
* In consultation with the Principal Social Worker (or designate) develop the role of the social worker and the service through, for example, planning, audit, production of standards, continuing education, quality improvement initiatives and research.
* Provide leadership and motivation in optimising service delivery by developing teams and promoting change management.
* Contribute to policy development, performance monitoring and budgetary control of service.
* Contribute to a range of reports including annual reports, performance indicators, etc. as required.
* Take responsibility for the supervision and line management of staff as required.
* Be responsible for the probationary appraisal of staff and the completion of probationary appraisal reports as required. Make appropriate recommendations regarding whether employees’ standard of work during probation is satisfactory and whether appointments should be confirmed.
* Ensure compliance with and implement HR policies and procedures and guidelines.
* Maintain a high standard of documentation, including service user files in accordance with local guidelines, the Freedom of Information (FOI) and GDPR Acts.
* Contribute to the development and implementation of information sharing protocols and audit systems. Submit activity data as required.
* Assist in ensuring that the social work services makes the most efficient and effective use of developments in IT.

**The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.**  |
| **Skills, competencies and/or knowledge** | ***For Example:*** *The candidate must demonstrate***Professional Knowledge & Experience** *For example:** Demonstrate sufficient professional knowledge to carry out the duties and responsibilities of the role safely and effectively within the legal, ethical and practice boundaries of the profession.
* Demonstrates effective therapeutic skills that are applicable to social work practice in CAMHS, including individual work with children and adolescents, family work, and group work.
* Demonstrates knowledge of the various theoretical models, approaches and interventions that apply in current practice.
* Demonstrates a commitment to promoting and applying evidence based practice and research.
* Demonstrate a clear understanding of risk assessment.
* Demonstrate the ability to utilise supervision effectively and a commitment to continuous professional development.
* Demonstrate a willingness to engage with ICT and develop ICT skills relevant to the role.

**Planning and Managing Resources**  *For example:** Demonstrates the ability to effectively plan activities and co-ordinate resources to ensure value for money and maximum benefit for the organisation.
* Demonstrates the ability to manage self and others in a busy working environment including the ability to prioritise and effectively handle multiple tasks.
* Takes responsibility for the achievement of delivery targets by regularly monitoring, recording and reporting performance statistics / information.
* Demonstrates innovation in aiming to work within resource limitations to sustain and enhance the service while promoting a model of person-centred care.

**Managing & Developing (Self & Others)***For example:** Demonstrates the ability to manage and develop self and others in a busy working environment including the ability to prioritise caseloads for self and others.
* Actively promotes multi / interdisciplinary team working.
* Demonstrates effective leadership, providing clear direction for staff in relation to the goals of their function and how they fit in with the broader organisational strategy.
* Motivates and empowers staff by appropriately delegating responsibility and authority.

**Commitment to providing a Quality Service***For example:** Accepts accountability for standards of performance in area of responsibility.
* Monitors and reviews the work of the team to ensure its quality and accuracy.
* Demonstrates initiative and innovation in identifying areas for service improvement.
* Motivates self and others in facilitating change and improving service delivery.
* Promotes the service user as expert through experience by involving service users in care planning, decision-making and service development.

**Evaluating Information and Judging Situations** *For example:** Formulates, articulates and demonstrates sound clinical reasoning / synthesises and analyses information available
* Regularly quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties.
* Confidently explains the rationale behind decisions when faced with opposition or competing demands.
* Establishes integrity by ensuring that the professional, ethical and safety factors are fully considered in decisions into which they have input.

**Communications and Interpersonal Skills***For example:** Displays effective communication skills (verbal & written).
* Maintains a professional relationship in all communications, treating others with dignity and respect
* Demonstrates the ability to work collaboratively with others to understand and establish expectations and desired outcomes.
* Demonstrates sensitivity, diplomacy and tact when dealing with others, is patient and tolerant when dealing with conflict situations.
* Demonstrates strong negotiation skills, remains firm but flexible when putting forward a point of view.
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