

JOB DESCRIPTION

POST TITLE: Social worker – Intermediate Care Southwark (Reablement Service)

GRADE: 10

DIVISION / UNIT: Hospital and Reablement Service

DEPARTMENT: Children's and Adults' Services

REPORTS TO: Reablement Team Manager

PURPOSE OF THE JOB

To work with the person, carers and professionals to undertake the stated functions of the Reablement Service. This includes undertaking assessments, goal setting, support planning, proactively working with complex issues, crisis intervention/management, providing information & advice and safeguarding.

PRINCIPAL ACCOUNTABILITIES

Responsibilities

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. To be able to proactively engage the person with what the next steps are on the customer journey.

JOB CONTEXT

This post is in Intermediate Care (Reablement) Service. The post reports directly to the Team Manager or Deputy Team Manager and is a member of the social work team responsible for delivering the ongoing support and review function for the people of Southwark.

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

- Safeguarding
- Resources and procedures
- Identification of continuing healthcare needs
- Identification of Mental Capacity, Safeguarding, DOLS (LPS) and complex family issues
- Multi Agency working
- Strength Based Approaches

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 post holder is expected to provide a proactive approach that encompasses these goals and sets out to achieve these aims.

The post holder will be responsible to the Team Manager and Deputy Team Manager; they will seek advice where referrals involve policy decisions, or where the post holder requires support with complex problems.

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

Financial Responsibilities

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

Contacts

To be in contact with officers of Social Care, Health and other departments including Law and Administration, representatives from statutory and independent agencies and local community group, including groups representing the black and ethnic communities. Contact would involve joint working, problem solving, developing and maintaining information links.

Regulated Activity

This post has been classified as a regulated activity, in accordance with the Safeguarding Vulnerable Groups Act 2006, as amended by the Protection of Freedoms Act 2012. It is a criminal offence for individuals barred by the Disclosure and Barring Service (DBS) to apply or work in this post. If you any doubts on your status you should seek guidance from the DBS (<https://www.gov.uk/government/organisations/disclosure-and-barring-service>).

All applicants will be subject to an enhanced DBS check and will be asked whether they are barred under the Scheme as noted above.

Flexible Working

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

Grade / Conditions of service

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

Evaluated at Grade 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 Monday - Friday. The post holder maybe required to work outside of normal working hours in accordance with the needs of the service.

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)
1. Must hold a recognised social work qualification, be registered with Social Work England and must have completed ASYE programme.	E	S
2. Knowledge of current and proposed Social Services legislation particularly that relating to Adults. An appreciation and understanding of current issues in social work practice, social sciences and theory.	E	S/I
3. Knowledge of literacy and numeracy skills, to write reports to meet the needs of courts and other Agencies/ Departments. To maintain appropriate records including financial assessments and to assist people with their finances. To produce high quality assessments	E	T
4. Excellent knowledge of safeguarding, mental capacity and deprivation of liberty legislation and best practice.	E	I
Experience:		
5. To have experience of assessing the social care needs of elderly people and people with disability	E	S/I
6. To have experience of working with multiple agencies to facilitate holistic and strength based assessments. To collaboratively support people in achieving their goals, outcomes and maximisation of their independence.	E	S/I
7. To have the experience of utilising safeguarding legislation policy and practice to identify and process any safeguarding and quality of care issues. To ensure that clients' welfare is protected and that the quality and standard of support provided is optimised.	E	I
8. Demonstrate a detailed understanding of the application of the principles of Equality and Diversity in practice.	E	I
9. Experience of assessing mental capacity within the mental Capacity Act	E	I
Aptitudes, Skills & Competencies:		
10. To apply social work ethical principles and values to guide professional practice.	E	I

