Cumberland Council

Post Specification

Date	**August 2023**
PG Number	**5318**
Post Title	**Enhanced Practitioner**
Job Family	**People Care and Development**
Job Family Role Profile	**PCD12ii**
Final Grade	**Grade 13**

To be read in conjunction with the job family role profile

Service Area description
Adult Social Care
Purpose of this post
To work as a highly capable practitioner assessing and delivering on complex and high risk cases in a locality or district team. To recommend appropriate person centred support and outcomes for members of the public in Cumbria who have social care needs and to advise on developing and implementing care/support programmes for individuals, groups and communities. The post holder will have significant autonomy to manage a complex and high risk case-load and take decisions based on current best practice, aspects of risk management and approaches which provide optimum levels of empowerment and independence to the customers. The enhanced practitioner will have specialist knowledge within their field, exercise sound judgement in contentious or highly unpredictable situations and offer innovative solution focussed approaches. A 're-ablement' approach should be used to maximise the individual's potential. This post will require a sound knowledge and understanding of other agencies and resources within the District, and utilise these to achieve most effective outcomes. The post holder is also expected to case supervise others within the same profession and to work effectively with internal and external partners.
Key job specific accountabilities
1. To assess the needs of customers and their carers and ensure the development and delivery of appropriate person centred, self directed and enabled support to meet theCouncils statutory obligations for the protection and support of adults who have social careneeds. To review Support Plans and monitor outcomes and ensure the most effective support/services are delivered in a person-centred way. 2. In collaboration with customers, their carers and others, implement Self Directed Support through the use of mechanisms such as Personal budgets, individual service funds, and direct payments. 3. Be familiar with, and practice within the relevant national legislation, professional standards

of practice and organisational policies and procedures, ensuring practice is compliant with care/clinical governance principles. The post holder will need to develop and maintain relevant IT competencies.

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 an in depth knowledge of the assets and services within localities to meet the outcomes identified for those requiring support.

5. To ensure the effective implementation of the Council's strategy for the protection of adults at risk by following established procedures to actively promote the personal protection and safety of adults. This may involve coordination of 'strategy' meetings as delegated by Locality Lead/Teams Manager where appropriate.

6. In the development of person centred support planning of customers and their carers, incorporate the use of preventative and well-being services, assistive technologies and other equipment which make effective use of available resources, particularly those which lie within local communities.

7. To demonstrate a high level of professional capability in managing a range of complex cases and circumstances, applying specialist knowledge to resolve problems and optimise outcomes. This may involve working with other professionals or services to bring required skills and resources into locality/district teams Maintain registration requirements of the relevant professional body and 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.

8. Work to the principles and standards identified in 'The Standards we Expect' which underlines the position of communication at the centre of effective practice.

9. To seek opportunities for personal development and improved practice through continuing professional development activities, reflective practice and the development of CPD portfolios. This will form the basis of maintaining relevant professional registration. Develop professional practice collaboratively with a wide range of stakeholders including senior colleagues.

10. Ability to lead the team in attaining excellence in service and resource delivery. Contribute to team working and development of approaches to improve service delivery based on evidence based practice and ongoing audit to ensure standards are maintained, and to represent the Locality Lead/Teams Manager as required and ensure the provision of professional advice on social care issues

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post	
Budget Responsibilities	• To work within a budgetary/financial framework as defined by the District Lead/Teams Manager and develop outcomes and support options for individuals which make best use of all available resources.
Staff Management Responsibilities	• To provide professional supervision and support to other staff members within locality and district teams, to ensure best practice is followed. To use these opportunities to assist staff to develop

	the skills and competencies needed for personalised and enabled support approaches. • Contribute towards the learning and development of others by assisting in the training and development needs of other staff. You will also have a mentoring role for newly qualified colleagues and take an active part in student education within teams.
Other	

Essential Criteria - Qualifications, knowledge, experience and expertise

- Accredited Professional qualification in Health, Social Care or related area and registered with the appropriate registration body
- Approved Full Post Qualifying Award (Advanced Award in Social Work/OT/Masters) OR The ability to demonstrate significant experience in equivalent Post Qualification level
- PQ Practice
- Teacher/Student assessor OR Relevant experience in taking students
- Evidence of ongoing professional development/CPD
- Significant specialist knowledge and experience relating to area of work
- Change management within a positive framework, time scales and budget
- Demonstrable significant experience of leadership skills
- Proven ability to demonstrate sound judgement and autonomy of decision making in highly unpredictable situations
- Experience of supervision of others
- Significant working knowledge & understanding of legislation and Government policy on current issues relevant to service provision
- In-depth knowledge of working area
- Specialism acquired through relevant qualification/training and or extensive experience
- Significant experience of supervision practice and policies
- Proven ability to influence people to change and to make difficult decisions
- 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 complex and high risk cases situations
- Delivery of services at specialist knowledge level to other practitioners and managers
- Providing multi-faceted interventions

Desirable

- AMHP Level 2 Safeguarding Investigator / Intervention training
- Involvement with project management
- Student placement coordination
- Awareness of services and practice beyond own professional boundaries
- Experience delivering traing and advice to others.

Disclosure and Barring Service – DBS Checks
This post does require a DBS check. • The level of check required is: DBS Enhanced – Adults

Job working circumstances	
Emotional Demands	
Physical Demands	
Working Conditions	
Other Factors	
• Ability and willingness to travel within and out of the County as necessary to attend regional and national events	