

Maudsley Health Hospital

Job Description

Post Title	Clinical Social Worker
Hours	40 (42.5 to include break), Flexibility may be required as the service develops. Postholders will be required to work late shifts and weekend days as per the rota.
Department	CAMHS, General Adults, Specialist Service, Intellectual Disability, Addictions, Mental Health of Older Adults
Base	Maudsley Health Hospital, Abu Dhabi
Reports managerially to Reports accountable to	Clinical Director (respective CAG) Maudsley Health Hospital
	<i>The postholder will be employed by MACANI LLC.</i>

Maudsley Health

1 Maudsley Health is the brand name for the collaboration between South London and Maudsley NHS Foundation Trust (SLaM) and MACANI, the local partner. It was formed in 2015 to support the development of high-quality mental health services within the Middle East. Ambitious development plans are being progressed, and the service is growing geographically and clinically in a planned way. Maudsley Health began by providing child and adolescent mental health services in Abu Dhabi in 2015 and then Adult Mental Health Services in 2017. In 2018 the service successfully bid for a contract to work with the then Ministry of Health and Prevention (now Emirates Health Services) to support the development of Al Amal Psychiatric Hospital in Dubai.

The aim of Maudsley Health in the UAE is to deliver high quality mental health services, including advice, training and consultation across the range of mental health problems. This requires working collaboratively with multi-disciplinary colleagues, other professionals, families and patients. The service aims to provide a supportive environment using evidence-based approaches and will offer training and development to professionals.

The post is being created to support the development of services in the Middle East.

They will have access to an office and computer facilities; the use of an electronic record system is required.



Maudsley Health - Vision and Mission

Vision

To be a service of excellence and innovation and to help establish the UAE as a world class provider of mental health care

Mission

- ❖ To improve the mental health and wellbeing of the UAE population.
- ❖ To deliver high quality evidence based care; Prevention, Early Intervention, Community, Outpatient and inpatient mental health services.
- ❖ To have professional, motivated and happy staff who feel proud of their contribution.
- ❖ For patients to feel cared for and that the service they received has been positive for them.
- ❖ To be actively influencing, supporting and delivering quality research in the MENA region.
- ❖ To grow into a specialized mental health teaching organization.
- ❖ To actively support medical tourism.
- ❖ To be authentic and sustainable.

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Maudsley Health Hospital

Following an international tender process by the Department of Health, Abu Dhabi, Maudsley Health successfully bid for a contract to deliver permanent inpatient care in Abu Dhabi. The Maudsley Team has significant local, on the ground, clinical experience but a new team of clinical and support staff will be required to deliver services at the new Maudsley Health Hospital.

The MACANI founders have an impressive track record of spearheading the launch and development of new businesses, bringing international models of best practice to the UAE.

SLaM is internationally recognized as one of the leading mental health institutions globally, it has a unique relationship with the Institute of Psychiatry, Psychology and Neurosciences, part of Kings College, London.

With the combination of on the ground experience, local business acumen and support from SLaM, the aim is to deliver very high quality, evidence based care, with innovation and research embedded. The quality of the service should stand out across the Middle East.

A Hospital has been acquired, is in the process of complete redesign, and will open during 2025. 138 beds are planned across 11 wards. A Clinical Academic Group structure will be adopted, similar to that in South London and Maudsley NHS Foundation Trust, the CAGs being formed are;

- Child and Adolescent Mental Health (CAMHS)
- Addictions
- Adult
- Mental Health of Older Age (MHOA)
- Intellectual Disability
 - Specialist Services such as Mother and Baby and Eating Disorders will also be provided.

