

JOB DESCRIPTION

POST TITLE:	Social Worker – Transfer of Care Team
GRADE	10
DIVISION / UNIT	Adult Social Care – Older People & Physical Disabilities
DEPARTMENT	Children's and Adult Service
REPORTS TO:	Deputy Team Manager & Team Manager

PURPOSE OF THE JOB

To undertake all aspects of social work practice in supporting Southwark's commitment to 7-day working across our two main NHS partner Trusts (Kings College and Guys & St Thomas' Hospitals'). This involves ensuring adult service users requiring social care support have appropriate assessment and provision of services to support safe and timely discharges from hospital.

The role has a strong multi-disciplinary element and covers Goal Setting for Intermediate Care Services, utilising the Strength Based approach in assessing and planning for generic care provision and nursing / residential placements. Essential aspect of the role includes the completion of Mental Capacity Assessments, undertaking Best Interest Meetings and supporting Safeguarding enquiries as required.

PRINCIPAL ACCOUNTABILITIES

1. Engage with, inform, and adapt to changing contexts that shape practice. Operate effectively within own organisational frameworks and contribute to the development of services and organisations. Operate effectively within multi-agency and inter-professional settings.
2. To be responsible for the day to day interpretation and implementation of statutory and departmental policy in the provision of casework and, if appropriate group work or other social work service, to individuals, families and other groups.
3. Use judgement and authority to intervene with individuals, families and communities to promote independence, provide support and prevent harm, neglect and abuse.
4. Ensure those accessing the service, including families and carers, are at the centre of decision making over their support arrangements and that opportunities for choice and control are optimised and reflected in their assessments and reviews.
5. Maintain the Directorate's records by recording assessments and other data accordingly ensuring that all data entered meets the relevant and stated levels of accuracy, quality and timeliness required.
6. To keep up to date with changes in legislation and developments within social work. To advance human rights and promote social justice and economic wellbeing through social work practice.
7. To assess the implications of change on people and to proactively advocate for personalisation and people's choice and control over their own support needs.
8. To recognise diversity and apply anti-discriminatory and anti-oppressive principles. To challenge appropriately when discrimination is in evidence.
9. To work across agencies and professional boundaries to ensure a whole systems approach to assessment and assisting people to manage their ongoing support needs.
10. To assist in the mentoring/supervision of students undertaking professional training assigned to the work area.
11. To have an understanding of the theory of Social Work and be able to critically reflect and analyse, to provide a rationale for professional decision-making.
12. To ensure that any information or signposting is clear and consistent with policy and to be shared with person in need and family members as appropriate.

JOB CONTEXT

This post is in the Transfer of Care Team and is a member of the social work team responsible for delivering a safe hospital discharge function for the people of Southwark.

The post holder will be expected to expand their specialist knowledge and skill relating to:

- Safeguarding
- Resources and procedures
- Identification of continuing healthcare needs
- Identification of Mental Capacity, Safeguarding, DOLS and complex family issues

Southwark council is committed to supporting vulnerable adults to achieve independence and social inclusion via personal budgets, self directed support, and provision of suitable accommodation. The postholder is expected to provide a proactive approach which encompasses these goals and sets out to achieve these aims.

The postholder has no formal supervisory responsibility but will offer guidance to new members of staff joining the service

Financial Responsibilities

The postholder will not be a budget-holder but must have an awareness of the need to work within a tightly controlled budget.

Grade/Conditions of Service

All applicants will be subject to an enhanced DBS check.

Evaluated at Grade 9/10

Governed by National Conditions of Service, APT&C staff, enhanced by Council conditions as appropriate.

Contractual hours: 36 hours per week. 9.00am – 5.00pm Friday - Tuesday.

The post holder maybe required to work outside of normal working hours in accordance with the needs of the service.

Flexible working may be available.

As part of the Southwark Council's commitment to continuous professional development the post holder maybe required to rotate to other suitable positions of an equivalent grade.

The employment is subject to a probationary period of twenty six weeks from your start date of employment with Southwark Council, during which time you will be required to demonstrate to the council's satisfaction your suitability for the position in which you are employed.

PERSON SPECIFICATION

The person specification is a picture of skills, knowledge and experience required to carry out the job.

Knowledge, including educational qualifications:	Essential (E) or Desirable (D)	How assessed (S/ I/ T)
To be a registered Social Worker with Social Work England. Post qualification training/award at higher or advanced level or equivalent expertise or experience in a relevant field.	E	S
Knowledge of current and proposed Social and Health Care legislation particularly that relating to adults. An appreciation and understanding of current issues in social work practice, social sciences and theory.	E	S/I
Excellent knowledge of safeguarding, mental capacity and deprivation of liberty legislation and best practice.	E	I
Experience:		
Experience or knowledge of safeguarding meetings, multi-agency cases and conferences.	E	S/I
Experience of safeguarding mental capacity, best interest and deprivation of liberty best practice.	E	S/I
To have experience of working with multiple agencies to facilitate holistic assessments. To collaboratively support people in achieving their goals, outcomes and maximisation of their independence. (E)	E	S/I
Experience of holding and effectively managing complex, high risk or high profile cases. (E)	E	I
Aptitudes, Skills & Competencies:		
To apply social work ethics, principles and values to guide professional practice. (E)	E	S
Ability to take responsibility for the professional learning and development of others through supervision, mentoring, assessing, research, teaching, leadership and management. (E)	E	I
Special Conditions of Recruitment:		
Comply with and promote the Council's Equal opportunities policy		

Key:

E Essential

S Shortlisting criteria

I Evaluated at interview

T Subject to test