

**PG**

**5322**

**Post Specification**

**People Care and Development**

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| **Date** | **October 2021** |
| **Post Title** | Practitioner |
| **Job Family Role Profile** | **PCD10ii** |
| **Final Grade** | **PCD11 (inc JWC’s)** |

**To be read in conjunction with the job family role profile**

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| **Service Area description** |
| People, Adults  |
| **Purpose of this post**  |
| * To work in a District or Locality team to undertake assessments and deliver appropriate person centred support and outcomes for members of the public in Cumbria who have social care needs.
* To deliver complex service/support to individuals and groups to improve community capacity and/or customer wellbeing and/or skills.
* The practitioner will manage a case load and be responsible for coordinating outcomes for the individuals which promote independence, choice and control, whilst managing risk and operating within defined financial boundaries.
* The post holder will be expected to develop and have knowledge of the assets within the local community to enable individuals to access ‘natural’ and preventative sources of support as well as services from statutory agencies.
* A ‘re-ablement’ approach should be used to maximise the individual’s potential.
* They will work within a multi-disciplinary and multi-agency environment and develop solution-focussed approaches through person-centred planning.
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| **Key job specific accountabilities** |
| 1. To assess the needs of customers and their carers and ensure the development and delivery of appropriate person-centred and self-directed support to meet the Council’s statutory obligation for the protection and support of adults who have social care needs.
2. In collaboration with customers, their carers and others, implement the approaches of Self Directed Support through the use of mechanisms such as Personal budgets, individual service funds and direct payments.
3. Providing standard and non-standard interventions, such as advice, guidance and direct support to customers
4. Work with relevant professionals and agencies within a given locality or district to ensure that assessment, support and care delivery services are as seamless and timely as possible. This will require knowledge of the assets and services within localities to meet the outcomes identified for those requiring support.
5. Practice within the relevant national legislation, professional standards of practice and organisation policies and procedures and ensure compliance with care/clinical governance principles.
6. To ensure the effective implementation of the Council’s strategy for the protection of vulnerable adults by following established procedures to ensure the personal protection and safety of adults at risk.
7. To manage a mixed caseload and deal effectively with communications and situations which are often complex and contentious. This will include working with service users who live with high levels of risk. Make professional decisions on the management of risk, and where necessary, seek guidance from appropriate sources.
8. Demonstrate effective communication skills including an ability to discuss and explain sensitive information with service users and carers, and produce clear accurate and factual written reports and records. These records must also clearly illustrate the decision making rationale. To develop and maintain relevant IT skills and competencies.
9. Work to the principles and standards identified in ‘The Standards we Expect’ which underlines the importance of ‘communication’ as being at the centre of effective practice.
10. To seek opportunities for personal development through identified continuing professional development activities and maintain professional standards which are required to meet registration with appropriate body. Use opportunities in developing professional practice by collaboratively working with a wide range of stakeholders including senior colleagues.
11. To contribute to team working and development of actions to improve standards and outcomes for service users. This will include use of audit measures to support evidence based practice. This will form the basis for opportunities to develop and extend knowledge and skills in other areas of practice.
12. To review individual support plans and monitor outcomes and recommend any necessary adjustments, to ensure the most effective support/services are delivered.
13. To make the most effective use of available resources, particularly those which lie within local communities.
14. To act as mentor and support and offer guidance regarding work practices, policies and procedures to team members, students and less experienced staff. Supervision and appraisal of support staff (Social Care Workers).
15. To exercise individual professional autonomy in relation to decision making and reflect this clearly in all recording and correspondence, with reference to relevant practice guidelines.
16. Maintain registration requirements of the relevant professional body.
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| **Please note annual targets will be discussed during the appraisal process** |
| **Key facts and figures of the post** |
| **Budget Responsibilities** | * Working with internal and external colleagues to ensure appropriate sharing and coordinating of resources where applicable.to ensure services work within agreed budgets and both corporate and statutory policy guidelines and practices
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| **Staff Management Responsibilities** | * To act as a mentor and support and offer guidance regarding practices, policies and procedures to team members students and less experienced staff. Supervision and appraisal of support staff (Social Care workers).
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| **Other** | * To make the most effective use of available resources, particularly those which lie within local communities.
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| **Essential Criteria - Qualifications, knowledge, experience and expertise** |
| * Degree in Social Work, DipSW or Postgraduate Diploma in Social Work
* Accredited Professional qualification in Health, Social Care or related area
* Evidence of ongoing professional development/CPD and evidence of successful completion of ASYE
* Registration with relevant professional body
* Willingness to attain formal qualifications as determined by the Council
* In depth knowledge and application of Departmental and Council objectives and initiatives
* In depth knowledge and understanding of own professional area of practice and issues within Adults Services
* Understanding and application of theoretical approaches, practices & procedures relevant to service users, carers, professional colleagues
* National Policies and legislation relevant to area of work.
* Ability to identify and challenge inappropriate practice
* Evidence of extended relevant working experience including

-Independent assessment and delivery of support-Independent case-load management and planning/implementation of interventions for complex or high-risk cases* Contribute to work planning and resource allocation
* Change management within a positive framework
* Ability to influence people to change and to make difficult decisions
* Ability to work collaboratively and effectively as a team member
* Good interpersonal skills including negotiating, conciliating, people management and motivational skills
* Ability to lead the creation of innovative, person centred solutions for service users and their carers
* Ability to create and maintain a culture that enables and empowers staff and service users alike
* The ability to plan interventions to be implemented for a range of cases, some of which may be complex and high risk
* Plans and prioritises own case-work
* Ability to network effectively with multi-disciplinary organisations
* Ability to travel extensively throughout the County
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| **Disclosure and Barring Service – DBS Checks** |
| * This post requires a DBS check.
	+ DBS Enhanced – Adults
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| **Job working circumstances** |
| **Emotional Demands** | * Job related actions will periodically cause genuine distress to others or in major conflict with their wishes.
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| **Physical Demands** | * Normal requirement for county wide travel and carry laptop and small pieces of equipment
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| **Working Conditions** | * Specific abusive language and aggressive behaviour witnessed regularly, directed at postholder occasionally.
* Working in an uncontrolled, challenging environment, in individuals homes
* Lone working required
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| Other Factors |
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