

## **Job Description**

<b>DIRECTORATE:</b>	Social Services and Wellbeing
<b>DEPARTMENT:</b>	Adult Social Care (ABM UHB Bridgend Locality)
<b>POST:</b>	Senior Practitioner (Social Worker) - CRT
<b>GRADE OF POST:</b>	GR12
<b>RESPONSIBLE TO:</b>	CAP & Integrated Short Term Social Work Services Manager

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### **JOB PURPOSE:**

To promote professional practice, providing leadership, and high level support to the CAP & Integrated Short Term Social Work Services Manager within the short term integrated health and social care services that provide a multi disciplinary approach and response to adults who have recently experienced a change in their circumstances that has affected their usual abilities to live independently.

The focus of your work will be ensuring that people's capacity, their risks to independence and strengths are taken into account, and for those who require the intervention of community health and social care services, ensure that people receive appropriate proportionate intervention that focuses on maximising their independence, their choice and preferences, and maximises their control.

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### **PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:**

- Help support the carrying out of high quality strength based assessments of their goals and needs, identifying risks to independence of the individual and their carers.
- Undertaking any delegated, deputising responsibilities for the CAP & Integrated Short Term Social Work Services Manager.
- Being responsible for the workload management, supervision, advice and support of Social Work teams.
- Ensuring that practice is of a high standard and that the quality and performance of service is equitable and maintained.
- In conjunction with the CAP & Integrated Short Term Social Work Services Manager, be responsible for ensuring the carrying out of high quality strength based assessments of an individual's goals and needs, identifying risks to independence of the individual and their carers.
- Have case management responsibility for a specific caseload undertaking assessments, develop service user directed plans of support with individuals and their carers and collaborate with other relevant professionals that are aligned to the service, enabling service users to achieve aspirations.
- Ensuring that information, advice, assessment and decision making, is person centred, outcome focused and aligned to promoting independence for service user directed aspirations. Delivering high

quality information, advice and assessments with individuals, their families and carers.

- Managing and be responsible for the resources of the directorate and health board as delegated and required. With a high level of expertise relating to the NHS Continuing Health Care procedures and criteria.
- Maintaining up to date recording on the electronic files, and relevant documents as required by the directorate and health board to deliver good standards for practice.
- Being responsible for own performance against agreed national health and social care targets.
- Preparing for and participate in supervision and personal development reviews with line manager, and identify personal development and training needs to maintain registration.
- Supporting the CAP & Integrated Short Term Social Work Services Manager, and the Integrated Community Services Manager, in their responsibilities, ensuring the effective and efficient operation of the work of the Community Resource Teams and the delivery of continual service improvements.
- Acting as a Designated Lead Manager in the Safeguarding of adults at risk when required.
- With the CAP & Integrated Short Term Social Work Services Manager contributing to social work within the service in line with the Primary & Community Services Strategic Delivery Programme, the Wellbeing Directorate's Business Plan and Commissioning Strategy; delivering through innovative approaches, the agreed model of integrated person centred outcome focused service user directed delivery.

## **GENERAL DUTIES**

### **Health and Safety**

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

### **Equal Opportunities**

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

### **Safeguarding**

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

### **Review and Right to Vary**

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

### **Criminal Records Check**

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

## Person Specification

### Senior Practitioner (Social Work) - CRT

The following attributes represent the range of skills, abilities and experiences etc. relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Qualifications, Education &amp; Training</b>	<ul style="list-style-type: none"> <li>A recognised Social Work qualification e.g CQSW, DipSW, BA hons in SW.</li> </ul>	Yes	Production of original Qualification Certificates and application form.
	<ul style="list-style-type: none"> <li>Evidence of CPD/Post qualifying training.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>Registration with one of the regulatory bodies.</li> </ul>	Yes	
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>At least 3 years post qualification experience.</li> </ul>	Yes	Interview, application form, and selection process.
	<ul style="list-style-type: none"> <li>Commitment to effective multidisciplinary, integrated approaches to working.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>Knowledge of current policy, statutory guidance and the Law as it is applied and affects people with physical disability in the delivery of Social Care &amp; Health Services, (including Integrated Assessment Framework and NHS Continuing Health Care).</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>Experience of practice teaching/ supervising/ coaching and/or managing staff.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>Experience of managing within allocated resources.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>Knowledge of Performance Management in health and social care settings.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>An understanding of the principles of citizen directed support and strengths based approaches.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>An understanding of the equality duty of public bodies.</li> </ul>	Yes	

Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Skills &amp; Personal Qualities</b>	<ul style="list-style-type: none"> <li>• A commitment to achieve the highest professional practice skills, through the ability to motivate, coach and develop all team members.</li> <li>• Effective interpersonal and people skills.</li> <li>• Ability to prioritise and willingness to take responsibility for workload management and performance.</li> <li>• Ability and commitment to working to the principles of the social model of disability.</li> <li>• Willingness and ability to make sound professional judgements including high risk issues about services users their families and carers.</li> <li>• Ability to manage and resolve conflict in a positive way.</li> <li>• Ability to utilise IT systems to record and evidence work, undertaking any necessary training.</li> <li>• Ability to work in a professional manner, represent the directorate and health board at a variety of internal and external meetings.</li> <li>• A demonstrable commitment to equalities and anti-discriminatory practice and ability to integrate equality policies into strategy and service delivery.</li> <li>• You will be required to have your own vehicle.</li> <li>• The ability to communicate through the medium of Welsh.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>