Cumberland Council

Post Specification

Date	**January 2023**
PG Number	**6907**
Post Title	**Senior Social Worker**
Job Family	**People Care and Development**
Job Family Role Profile	**PCD12ii**
Final Grade	**Grade 13 (inc JWC's)**

To be read in conjunction with the job family role profile

Service Area description

Short Term Interventions

The Adult Social Care Short Term Interventions Service is for people aged 18+. A primary role of this team is to work across the system to enhance prevention interventions and work to prevent or, delay admission into formal support services. This service will work collaboratively with a range of stakeholders from across the health and social care system and third sector and voluntary groups in Cumbria to ensure short term interventions (including assessment) are undertaken to ensure people are safe and supported using a strengths based approach. The team will support the admission avoidance and the discharge of people from acute and community hospitals in a safe and timely way reducing the risk of delayed transfers of care.

This service will have a key role influencing and shaping Discharge to Assess/Home first models in Cumbria, and ensuring that in all instances people are treated with dignity and respect and are central to discharge planning with a focus on achieving their most independent outcome.

Long Term Assessment and Review Service

The Adult Social Care Long Term Service is for people, aged 18+ who are living in the community and have been identified as having long term care and support needs.
This service will work collaboratively with a range of stakeholders from across the health and social care system and third sector and voluntary groups in Cumbria in ways that recognise strengths, promotes independence and prevents, reduces or delays the need for formal long term care and support provision. Assessments and reviews will be undertaken in a strengths-based way that maximises the use of social capital and community based assets.

The Service will work across health, social care and third sector organisations with a primary focus upon ensuring that all support plans:-

- include robust contingency plans that promote personal resilience to manage temporary changes in need/circumstance
- demonstrate how people will meet their needs from a range of sources, including friends, family, third sector, the community, equipment or assistive technology. Personal budgets will only be allocated for the provision of formal support for identified unmet needs.

Purpose of this post

To work in a team to undertake strengths-based assessments and deliver appropriate person centred support and outcomes for people in Cumbria who have care and support needs.

To work in a way that promotes independence and enable individuals/groups to maximise their strengths. To work with stakeholders for better outcomes for the people of Cumbria.

The post holder will actively promote the work of the Cumbria County Council, internally and externally, on the development and delivery of continuously improving modern and competitive services for the people of Cumbria.

Key job specific accountabilities

1. To undertake strengths-based social work assessments, capacity assessments and Best Interest Assessments/Decisions with individuals and their carers, ensuring the development and delivery of personalised support to meet the Council's statutory obligation for the protection and support of adults who have care and support needs.

2. Practice within the relevant national legislation, professional standards of practice and organisation policies and procedures and ensure compliance with care/clinical governance principles. Carrying out duties according to instruction, legal and procedural frameworks and individual and organisational performance frameworks.

3. Contribute to developing professional practice and delivery of service by working collaboratively with a wide range of stakeholders, including internal and external stakeholders and senior colleagues.

4. To ensure colleagues are supported by directing the work of other practitioners, giving day-to-day case guidance and advice to practitioner and manager and directing practitioners by providing instruction, coaching and on-the-job training. Assist in allocating work to others and check the quality of work of colleagues in their team to maintain effective teamwork.

5. To assess, develop and review individual support/action/risk plans, recommend the appropriate service, monitor outcomes supported by evidence based practice, ensuring personalised outcomes and appropriate interventions are provided within a legal framework on behalf on Cumbria County Council.

6. To prioritise and manage a caseload to ensure activities are delivered to an agreed timescale, and deal effectively with communications and situations, gathering information to plan interventions and actions, develop appropriate programmes/plans, including exercising professional judgement in assessing risk to people. Making sound professional decisions on the management of risk which ensures vulnerable people are protected.

7. To exercise individual professional autonomy in order to make recommendations regarding appropriate interventions and evidence this clearly in all recording and correspondence, with reference to relevant practice guidelines.

8. Record, monitor and review case information to ensure complete and accurate case recording is maintained.

9. Contribute to developing professional practice and delivery of service by working with others including internal and external stakeholders, contributing to service planning, making recommendations for improvements, cooperating with change, to ensure standards are maintained and improved and lessons are learned.