All CAGs will have inpatient services, day care and outpatient services, specialist services and innovation will be encouraged in all CAGs as will internal and external training. The Hospital will be able to access support from South

	<p>London and Maudsley NHS Foundation Trust. The appointment in 2024 of an Academic Director will assist CAGs with embedding research and development of a training facility.</p>
2	<p>Job Purpose</p> <ul style="list-style-type: none"> The Social Worker will work as a member of the multi-disciplinary team, providing high-quality social care services to patients experiencing mental ill-health. The core functions of the role are to provide assessment, care planning, and coordination of care from a social perspective for patients accessing the service. The postholder is expected to hold a caseload of patients with a wide range of mental health and social care needs. They are responsible for maintaining ongoing reflection and development of their practice, ensuring continuing professional development in line with the standards set out by the professional regulator and the Department of Health. In this role, the postholder would liaise with inpatient units, outpatients, and the emergency department, contributing to a recovery-focused model of care. The postholder would also play an active role in the discharge of service users from hospital and commissions health and social care services as required. Partnership working is a key component of this post, requiring innovation to ensure the availability of a range of appropriate local services to support individual recovery journeys. Supervise and line manage Social Workers within the CAG. Contribute to training and professional development.
3	<ul style="list-style-type: none"> KEY RESPONSIBILITIES <p>The post-holder is expected to achieve the following outcomes:</p> <p>KR 1 Clinical and Client Care</p> <ul style="list-style-type: none"> Support patients and families in understanding and managing the social impact of mental health conditions. Advocate for patient rights and ensure culturally sensitive, person-centered care. To ensure that appropriate health and social care services are commissioned with and on behalf of service users. To undertake regular risk assessments and ensure that vulnerable people are kept safe from harm and draw up appropriate risk management plans. To provide culturally appropriate social care to carers or families of referred clients when required. To act as care co-ordinator taking responsibility for initiating planning and reviewing social care plans with families where appropriate. Engage with community organizations, schools, government entities, and NGOs to support patient reintegration. Facilitate family meetings and provide education on mental health to promote recovery and reduce stigma. <p>KR 2 Multidisciplinary Working</p> <ul style="list-style-type: none"> Work closely with psychiatrists, psychologists, nurses, occupational therapists, and other healthcare professionals to deliver joint services that are integrated around the needs of patients. To attend team meetings and chair as requested, to ensure effective functioning. To be sensitive in challenging any discrimination and support the development of culturally competent services. To liaise with referrers and other professionals concerned with clients in order to develop and review care plans. To utilise theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members. <p>KR 3 Policy and Service Development</p> <ul style="list-style-type: none"> To participate in the development and delivery of a high quality, responsive and accessible service. To follow policies and procedures in own area of work. To identify any aspects of social care provision which could be improved and propose changes to practices or procedures to the CAG Leadership Team .

- To participate in the ongoing implementation of new initiatives as required across relevant services.

KR 4 Leadership and Governance

- Provide clinical supervision, mentoring, and performance support to social workers and support staff.
- Participate in recruitment, onboarding, and competency assessments of social work staff.
- Support professional development plans, training needs analysis, and supervision documentation.
- Promote staff wellbeing, reflective practice, and adherence to professional standards.
- Deliver internal training on psychosocial care, safeguarding, discharge planning, and cultural competence.
- Support student placements and internships where applicable.
- Stay current with evidence-based practice, legislation, and professional standards.
- Contribute to the development of psychosocial programs, pathways of care, and patient education initiatives.
- Support community outreach, awareness, and family engagement initiatives related to mental health.
- Assist in service development for new programs, including outpatient and community-based services.
- Ensure social work practices align with DoH, JCI, and hospital policies and procedures.
- Contribute to audits, quality improvement initiatives, and clinical governance activities.
- Maintain accurate, timely, and confidential clinical documentation in line with hospital standards.
- Support safeguarding policies, mandatory reporting, and risk management processes.

KR 5 Care or Management of Resources

- To make recommendations about social care resources to the CAG Leadership Team.
- To appropriately use the services equipment and physical resources.
- To ensure there are sufficient resources by estimating future need and requesting supplies as needed.

KR 6 Record-Keeping and Information Governance

- To ensure that all information generated by own work is recorded as required by policies and local procedures.
- To ensure a good standard of clinical record keeping and report writing, according to professional guidelines, including electronic data entry where possible.

