# **PERSON SPECIFICATION: APPROVED MENTAL HEALTH PROFESSIONAL (SOCIAL WORKER) POST REFERENCE: 105603**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training**
* **Specific qualifications (or equivalents)**
 | * Recognised Social Work qualification, e.g., Degree in Social Work, Diploma in SW, CQSW, CSS or equivalent (F)
* Approved Mental Health Professional qualification and post –qualifying experience (F)
* Current registration with relevant professional body, i.e., SWE, HCPC (F) (R)
* Current AMHP status, including evidence of authorisation, (e.g., portfolio of recent AMHP practice, training etc) (F) (I) (R)
* Suitability to work with vulnerable people, (DBS clearance) (F) (R)
* Flexible approach to work, location, duties & hours (F) (I)
 | * Willing & able to train as Approved Mental Health Professional (F)
* Relevant recent training and/or direct work with people with severe & enduring MH needs (F) (I)
* Practice Educator award; experience of supporting students & AMHP Trainees (F)
* Best Interest Assessor qualification & recent practice (F)
* Safeguarding Adults qualification (F)
* Knowledge & experience of Safeguarding Children requirements.(F) (I)
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| * **Work or other relevant experience**
 | * Demonstrate effective assessment, evaluation & planning skills (F) (I) (R)
* Knowledge & understanding of relevant legislation, including the application of, e.g., Mental Health Act, Mental Capacity Act, Human Rights Act, Care Act, etc (F) (I)
* Demonstrate ability to act upon own initiative while maintaining own & others safety (I)
* 2 years post qualification experience; with MH experience desirable (F)
* Excellent report writing & recording skills, including use of electronic data systems (F) (R)
* Experience of working in partnership & collaboration with service recipients, carers, service providers & other professionals (F) (I) (R)
* Experience of working in a busy Mental Health Team with a wide range of service recipients (F) (I)
 | * Knowledge of resources, local authority, Health & Voluntary/Independent sector (F) (I)
* Experience of direct work with Mental Health Service recipients, families & carers (F) (R)
* Experience of working as a Best Interest Assessor/willing to undertake relevant training to ‘convert’ to AMCaP under LPS (F) (I)
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| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

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| * **Skills, abilities, knowledge and competencies**
 | * Proven ability to plan & organise workload & resources (I) (R)
* Proven working knowledge of MHA 1983, MCA 2005 & Code(s) of Practice & other relevant legislation (I)
* Ability to review & evaluate service delivery (I) (R)
* Able to understand needs & concerns of carers & respond accordingly (I) (R)
* Ability to liaise effectively with other agencies & professionals, recent knowledge & understanding of multi-disciplinary working (I) (R)
* Knowledge & understanding of relevant policies, procedures & main issues, ability to work within codes of practice, ie, confidentiality, anti-discriminatory practice, equality, human rights (I) (R)
* Knowledge, understanding & ability to work with situations of risk, complex need & heightened stress (I) (R)
 | tieodeo* Knowledge of National Drivers for change in Mental Health; including the NHS Long Term Plan & proposed new MHA (I) (F)
* Knowledge of relevant Local, Regional & National policy & practice developments (F) (I) (R)
* Responds to professional development of self & others (I)
* Understands & promotes cultural, spiritual, emotional, social, physical & psychological needs (I) (R)
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| * + **General competencies**
 | * Ability to self-manage & support colleagues (I) (R)
* Respond positively to supervision & personal development, identifying own strengths & weaknesses (R)
* Ensure all CPD requirements for SWE & employer are completed (F) (R)
* Car owner/driver. Driving licence & use of own vehicle in conjunction with role & duties (F)
 | * Ability to compile duty rota for AMHP’s & chair peer group forum (I)
* Ability to deputise for AMHP Lead in local, regional meetings & forums.(I)
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**On-going Training Requirements**

The post holder will be required to undertake the following mandatory/essential training at the frequency indicated.

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| **Mandatory/Essential Training** | **Frequency** |
| * Up to 5 days AMHP refresher training (18hrs per year minimum)
* Information Governance
* Safeguarding Adults
* Safeguarding Children
 | * Annually
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Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.