

Best Interests Assessor

Grade 10

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

Health and Care Vision

The structure for Health and Care provides a clear focus on 3 defined areas of work

1. Public Health and Prevention
2. Adult Social Work and Safeguarding
3. Care Commissioning

This job plays a key role within the wider Social Work and Safeguarding team where specific focus is around achieving outcomes to meet the life needs of people so that they are able to maximise choice and control about the care and support they receive.

About the Role

The Best Interest Assessor supports the implementation of the authorisation processes relating to the Deprivation of Liberty Safeguards (DoLS) and will be responsible for carrying out Best Interest Assessments as defined in regulations and explained within the (DoLS) Code of Practice. The post holder will also be expected to contribute to development work within the DoLS Team.

Reporting Relationships

Responsible to: BIA Team Manager

Responsible for:

Safeguarding Statement

- To work in accordance with the Care Act and its principles;
- To ensure that any suspected abuse of an adult with care and support needs is reported in accordance with the Adult Safeguarding Policy and Procedure;
- To promote awareness of the Adult Safeguarding Policy and the Mental Capacity Act;
- To Safeguard adults with care and support needs by promoting their health and wellbeing;
- To promote the prevention of abuse of adults with care and support needs;

- To ensure any provider service deficiencies are reported to the relevant Commissioner

Key Accountabilities:

1. Carrying out Best Interest assessments and ensuring compliance with safe systems of work in accordance with SCC's Policies and Procedures.
2. Working with colleague, and partners/stakeholders in health and independent sector and other relevant partners to ensure DoLS assessments are undertaken where appropriate in order to avoid unlawful detention.
3. Ensuring a referral is made and a less restrictive care/treatment plan is identified and recommended, where the adult with care and support needs is suspected of being deprived of their liberty unlawfully.
4. Undertake assessments within the required legal timescales.
5. Maintaining records of work activities in accordance with approved Policies and Procedures, including the use of a computer system (Care Director).
6. Supporting the work of the BIA Team Manager in the dissemination of information\training\education about the DOLS process to colleagues, service users, carers and the general public.
7. Ensuring continuing personal and professional / vocational development to ensure ongoing registration requirements are met including maintaining BIA status.

Dimensions of the role:

Area	Description
Legislation	Care Act 2014 Mental Capacity Act 2005 Deprivation of Liberty Safeguards Mental Health Act 2007 Data Protection Act

Partners/key stakeholders	Customers and carers Internal and external providers Health Courts
Other Departments	Legal

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.




The content of this Job Description and Person Specification will be reviewed on a regular basis.


Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Two Ticks *	Criteria	Measured by
	Qualifications/Professional membership <ul style="list-style-type: none"> Registration with the Health and Care Professions Council (HCPC) or equivalent Qualified Social Worker, nurse, occupational therapist or psychologist, with a minimum of 2 years relevant post qualifying experience Successful completion of relevant Best Interest Assessor training as endorsed by the Department of Health or organisation delegated this responsibility. 	A A A
 	Knowledge and Experience <ul style="list-style-type: none"> Experience of working with adults with care and support needs and adults with mental disorder and complex care needs Experience of multi-agency and multi-disciplinary work Experience of writing reports with complex and sensitive information, communicating with senior managers and liaising with commissioners and service providers High level working knowledge of relevant legislation including MCA/ DOLS, Mental Health and human rights legislation Knowledge of safeguarding adults policy and procedures Understanding of all relevant internal policies and external influences including multi agency and partnership working Knowledge of local social and health care systems, including care providers Knowledge of practice and policy issues relating to people with mental disorder, older people, people with a learning disability and mental health issues. Awareness of data protection and confidentiality issues 	A/I A/I A/I A/I A/I A/I A/I A/I A/I A/I

	Skills <ul style="list-style-type: none"> • The ability to make informed, proportionate and independent best interest decisions, taking account of a person's right to autonomy and self-determination with their right to safety. • Ability to communicate effectively, verbally and in writing, with senior managers and operational staff at all levels, multi-agency partners, providers and inspectorates, service users, carers and the public • Ability to compile assessments in line with MCA DoLS • Ability to analyse national guidance, complex case law issues and complex case specific information • Ability to contribute to working groups and dissemination of information consistently • Ability to work on own initiative • Ability to work to tight statutory deadlines 	A/I A/I/T A/I A/I/T A/I A/I A/I
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If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting
Talent & Resourcing Team 01785 278300