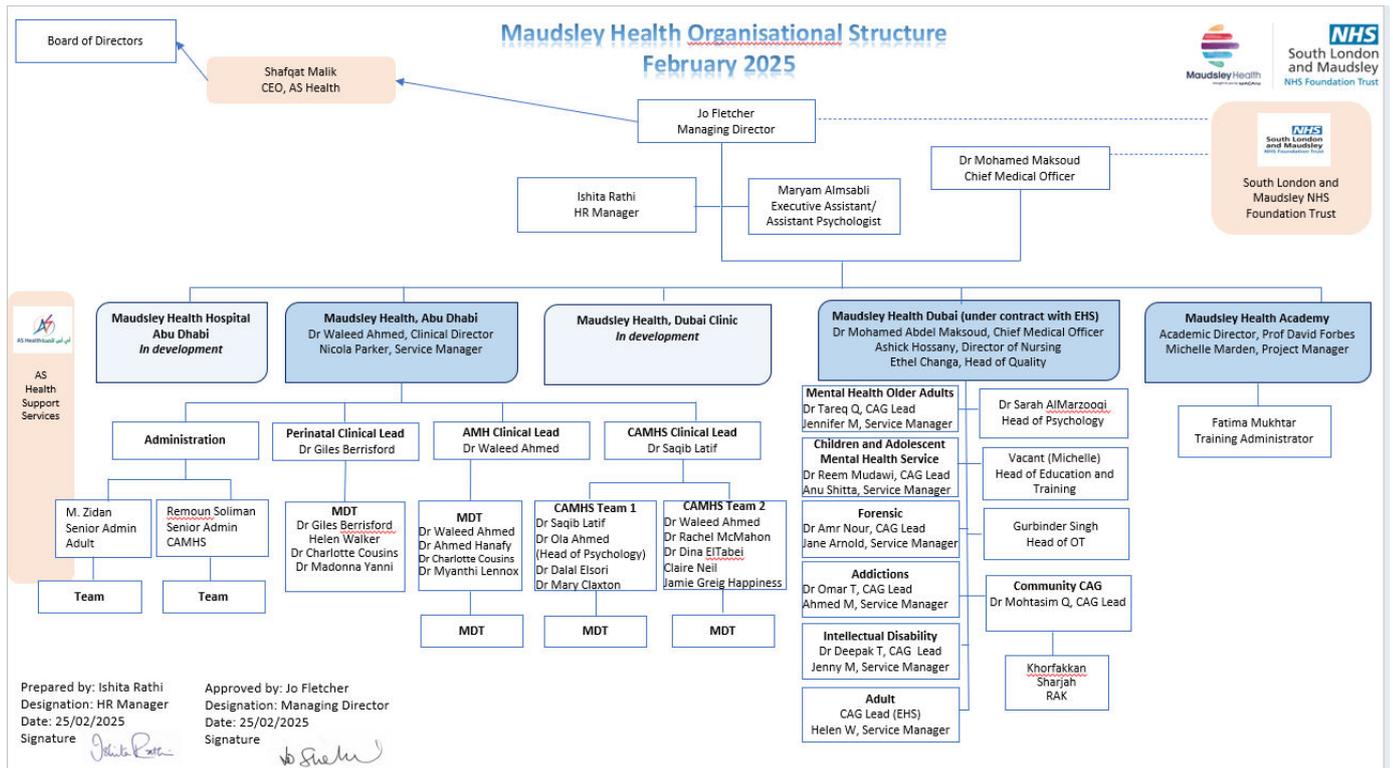
KR 7 Maintaining Professional Standards and Continuing Professional Development

- To receive regular clinical and professional supervision.
- To ensure own Continuing Professional Development in line with DOH and Personal Development Plan requirements.
- To maintain an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies.
- To comply with the DOH's 'Standards of Conduct, Performance and Ethics', and ensure professional development in line with these.
- To meet and maintain licensing requirements in country of origin where possible, as well as in the UAE.

KR 8 General

- To travel to professional meetings, or to other healthcare premises, as appropriate when required.
- To be aware of risk relating to aggressive and challenging behaviour amongst the client group and follow policies relating to its management.
- To respond appropriately and professionally to emotionally distressing situations such as challenging behaviour and to support others involved in such situations.
- To work flexibly which will include offering a regular commitment to late working or weekend working within the overall Job Plan, to ensure the service is accessible for patients.

