

Job Description

Job Title	Experienced Social Worker - Adults
Grade	PO6
Reporting To	Team Manager / Advanced Practitioner
JD Ref	PC0222P

Purpose

Responsible for supporting the delivery of health and social care functions for adults/carers for the people of Wirral. A key role in supporting delivery of the Personalisation and Inclusion Pathways for adults and carers ensuring the legal framework of the Care Act 2014, strength and asset-based practice, personalisation and social inclusion is embedded and applied effectively. Assessing, accessing and implementing a range of social care services and providing guidance/advice and information for adults with acute or increasingly complex long-term physical health, mental health needs and for older people and carers. Providing supervision and practice support to AYSE (Assessed & Supported Year in Employment) /newly qualified social workers and Care Navigators within the service.

Main Duties And Responsibilities

Behavioural:

- Enjoy, achieve, create impact, and thrive in the role and organisation.
- Live our values in the role and organisation.

Experienced Social Worker – Adult Social Care duties & responsibilities:

- Work as part of an integrated and supportive team, planning, monitoring and evaluating work with the Multi-Disciplinary Team (MDT). Co-ordinating the signposting and/or referring on of individuals in collaboration with multi-disciplinary colleagues and external services.
- Support the duty function within the Review Team, to partake in daily Case triage, attend daily and weekly huddles with colleagues.
- Work within Social Work England Standards of registration, professional values and code of conduct, to provide social work input and support to adults/carers/families, helping to promote self-determination, choice and autonomy.
- Support the Multi Agency Safeguarding Hub (MASH), Multi Agency Risk Assessment Conferences (MARAC) and Multi Agency Public Protection Arrangements (MAPPA) and safeguarding processes.
- Undertake Best Interest assessments in relation to Deprivation of Liberties.
- Carry out needs led assessments, work of a complex nature, care and support planning and reviews, and, where appropriate, initiate a multi-disciplinary assessment.

- Provide social work support to individual adults and their carers and families, and involve them in all planning and actions taken, helping to signpost/refer on (where appropriate) and/or develop social resilience, the role also focuses on prevention of admission to acute hospitals.
- Operate and practice in line with the Professional Capabilities Framework (PCF) and in line with the social work professional regulatory body Standards of Conduct, Performance and Ethics, and to model these professional behaviours to others. Committed to professional development.
- Communicate complex assessment information including care and support planning and risk factors, to individual stakeholders, using a variety of methods, including Information and Computer Technology as appropriate and in line with Information Governance.
- Communicate sensitive issues in a skilled and appropriate manner and address any barriers to participation and understanding.
- Submit funding applications, including representation to local commissioners, or regional panel in collaboration with health colleagues or other relevant stakeholders.
- Ensure where appropriate and applications of appointeeships are made and/or advocacy are engaged in accordance with need, rights and entitlements.
- Make timely appropriate responses to all work allocated, and to complete all work including recording within the agreed timescale in line with key performance indicators and quality standards.
- Participate within community forums and initiatives and to utilise these experiences to promote positive social work, particularly Older Adult, Physical and Mental Health Social Care whilst developing practitioner experience and leadership skills.
- Undertake enquiries with adults experiencing or at risk of abuse or neglect in line with the Care Act (2014) and interagency Adult Safeguarding Policies and Procedures, ensuring a swift and personalised safeguarding response proportionate to improve the outcomes for the people concerned.
- Organise and chair more complex multi-disciplinary and strategy meetings and professional case conferences as required with the appropriate levels of support and guidance from senior staff.
- Articulating a wide range of information clearly, often in emotive situations. Responsibilities as participant/chair may include (but are not limited to) collating assessments from various agencies, ensuring relevant clinical, professional and legal documentation is available.
- Challenge the social construction of stigma and disability of individuals who may experience older age, physical disability, sensory loss or mental ill health, and to act as an information and advice service to Individuals and Carers, other professionals and agencies on mental health related matters.
- Where appropriate to participate in the development and delivery of learning and educational materials for other staff/agencies/partners.
- Take responsibility and accountability for own practice, and to positively support the practice, learning and development of others. Comply with social work supervisory and professional appraisal requirements supervisory/appraisal requirements.
- Support the duty function within the Review Team, to partake in daily Case triage, attend daily and weekly huddles with colleagues.



