

Kirklees Council

JOB DESCRIPTION – CONTEXT

DIRECTORATE:	CHILDREN AND ADULTS
SERVICE AREA:	SOCIAL CARE AND WELLBEING FOR ADULTS
SECTION:	INTEGRATED MENTAL HEALTH SERVICES FOR WORKING AGE ADULTS
JOB TITLE:	TEAM MANAGER – MENTAL HEALTH
GRADE:	13

THE SERVICE

The Wellbeing and Integration service supports adults to maintain their health and wellbeing, maximising independence, choice and control. It brings together all aspects of personal support, activities, including innovative social care and wellbeing service delivery models and working practices. Integration of service delivery across key partnerships utilise formal and informal means of joint working to support vulnerable adults to remain safe and well in their communities for as long as possible. The service works towards reducing health inequalities and delivering direct services to those in greatest need, whilst enabling others to access their communities and non statutory services to meet their needs. The service works through a culture of enablement and positive risk enablement safeguarding where necessary.

We adopt a personalised approach to work with adults, carers and their families, aged 18 years and above - across the age range, with a range of needs related to older age, physical and sensory disabilities, mental health and learning disabilities. The teams work to identify and positively manage risk; to safeguard vulnerable adults, whilst promoting choice, independence and control taking into account the diverse cultural needs via Person Led Assessments.

THE SECTION

The integrated teams (with South West Yorkshire Foundation Partnership as lead agency) use the Care Programme Approach (CPA) structure to deliver a service to those with mental health difficulties aged 18-65.

Community Mental Health Teams (CMHTs) assess those people referred with serious mental health difficulties, providing advice to them and ongoing casework focusing on recovery.

Assertive Outreach Team (AOT) use active teamwork to engage with those people with serious mental health difficulties (normally those who have been compulsorily detained in hospital previously), who often do not wish to engage with mental health services. There are commonly significant issues around risk to be managed while the object of social inclusion is pursued.

The Crisis Team provide rapid assessment and interventions with those in immediate distress looking with them at ways they might manage their situation so it causes least disruption to their personal and social circumstances and is resolved as soon as possible.

YOUR ROLE

As a Team Manager in Well-Being and Integration you will manage a large team of differently qualified staff from both Kirklees and NHS including qualified Social Workers. You will have a fundamental role in the safeguarding of some of the most vulnerable people in Kirklees. You will

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have ownership of the safeguarding processes including overseeing safeguarding cases within the team whilst promoting rights and choices for the vulnerable individuals. As Team Manager you will agree to and authorise support packages to an agreed level and will be responsible for managing associated budgets of both Kirklees and NHS.

As priorities, government agendas and policy guidance changes you will have a crucial role in promoting and championing changes in policy and working practices within your team, the service, council, South West Yorkshire Foundation Partnership, NHS Trusts, Kirklees Community Health Service, other local authorities, and with wider partners. It is vital that all levels you build positive working relationships, understanding different perspectives and disciplines whilst negotiating positive outcomes for those your team support and for the service. Personalisation and co-production are significant changes affecting adult social care you will have a fundamental role in implementing and facilitating these changes.

Change management skills are vital to ensure that changes are embraced positively by your team, whilst fostering a creative ethos to guarantee vulnerable adults are supported with care that is individual to them. You will support your team to adopt enabling approaches and appropriate levels of intervention keeping them to a minimum where required to facilitate individuals independence and positive risk taking as far as possible.

As Team Manager you will be responsible for ensuring the effective prioritising, screening, allocation and workload management whilst ensuring quality standards are met and exceeded. You will have a role in supporting throughput of cases, minimising backlogs of unallocated work, timely assessments and support provision. Positive risk assessment and management is an important part of your role and you will provide support to your team to effectively manage risk for vulnerable adults.

You will support the Senior Pathway and Portfolio Manager in leading on the service developments of further development of integrated working. Your role is crucial in ensuring practice is up to date with key legislation for Mental Health and broader adult social care and that statutory responsibilities are adhered to and delivered against performance indicators. You will support your team to understand the importance of performance measures.

You will have an awareness of the caseload of the team and an oversight of complex cases and will provide management input where necessary. Risk assessment and management is an important part of your role and you will provide support to your team to effectively manage risk for vulnerable adults.

Your role will include significant multidisciplinary working, particularly with colleagues from health, it is vital that you build and maintain effective working relationships; an appreciation of differences in working practices, priorities and change agendas will be key to this. At times you will need to manage conflict between disciplines and support your team to do the same. Your negotiation skills will assist you to overcome blockages between teams, partners and stakeholders. It is important that you are able to feedback into appropriate forums, with suggestions for improvement, where issues arise that affect your team.

SPECIFIC OUTCOMES

- Throughput of cases is managed through timely assessments and adherence to performance indicators
- Creative approaches to support planning and provision of support packages are adopted
- Adults are able to remain in the community as long as possible through being able to

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maintain their independence with appropriate support

- Timely responses are provided to urgent requests for support
- Vulnerable adults are safeguarded
- Timely and appropriate responses are provided to safeguarding vulnerable adults in line with policy and procedures.
- Complaints are responded to and learning is embedded within the team

SPECIFIC TECHNICAL COMPETENCIES

RESPONSIBLE TO: SENIOR PATHWAY AND PORTFOLIO MANAGER

RESPONSIBLE FOR: SOCIAL WORKERS, COMMUNITY CARE OFFICERS & NHS STAFF

TO BE USED IN CONJUNCTION WITH SW004

Reference No	MH002C
Link to	
Created	
Grade Confirmed	
Prepared By/Amended By	BG/ MEM
Amended On	