Organisational Position



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Contribution:

Time commitment: 42.5 hours per week (including break).

on occasion additional hours may be required to undertake the role well. Under Labour Law, the hours must not exceed 48. Flexibility may be required, and it is expected the post holder will work one evening per week.

5

Working Relationships:

Internal: Clinical leadership, multidisciplinary teams, quality and governance teams.

External: Community agencies, safeguarding authorities, NGOs, and government bodies. E.g- FCA, DCD, DOH, Police, Immigration.

Other Information

Confidentiality

Confidentiality/data protection regarding all personal information and service activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as FAHR and the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all relevant Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities

Promote the concepts of equality of opportunity and managing diversity service wide.

Health and Safety

Employees must be aware of Health and Safety responsibilities, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

6

	<p><u>Infection Prevention and Control</u></p> <p>Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with service policy.</p> <p><u>Professional standards and performance review</u></p> <p>Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.</p> <p><u>Service/Department standards</u></p> <p>Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.</p> <p><u>Finance</u></p> <p>All staff will comply with the financial processes and procedures.</p> <p><u>Safeguarding Children</u></p> <p>Employees must be aware of the responsibilities for safeguarding children and vulnerable adults.</p> <p><u>Code of Conduct</u></p> <p>The post holder is required to adhere to the standards of conduct expected of all staff, under the requirements of FAHR. This job description will be subject to regular review and adjustment.</p> <p><u>Caveat</u></p> <p>This job description is an outline of the key tasks and responsibilities of the post, and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the service, as well as the personal development of the post holder.</p>			
7	<p>Brief terms and conditions</p> <p>(All below are subject to change)</p> <ul style="list-style-type: none"> ▪ All staff to have 22 days annual leave per annum, plus the government declared national holidays. ▪ The post-holder is required to participate in the CPD program. ▪ Allied health staff have access to 2.5 study leave per annum (whole time) consistent with Personal Development Plans. ▪ The post-holder will be an employee of Macani, a UAE entity. ▪ The post-holder will be expected to live within 60 minutes of their workplace unless agreed otherwise by prior negotiation. ▪ The appointment will be subject to satisfactory Occupational Health and Enhanced DBS/CID clearances and visa requirements, including health testing. ▪ It is the condition of your employment that you are and remain a fully registered practitioner and are included on the HCPC or equivalent Register and maintain the Department of Health, Abu Dhabi license. The organisation will apply for the initial license in the UAE, but it is the individual's responsibility to ensure these registrations are renewed. 			
8	<p>Person Specification</p> <p>Verified at interview (I), by application form (A) or by test (T)</p> <table border="1" data-bbox="140 2056 1444 2098"> <tr> <td style="width: 33%;"></td> <td style="width: 33%;"></td> <td style="width: 33%;"></td> </tr> </table>			

	<p>Education</p>	<p>Bachelor's degree in social work And Full time master's degree in social work.</p> <p>Other relevant post-qualification training (e.g. CBT, family therapy) Best Interest Assessor training</p>	<p>Essential (A) Essential (A) Desirable (A,I) Desirable (A,I)</p>	
	<p>Experience</p>	<ul style="list-style-type: none"> • Experience of working in an integrated health and social care environment • Extensive knowledge of legislation, statutory guidance, theory, and policy in relation to adult and children's social care • Experience of undertaking assessment focused on personalisation, choice and control, and care planning • Evidence of multidisciplinary and collaborative working • Evidence of partnership working with service users and carers, demonstrating dignity and respect, particularly in very challenging situations • Excellent ability to communicate with a wide range of stakeholders, including service users and carers, other professionals and colleagues, members of other organisations and locally communities – verbally and in writing. • Evidence of successful management of challenging meetings • Ability to manage highly sensitive information • Experience of using electronic record systems and ability to produce accurate, appropriate, and timely reports. 	<p>Essential (A) Essential (A) Essential (A) Essential (A,I) Essential (A,I) Essential (A,I) Essential (A,I) Essential (A,I) Essential (I)</p>	

	License	License issued by regulatory body of the country e.g. HCPC	Essential (A)
	Others	Ability to speak Arabic. UAE driver's license and own car.	Essential (A,I) Desirable (I)

Staff Name:	
Signature:	
Date:	
Line Manager:	
Signature:	
Date:	