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Compliance:

- Adhere to and comply with all relevant corporate policies and procedures including Health & Safety, General Data Protection Regulations (GDPR), Corporate Governance and Code of Conduct.

Other:

- Any other duties commensurate with the grade.

Role Specific Knowledge, Experience And Skills

Qualifications

- Social Work qualification e.g. Degree in Social Work; DipSW or equivalent.
- Relevant post-grad qualification (Best Interest Assessor or Practice Educator).
- Registered with Social Work England and able to evidence this.
- Evidence of continuing professional development (CPD) in line with PCF.

Experience

- Completing assessments, support plans, risk assessments, reviews, and court reports and generating these through information technology.
- Proven experience of working with vulnerable adults with complex needs, families and carers.
- Research, cascade and incorporate new guidance and procedure into work quickly and effectively, and use to inform professional decision making, leading by example.
- Applying the Assessment Framework and other relevant assessment tools.
- Demonstrate skill in undertaking asset/strengths-based approach to assessment and an outcome focused approach to support planning.
- Demonstratable knowledge and experience across a range of statutory work including assessment, planning, safeguarding and court work.

Desirable - Experience of working in a Local Authority setting.

Knowledge & Skills

- Applied knowledge of The Care Act 2014/ Mental Health Act 1983, Mental Capacity Act and other appropriate regulatory frameworks and statutory guidance relating to adults.
- Applying social work ethical principles and values to guide professional practice, model and support others to reflect on and manage the influence and impact of own values on professional practice.
- Demonstratable skills in the sensitive exploration of issues of privacy and information-sharing in complex or risky situation, offering support and guidance to colleagues in managing these dilemmas.
- Understanding of confidentiality and data protection requirements.
- Able to work with individuals, families, carers/carer groups, irrespective of their circumstances and background. Recognising diversity and applying anti – discriminatory and anti-oppressive principles in practice.



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- Applied knowledge of social sciences, law and social work practice theory plus knowledge in one or more specialist areas of practice.
- Ability to support and lead others, demonstrating excellent organisational skills and ability to prioritise and manage fluctuating caseloads/service demands producing work to a high standard within timescales.
- Apply Critical Reflection and analysis to inform and provide a rationale for professional decision making, routinely and efficiently apply critical reflection and analysis to increasingly complex cases.
- Using judgement and authority to intervene with individuals, families and communities to promote independence, provide support and prevent harm, neglect and abuse.
- Engaging with, informing, and adapting to changing contexts that shape practice. Operating effectively within own organisational frameworks and contributing to the development of services and organisations. Operating effectively within multi-agency and inter-professional partnerships and settings.
- Taking responsibility for the professional learning and development of others, through supervision, mentoring, assessing, research, teaching, leadership and management.
- Able to communicate verbally and in writing with a range of people including families and professionals.
- Appropriate IT skills e.g. use of Microsoft Office etc.

Additional Information

Required to undertake the Practice Educator award.

Ability to travel across the Borough and work from various locations.

Work hybrid, with a flexible working approach to accommodate service needs.

Expected to work from a fixed location (subject to change).

On occasion, able to work outside traditional hours, of a weekend and evening as required, adopting a flexible working approach in response to business requirements.

Health & Safety Considerations:

- Lone working
- Working outside (Community visits/settings)
- Work with VDUs (Video Display Unit) (>5hrs per week)
- Driving duties
- Contact with latex
- Exposure to persons with challenging or aggressive behaviour

Approved By: Sayyed Osman- Director of Adults

Date of Approval: October 2024



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