

Social Worker – Adult Social Care.

Community Assessment Teams.

Grade 8

Job Description -

About the role –

To provide an outcome focussed assessment service to adults in line with the Care Act 2014

The post holder will be required to:

Provide a professional social work service, including statutory and legal social care responsibilities to members of the public and/or their carers who require an assessment of their needs and carry out the assessment and take appropriate action including providing a time limited social work service. Within this context Social Workers are expected to serve the whole of the multi-racial community in Lancashire.

Contribute to service delivery that is person centred and outcome focussed with an emphasis on encouraging independence and enabling recovery.

Work collaboratively with other professionals and agencies to address complex needs and achieve best outcomes for individuals and their carers/families.

To instil, promote and maintain working relationships with all levels of management, employees and service users (including other Directorates of the County Council and external bodies) which fully reflect the Directorate's Standards of Conduct and Statement of Principles.

The post holder is expected to carry out their duties and responsibilities in accordance with the County Council's Policies and Procedures and the Directorate's Statement of Principles and Standards of Conduct.

Key Accountabilities –

To manage and prioritise an allocated and often complex workload.

To ensure that the assessed social care needs of individuals are met within the requirements of legislation and available resources, focussing on the strengths of the individual and the promotion of independence.

To co-ordinate a comprehensive holistic assessment of need and risk. Establish and review an initial support plan that is agreed with the service user, carer(s) and service providers.

To undertake social care assessments, support planning and reviews in a timely manner.

To ensure the provision of high quality services to individuals through creative support planning which identifies measurable outcomes for service users and carers.

To utilise Liquid Logic (LAS) and other computer systems, for inputting assessment data; allocation and management of a caseload; recording of all contacts in relation to an allocated case; support plan and request the commissioning of appropriate services; refer to internal and external organisations; demonstrate availability for undertaking assessment/review visits.

To be an active team member, participating in weekly Wellbeing and Case Progression Meetings.

To positively and actively contribute to reviewing the ways of working in order to continually improve the service delivered to individuals.

To contribute to Team KPI's and celebrate success and best practice.

To work in partnership with all internal and external professionals involved in assessment and service provision, through effective communication and consultation, to ensure a co-ordinated response to service users and carers.

Skills and experience –

Essential Qualifications -

The successful applicant must hold a DipSW, CQSW or Social Work Degree and be registered with HCPC.

Essential Experience -

Accepting referrals; Gathering information; Assessing the needs of individuals and their families.

Desirable Experience -

Working within a Social Services Directorate or other Statutory or Voluntary Agency;
Working with a range of service users; Managing and prioritising a caseload;
Working as a member of a team within a social care setting.

Knowledge, Skills and Abilities -

Knowledge of legislation relating to general social work practice.

Experience in assessing and analysing need and risk and undertaking outcome focussed, measurable support planning with individuals.

Experience in working effectively with other agencies, organisations and professionals.

Working understanding of relevant legislation and its application and ability to work within legal framework and accountability.

IT literacy and experience in using manual and computerised systems for record keeping, recording information and prioritising workloads. Experience of Liquid Logic (LAS) would be desirable but not essential.

Negotiating and networking with a range of professionals.

Numerate and able to contribute to management of budgets and resources.

Organisational skills, able to prioritise and manage a case load and work independently under pressure.

A demonstrable understanding and acceptance of the principles underlying equal opportunities and diversification and a commitment to achieving these.

Effective written and oral communication skills appropriate to the situation.

A commitment to improving practice standards and personal competencies through continuous professional development, and use of supervision and appraisal to improve personal performance.

To have the ability to value diversity and work across cultures.

Other –

Commitment to equality and diversity.

Commitment to health and safety.

This is an essential car user post and the post holder is expected to be able to drive and have a car at their disposal. However in certain circumstances consideration may be given to applicants who as a consequence of disability are unable to drive.

Lancashire County Council

Grade Profile

Grade Profile – Technical/Professional – (Grade 8)

Applies to **all** technical/professional posts at Grade 8

<p>Purpose</p> <p>Technical specialists who are highly experienced practitioners within a professional area (e.g. Legal, Engineering, HR, Social Work). As entrant levels to professional disciplines, they have a workload requiring the application of both applied and theoretical knowledge.</p>
<p>Scope of Work</p> <p>Roles are typically reactive and working within clearly established service and professional guidelines. Roles will need to apply judgment and analysis to identify alternative solutions to a variety of routine situations. They will need to be proficient in delivering all routine aspects of the job but will be increasingly involved in non-routine work e.g. supporting less experienced staff or taking part in project work with more senior members of staff. Communication skills are important as role holders will be interacting with internal and external customers regularly.</p>
<p>Accountabilities/Responsibilities</p> <ul style="list-style-type: none"> ▪ Select appropriate procedures to independently carry out more complex technical tasks of an increasingly higher risk nature (e.g. designs, inspections, assessments, analyses) to produce the required technical output (e.g. identification of customer need, implementation or routine service processes) ▪ Undertake specialized technical and analytical support activities to assist professional colleagues in delivering more complex services ▪ Collate and analyse technical data from a variety of sources and interpret findings for review by more senior colleagues. May include producing ad hoc reports or project work. ▪ Provide information, advice and guidance to customers by interpreting established procedures, using technical experience and by applying best practice within the field. ▪ Provide on the job training, mentoring and guidance to less experienced members of staff to ensure they are able to develop the necessary skills to deliver in their role ▪ Regularly communicate with other agencies and service providers to share information, build working relationship and to ensure joined up service provision ▪ Suggest improvements to current working methods to contribute to improvements in service delivery
<p>Skills, Knowledge and Experience</p> <ul style="list-style-type: none"> ▪ Recognised vocational or professional qualification plus broad experience in area of expertise. May be working towards a professional qualification or be of graduate entry level with sound practical experience. ▪ Detailed knowledge of own service area and relevant working systems, equipment and/or IT software, plus an awareness of council policies and services related to the role. ▪ Analytical skills and problem-solving capability. ▪ Ability to informally train and mentor less experienced staff. ▪ Ability to influence others based on technical or professional expertise. ▪ Ability to build and maintain effective networks and relationships. <p>In addition to the skills knowledge and experience described above, you may be required to undertake a lower graded role as appropriate.</p>
<p>Performance Indicators</p> <ul style="list-style-type: none"> ▪ Quality of own work against legal, safety and best practice standards ▪ Adherence to internal/external quality standards if applicable ▪ Adherence to policies and procedures ▪ Accuracy and timeliness of information recording and processing ▪ Customer and stakeholder feedback