



North Northamptonshire Council

Job Description

Job Title: Best Interest Assessor (Deprivation of Liberty Safeguards)

POSCODE: **NRTHNJC0092**

PAY BAND: **NNBAND08**

Overall Purpose of the Job

Providing a high standard of Deprivation of Liberty Safeguards (DoLS) assessments, within appropriate timescales, across a range of service user groups and locations, and to complete all appropriate recording of these assessments in accordance with local policy, procedure, guidelines and standards and all statutory requirements arising from the Mental Capacity Act (MCA) 2005 and the Deprivation of Liberty Safeguards (DOLS), as well as emerging case law.

To identify and take appropriate actions for any situations that need to be considered within the scope of the Court of Protection. To identify unmet needs, safeguard, Identify, promote, develop and challenge appropriate services and resources in order to meet the needs of individuals and contribute to the development of the service.

Main Accountabilities

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1	<p>To respond to referrals and consider progressing to assessment circumstances which amounts to a deprivation of a person's liberty to ensure that urgent situations are addressed promptly, and work is prioritised appropriately.</p> <p>Provide a high-quality Deprivation of Liberty Safeguards (DOLS) assessment in accordance with local policy, procedure, guidelines and standards and all statutory requirements arising from the Mental Capacity Act (MCA) 2005 and the Deprivation of Liberty Safeguards (DOLS), and emerging case law.</p>
2	<p>To undertake DOLS assessments and/or reviews in care homes and hospitals, ensuring they meet the DoLS standard authorisation to ensure lawful deprivation of liberties.</p> <p>To undertake necessary assessments (and co-ordinate the provision of assessments by other professionals) and/or reviews regarding a person who might be or is experiencing a deprivation of their liberty in a range of settings identified by the legal framework. This intervention in terms of an</p>

	Main Accountabilities
	assessment or review will provide a timely response to promote the person's independence and provide them with access to the legal system to appeal against their deprivation.
3	Ensure that all decisions are in accordance with the appropriate legislative framework, Mental Capacity Act 2005, Mental Health Act 1983, Human Rights Act 1998, Care Act 2014 and national and local policy guidance, and emerging case law.
4	<p>Manage and be professionally accountable for allocated DoLS assessments/reviews, complying with local North Northamptonshire Council policies, relevant statutory guidance and legislation.</p> <p>To consider qualifying requirements to grant or not grant an authorisation on behalf of the Supervisory Body (NNC) to ensure that people are appropriately and legally deprived of their liberty.</p>
5	<p>To be a DoLS process expert by working to and encouraging others to use Departmental standards to ensure team and departmental effectiveness and response meets statutory requirements.</p> <p>To review completed DoLS assessments of team members and act as a signatory on behalf of the Supervisory Body (NNC) to put in place the legal framework of the deprivation so that the individual is provided with a Relevant Person's Representative (RPR) to represent them, to enable the RPR to access the rights of those deprived legally under DoLS.</p>
6	<p>Act as a role model for continuing professional development in terms of broad social care knowledge, as well as cross service expertise on the nominated specialist area of knowledge in terms of the application of the Mental Capacity Act 2005 and the Deprivation of Liberty Safeguards. This may include acting as a mentor for those undertaking BIA training.</p> <p>Mentor new/less experienced BIAs to support both their individual development and maintain and improve the quality of the BIA service provided by NNC, as the Supervisory Body.</p>
7	Undertake all mandatory training complying with North Northamptonshire Council policies, relevant statutory guidance and legislation including annual DoLS refresher training to enable the post holder to continue to practice as a DoLS Best Interests Assessor.
8	<p>Take responsibility for the administrative processes associated with dealing with cases in accordance with service procedures, standard and targets. Produce, maintain and present accurate records and reports for court and audit purposes in accordance with relevant policies, procedures and legislation.</p> <p>To identify conditions to attach to the authorisation and specify the duration of the authorisation for the legal framework to be in place, to minimise the restrictions placed upon the individual.</p>

	Main Accountabilities
9	<p>Liaise with, establish, and maintain effective working relationships with other local services, specialist teams, Hospital Trusts, and the 3rd sector organisations relevant to the needs of the individual in order to deliver a holistic and seamless service. Coordinating and leading multidisciplinary/professional meetings as required, representing the service at internal and external meetings.</p> <p>To identify the appropriate Relevant Person's Representative to monitor the restrictions that the person is subject to and support the individual to access legal routes to appeal against their deprivation.</p>

Safeguarding commitment

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job;

Qualification Required	Essential/ Desirable
Degree in Social work or Nursing, Occupational Therapy or equivalent (e.g. CQSW, DipSW) with 2 years post qualifying work.	Essential
Qualified Best Interest Assessor.	Essential
Approved Mental Health Professional.	Desirable

Minimum levels of knowledge, skills and experience required for this job

Knowledge Required	Essential/Desirable
Thorough working knowledge of relevant legislation including MCA 2005, MHA 1983, Care Act 2014, HRA 1998, Equality Act 2010, relevant Codes of Practice, and emerging case law.	Essential
Extensive knowledge and understanding of relevant local and national issues in health and social care	Desirable
Knowledge of the needs and issues of different citizens Including ethnic minorities, disability, and age-related issues	Desirable
Knowledge of partnership agencies in statutory, voluntary, and independent sectors.	Desirable

Skills Required	Essential/Desirable
The ability to use a range of different information to inform, direct and provide clear decision making in order to influence service planning	Essential
Ability to work in Partnership with carers, colleagues and variety of external agencies in order to deliver the most effective service.	Essential
Ability to recognise the limits of own accountability and responsibility and to seek appropriate support, advice and supervision.	Essential
Ability to analyse highly complex assessment outcomes, identify problems and offer solutions,	Essential
Self-motivated with good organisational skills and able to prioritise a demanding workload within tight deadlines.	Essential
Ability to establish and maintain communication on highly complex, potentially stressful topics in a range of situations, with individuals or groups.	Essential

Skills Required	Essential/Desirable
Communication and persuasion skills including good command of English, negotiation, partnership working and report-writing skills.	Essential

Experience Required	Essential/Desirable
Significant experience in adult social care or health care.	Essential
Evidence of highly developed analytical skills.	Essential
Evidence of effectively planning, managing and prioritising work and meeting deadlines.	Essential
Experience of assessing complex needs in the fields of mental health and/or learning disability, and/or brain injury and/or older and disabled adults.	Essential
Demonstrable experience of dealing with a wide breadth of issues and complex situation.	Essential

Safeguarding	Essential/Desirable
Demonstrate an understanding of the safe working practices that apply to this role.	Essential
Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

Disclosure Level

What disclosure level is required for this post?	None	Standard	Enhanced	Enhanced with barred list checks
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Work Type

What work type does this role fit into?	Fixed	Flexible	Field	Home
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