Cumberland Council

Post Specification

Date	**January 2023**
PG Number	**6863**
Post Title	**Practitioner Social Worker**
Job Family	**People Care and Development**
Job Family Role Profile	**PCD10ii**
Final Grade	**Grade 11 (inc JWC's)**

To be read in conjunction with the job family role profile

Service Area description

Adult Social Care provides support to vulnerable people ensuring their needs are properly assessed and support is then provided to meet those assessed needs.

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 provide personalised support to optimise individuals' wellbeing and or skills. To work with stakeholders for better outcomes for the people of Cumbria.

To advise on developing and delivering 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 individual which promote independence, choice and control, whilst assessing and managing risk and operating within defined financial boundaries.

The post holder will be expected to develop knowledge of the 'assets' within the local community and enable individuals to access 'natural' and preventative sources of support, as well as services from other agencies. A strength-based approach should be used to optimise the individual's potential and social circumstances.

Working within a multi-disciplinary and multi-agency environment, the post holder will develop the skills and competencies required in the delivery of person-centred support approaches.

The post-holder will work autonomously
Developing effective approaches in the management of more complex case-work

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 person centred social work assessments 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 social care needs.

2. Providing timely advice, guidance and direct support and a range of person-centred interventions, including but not limited to:
   - Advocacy
   - Complex Capacity assessments
   - Complex Best interest decisions-
   - Crisis intervention
   - Upholding social justice for individuals and communities
   - Chairing multi-disciplinary meetings including, but not exclusively, those of a multidisciplinary nature and Best Interests
   - Completion of Court work
   - Promote positive risk taking

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

4. To review individual support plans, monitor outcomes and recommend any necessary adjustments utilising audit measures to support evidence based practice, ensuring the most effective support for personalised outcomes

5. In collaboration with customers, carers and others, implement the approaches of Personalisation through the use of mechanisms such as Personal budgets, individual service funds and direct payments.

6. Work with relevant professionals, internal and external partners, within a given locality or district to ensure that assessment and appropriate 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. Working with providers to ensure quality service and outcomes for those requiring support.

7. Practice within the relevant national legislation, professional standards of practice and organisation policies and procedures and ensure compliance with care/clinical governance principles.

8. 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 promote the safeguarding of vulnerable adults.

9. To contribute to internal multi-disciplinary team discussions, prioritising and triaging cases, in order to allocate work appropriately with the guidance and support of more experienced staff.

10. To prioritise and manage a mixed caseload, dealing effectively with communications and situations in which complex and contentious circumstances arise. Working with people who live with high levels of risk, making professional decisions on the management of risk, and where necessary seek guidance and support of more senior staff. Engaging the wider multi-disciplinary agencies/resources as required and appropriate

11. Demonstrate effective communication skills including an ability to discuss and explain sensitive information with customers and carers, and produce clear accurate and factual written reports and records in a timely manner. These records must also clearly illustrate the decision making rationale.

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
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).
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
- Evidence of ongoing professional development/CPD within the last 2 years
- Evidence of successful completion of ASYE
- 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
- Ability to manage cases in which complex and contentious circumstances arise
- Ability to balance risk and safety
- Having an awareness and understanding of risk with the ability to escalate appropriately
- Contribute to work planning and resource allocation
- Ability to influence people to change and to make difficult decisions
- Change management within a positive framework, timescales and budget
- Proven ability to demonstrate sound judgement and autonomy of decision making in highly unpredictable situations.
- Good interpersonal skills including negotiating, conciliating, people management and motivational skills
- Good communication skills – written, verbal in a range of situations working with customers, carers, colleagues and stakeholders
- Ability to create innovative, person centred solutions with customers and their carers
- Ability to create and maintain a culture that enables and empowers staff and customers alike
- The ability to plan interventions to be implemented for customers individually
- Plans for and prioritises own case-work
- Good time management/punctuality and ability to work to deadlines
- 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 a DBS check.
- The level of check required is:
    - DBS Enhanced – Adults

Job working circumstances

Emotional Demands	• Job related actions will periodically cause genuine distress to others or in major conflict with their wishes
Physical Demands	• Normal requirement for county wide travel and carry laptop and small pieces of equipment
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

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