

Role Profile

Part A - Grade & Structure Information

Job Family Code	9SW	Role Title	Social Worker (MH, Specialist, Older People)
Grade	PS9SC	Reports to (role title)	Service Manager / Senior Approved Mental Health Professional (SAMHP)
		Directorate	Adult Social Care
JE Band	314-370	Service	Mental Health
		Team	
		Date Role Profile was created	March 2017

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	<p>To lead on and complete holistic assessments of the social care needs of individuals by working in line with the Integrated Health and Care Pathway and in partnership with individuals, carers, professional staff in other agencies and service providers to establish arrangements and services that meet their assessed needs and promote independence, choice and control.</p> <p>The role holder will carry out social care assessments; support plans/care plans and reviews within the Integrated Health and Care Pathway with individuals and families who need specific support. This will involve ensuring best interest decisions are made for individuals with compromised mental capacity.</p> <p>They will manage a caseload of individuals and carers where the support plan/care plan has been put in place and may need specific support, close monitoring, frequent review, or where interventions to minimise and manage risk or maintain protection plans may be required.</p> <p>The role holder will also provide assistance, guidance and direction, and share professional knowledge with colleagues and managers as required.</p>
Work Context	<p>The post will be based within a team in specific geographical area accountable and supervised by an Approved Mental Health Professional or other suitably qualified practitioner.</p> <p>Role holders will have direct contact with the public by telephone and visiting them in their own homes or care settings, across a wide geographical area.</p> <p>Promoting independence, choice and control is at the heart of this post. Role holders will work in a person-centred way proactively seeking to empower people and maximising their potential for recovery and independence. They will be expected to work with any combination or all of the following care groups: older people, people with physical, sensory, cognitive impairments, people with a learning disability, and people with mental health needs.</p>

Line management responsibility if applicable	None, but will have the opportunity to develop supervisory skills and take on a co-ordinating and advisory role with Assistant Practitioners and less experienced colleagues, as required.
Budget responsibility if applicable	None, but may make recommendations for the provision of services in line with the budget determined according to the assessment of needs, and advise less experienced or unqualified colleagues on budget and the cost of services.
Representative Accountabilities Typical accountabilities in roles at this level in this job family	<p>Casework Management</p> <ul style="list-style-type: none"> • Take professional responsibility as directed for managing a caseload which will include individuals, children, families and carers who require support and guidance. Enable them to identify their needs and plan support to meet those needs using the full range of options, seeking advice and support where appropriate. • Demonstrate confident and effective judgement about risk and accountability in decision making. <p>Assessment and Review</p> <ul style="list-style-type: none"> • Use assessment procedures discerningly in response to the presenting needs and to ensure that a proportionate assessment is completed in a way that enables maximum participation. <p>Advice and Guidance</p> <ul style="list-style-type: none"> • Provide information, advice and guidance in line with current national legislation and to recognise the need for, and appropriately signpost to other agencies, services or providers. <p>Safeguarding</p> <ul style="list-style-type: none"> • Understand the forms of harm and their impact on people and be able to identify safeguarding concerns. • Where relevant and with support undertake assessment and planning for safeguarding. <p>Staff Development</p> <ul style="list-style-type: none"> • Share and present professional knowledge and expertise with colleagues within the team. • When appropriate provide professional reflective supervision to staff who are not professionally qualified. <p>Data Quality</p> <ul style="list-style-type: none"> • Take professional and personal responsibility for clear recording of analysis and judgements, maintaining up to date case work records on the database as required by Surrey County Council. • Take responsibility for working within the Directorate's data protection policies. <p>Duties For All</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, safety and welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of themselves and others.</p>

Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	<ul style="list-style-type: none"> • Relevant professional qualification and Health and Care Professions Council registration where required. • Up to date working knowledge of relevant national and local policy and statutory guidance and legislation in relation to the provision of social care services. • Sound knowledge of social care processes and responsibilities in line with personalisation, self directed support and person centred planning. • An understanding of the principles of confidentiality and information governance and how these apply to social care. • An understanding of diversity and how it affects practice. • Ability to communicate appropriately and in a timely way with individuals, carers families, other professionals and team members which is clear, fluent, concise and jargon free and in a courteous calm and professional manner. This includes both verbal and written communication. • Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way. • Ability to write assessment documents, letters, emails and reports in a way that is clear and easily understood by anyone reading them. • Ability to co-operate and work well with others, support colleagues both within and outside of the team and contribute to the successful achievement of team goals, sharing information and learning whilst supporting others. • Competent in the use of basic IT skills. • Competent in the use of basic numeracy skills with the ability to understand and explain basic cost information. • Ability and willingness to develop effective professional reflective supervision skills to support less experienced qualified staff.
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Details of the specific qualifications and/or experience if required for the role in line with the above description	<ul style="list-style-type: none"> • Recognised Social work qualification (DipSW, CQSW, CSS or approved equivalent, BA Hons Social Work or other relevant degree in Social Work). • Social workers must have, and maintain, current registration with the Health Care Professions Council (HCPC) and adhere to the HCPC standards for conduct, performance and ethics. • All registered social workers qualifying from 2012 will be required to participate on the ASYE or provide evidence of successful completion of the ASYE or demonstrate capabilities required at ASYE level or higher. • An applied knowledge of the Mental Capacity Act 2005 and an understanding of common health conditions, mental health, associated impairments and the disabling barriers individuals may experience due to mental health conditions. • Ability to use a range of assessment methods relating to people with different needs and impairments in order to carry out community care, carer assessments and risk assessment plans. • Ability and desire to maximise opportunities for reablement, by identifying individuals' reablement potential and ensuring that they have access to the appropriate care pathway. • Direct experience of working with people with mental health needs, and an active interest in developing skills and professional learning in this area. • Experience of procuring or commissioning services, and reviewing quality and outcomes for people. • Willingness to undertake all relevant training in order to meet the registration requirements of the Health Care Professionals Council. This will include continuing professional development and working to the professional capabilities framework in order to maintain social work skills and an up to date knowledge of social care legislation. • Experience of contributing to safeguarding investigations and following safeguarding procedures. • Experience of creative problem solving and the ability to identify service improvement initiatives. • Commitment to delivering equality and valuing diversity in the delivery of services and day to-day work. • Have a valid driving licence to drive in the UK and access to an insured vehicle and be willing to travel across a wide geographical area in accordance with the needs of the role.
Role Summary	<p>Roles at this level provide professional social work, occupational therapy and other support to individuals, children, families and carers living in Surrey in line with the requirements of current, relevant, national legislation and local policies and procedures. They engage with individuals, children, families, groups and communities to assess and intervene and using professional judgement employ a range of interventions promoting choice, control and independence.</p>