

Adult Social Care Career Progression Framework (2020-21)



Level	Salary	Expectation
Social Work Degree Trainee	£24,430 £26,967	To successfully complete the Social Work Degree Apprenticeship, accountable for your own development, competency and performance. Undertaking practice learning to support the required minimum 20% off-the-job learning. Throughout the apprenticeship, provide a social care service to the residents of Surrey in line with the Care Act 2014 and other relevant legislation, working within a designated social care team which will include assisting with the duty/intake function. With an appropriate level of support, taking responsibility for managing a caseload and maintaining accurate and complete records in accordance with applicable legislation and Surrey County Council guidance.
Newly Qualified Social Worker	£32,896	Will be enthusiastic, motivated and committed to completing their Assessed and Supported Year in Employment (ASYE) to attain the expected Knowledge and Skills that are nationally required by the end of the first year in practice. Will have high professional standards as required by Social Work England (SWE) and will demonstrate knowledge and experience of current legislation, including the Care Act 2014 and Mental Capacity Act 2005 and its application to practice. Our ASYE programme offers support in the development of the key knowledge and skills required to enable the Newly Qualified Social Worker to become a confident, effective professional. We provide professional supervision in line with national ASYE guidance and a team based ASYE assessor to support throughout the programme.
Social Worker	£35,382 £39,246	Take professional responsibility as directed for managing a caseload, engaging with individuals, families and carers who require support and guidance. Identify needs and outcomes through assessment and plan support promoting choice, control and autonomy. Using professional reflective supervision, they will demonstrate confident and effective judgement around risk and accountability in decision making. They will offer and provides clear information around of the use of Direct Payments, and actively promote wellbeing and independence. Required to assist with the duty/intake function of the team, providing immediate professional guidance on priority issues, escalating to more senior staff where appropriate. They will take an active part in the assessment of Mental Capacity, Safeguarding Adults and carers and NHS Continuing Healthcare.

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Senior Social Worker	£40,227 - £44,619	<p>Provide a professional social work service to adults their families and carers in line with national legislation, being more autonomous and demonstrating expert and effective practice in potentially challenging situations, for example, Mental Capacity Assessment, Risk management, NHS and Continuing Health Care, and safeguarding enquiries.</p> <p>They will complete a range of complex work striking a balance between support and control and liaising with a wide range of professionals.</p> <p>They will have a leading role in practice development, helping to promote and sustain a learning culture and mentor less experienced staff supporting with personal and professional development.</p> <p>Deliver formal professional reflective supervision and provide guidance and advice regarding casework to less experienced staff and colleagues. Where required, take the role of practice educator (or train as a practice educator), ASYE assessor and supervisor for newly qualified social workers in the team.</p>
Assistant Team Manager	£45,734 - £51,725	<p>To assist with leading, motivating and managing to ensure the service provided is consistent, effective and delivers positive outcomes for individuals, their carers and families in line with current national legislation, local policies and procedures. They contribute to and support the development of practice, procedures and policy and specifically the professional development of the team.</p> <p>They are accountable for the provision of effective professional practice within the team, the provision of effective, reflective professional supervision, as well as line management and appraisal.</p> <p>These roles provide expert guidance in situations of complexity, where there is conflict or resistance and enable others in the team to manage complex and challenging situations. They will deputise for the team manager when required, providing day to day management and oversight of the team, including management of the overall workload of the team and individual team members.</p>
Team Manager	£53,018 - £59,964	<p>They will lead, motivate, nurture and manage a front-line team ensuring the service provided is effective and delivering positive outcomes.</p> <p>They will have overall responsibility and accountability for the day to day management, budget and practice standards of the team ensuring that the team are compliant with current legislation, guidance and policies including equality and diversity.</p> <p>They will line manage and supervise assistant team managers and senior practice leads and be accountable for supply, succession, recruitment, retention and management of staff in line with Surrey County Council policy, practice, values and behaviours.</p> <p>Take responsibility for customer service and quality assurance, ensuring that processes are streamlined, and resources are efficiently deployed. They will contribute to service development initiatives ensuring services are specified, procured and commissioned in line with policy and procedure</p> <p>They will lead establish and maintain local and/or countywide joint working relationships with other service providers, partner agencies and other stakeholders ensuring that the views and needs of people who interact with the service are considered in the development and delivery of services.</p>

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Senior Team Manager	£61,463 - £69,514	Roles at this level plan, organise and manage large and complex teams or specific service areas, and/or provide day to day operational management for a specified geographical area or service. Their work usually includes policy development, developing and implementing operational plans and helping to develop and deliver strategy. They will require a full understanding of a professional or specialised field and will work with those both inside and outside the organisation, to influence the development of services or delivery of specific projects or council objectives. Roles at this level require extensive management experience and high-level expertise. They exercise a significant degree of flexibility and independence for decision making within their particular functional area, working to broad parameters and policy guidance.