10. Contribute to the formulation of policies and procedures for Adult Social Care.

11. Work with relevant professionals, internal and external partners, within a given area to ensure that assessment and appropriate care and support interventions fit with other existing provisions to maximise benefits and achieve efficiencies from available resources and meet the needs of people.

12. To ensure the effective implementation of the Safeguarding Adult Policies and Procedure and support the Local Authorities statutory Duty under the Care Act. This will involve knowledge of the 6 core principles of Safeguarding Adults and the implementation of Making Safeguarding Personal to promote the wellbeing of people by following established procedures to ensure the personal protection and safety of adults at risk. This will involve an ability to assess and plan the support to safeguarding enquiries.

13. Demonstrate effective communication skills including an ability to discuss and explain sensitive information with people and carers, and produce clear accurate and factual written reports and records in a timely manner using defined policies, procedures and working practices

14. Act as a point of contact, that communities, people, parents/carers/guardians and their families, can trust and support individuals and groups in making person centred choices and in navigating their way through the care and support system.

15. To seek opportunities for personal development through identified CPD activities and maintain professional standards which are required to meet registration with the appropriate body .Use opportunities in developing professional practice by collaboratively working with a wide range of stakeholders including senior colleagues.

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, people and their families/carers/guardians to ensure people's needs are met within agreed resources which optimises benefits and efficiencies from available resources. • Working in strengths-based ways with people to prevent, reduce and delay the need for formal services.
Staff Management Responsibilities	• To support practitioners, ASYE and students by directing their work, giving day-to-day case guidance and advice to practitioner and manager and directing practitioners by providing instruction, coaching and on-the-job training. • Assist in allocating work to others and check the quality of work of colleagues in their team to maintain effective teamwork. • Contribute to performance management and recruitment as required.
Other	• To make the most effective use of available resources, particularly those which lie within local communities.

Essential Criteria - Qualifications, knowledge, experience and expertise

- Accredited Social Work Degree or equivalent Professional Social Work qualification
- Registration with appropriate professional body
- To have successfully completed/be willing to complete Best Interest Assessor training, in order to take on the statutory role of Best Interest Assessor (BIA).
- Evidence of ongoing professional development/CPD within the last 2 years
- Evidence of successful completion of ASYE or for those who qualified pre September 2012 the ability to demonstrate significant experience in equivalent Post Qualification level.
- 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
- Evidence of extended relevant working experience including Independent assessment and delivery of support
- Understanding and application of theoretical approaches, practices & procedures relevant to customers, carers, professional colleagues
- Knowledge of National Policies and legislation relevant to area of work.
- Experience of case-load management and planning/implementation of interventions for allocated cases

- Having an awareness and understanding of risk with the ability to assess, manage, escalate appropriately and balance with safety
- Ability to influence people to change and to make difficult decisions
- Change management within a positive framework, timescales and budget
- Demonstrate significant experience of leadership skills
- Proven ability to demonstrate sound judgement and autonomy of decision making in highly unpredictable situations.
- Good interpersonal skills including negotiating, conciliating, , written and verbal communication and motivational skills
- Ability to create innovative, strengths-based solutions with individuals and their carers
- Ability to create and maintain a culture that enables and empowers staff and individuals alike
- The ability to plan interventions to be implemented for customers individually
- Ability to plan and prioritise casework for self and others.
- Good time management/punctuality and the ability to work to deadlines within the allocated resources
- Ability to network effectively with multi-disciplinary organisations
- Demonstrable information technology skills/competencies.
- Ability to identify and challenge inappropriate practice

Disclosure and Barring Service – DBS Checks

- This post requires / does not require a DBS check.

The level of check required is: DBS Enhanced – Adults

Job working circumstances

Emotional Demands	• Involves occasionally dealing with individuals who are in crisis and distressed.
Physical Demands	• Normal requirement for county wide travel and carry laptop and small pieces of equipment
Working Conditions	• Involves dealing with individuals who are distressed and potentially displaying aggressive behaviour. • Working in an uncontrolled, challenging environment, in individuals homes • Lone working required

Other Factors

- Ability to travel extensively throughout the County
- Some longer journeys for staff visiting people placed out of county.
- Flexible working and home visits required