

LANCASHIRE COUNTY COUNCIL

Job Description for the post of: Social Worker					
Directorate: Learning Disabilities, Autism and Mental Health			Location:		Preston East CMHT
Establishment of team:		Working in Community Mental Health Team		Post Number: F-305-0008 - Social Worker	
Grade:	Scale 8/9	Line Manager:	Marcella Camara (Grade 10)		Car User: Yes
Staff Responsibility: None		Number of staff directly supervised: 0		Which business plan covers this post? Learning Disabilities, Autism and Mental Health	

Our key objectives:

The following key objectives will shape the activities of the council going forward. These are grouped into four themes.

Our citizens

- Growing up prepared for the future
- Improving health and wellbeing
- Caring for our most vulnerable residents

Our communities

- Making Lancashire communities safer
- Making Lancashire communities stronger

Our county

- Supporting economic growth and new jobs
- Improving highways maintenance and safety
- Protecting and improving our environment

Our organisation

- Responding to significant financial, policy and service challenges means adapting our organisation to ensure it is fit for purpose whilst striving to ensure our customers receive the highest standards of service.
- This objective will shape the organisation in the future.

The purpose of this job is :

Our key areas of practice are:

1 Enabling citizens to access the statutory social care and social work services and advice to which they are entitled, discharging the legal duties and promoting the personalised social care ethos of the local authority in whose locality they practice.

2 Promoting recovery and social inclusion with individuals and families.

3 Intervening and showing professional leadership and skill in situations characterised by high levels of social, family and interpersonal complexity, risk and ambiguity.

Key Tasks

The list of key social work tasks below is influenced by our key areas of practice:

- Undertaking assessments and support planning for social care under the Care Act 2014. This includes signposting as appropriate and assessment of eligibility under the Care Act 2014
- The prioritisation of Care Act Assessments/Support Planning / other social care tasks which are required in order to enable a person to leave hospital and return to the community, to promote recovery and mental wellness.
- Prioritisation of safeguarding referrals when personal welfare is believed to be at risk. This will include the investigation of safe guarding concerns and the development and monitoring of safety plans when appropriate
- Re-assessments of care packages with a view to ensuring that service user outcomes are met.
- Attending CHC/ Joint funded/ section 117 related reviews and responding as appropriate.
- Implementing the Care Act within the spirit that it was intended to be used.
- The provision of Social Supervisors and compilation of tribunal reports when appropriate (in relation to tribunal reports, health care staff may be more appropriate if they have a better knowledge of the service user).
- Prioritisation of all requests for AMHP involvement in Mental Health Act Assessments and wider practice.
- Mental Capacity Act related work.
- Accountability / approval for care package expenditure in line with the Local Authority Policy, promoting the use of Direct payments and Personal Budgets.
- Bringing a distinctive social perspective to mental health practice by recognising the role of social factors as antecedents, determinants and perpetuating factors in the experience of mental distress.
- To, along with their multidisciplinary colleagues, promote recovery focused practice emphasizing hope, control and opportunity as core to the culture of mental health services through their practice.
- The commissioning of services on behalf of eligible service users in accordance with policy and procedure.
- To ensure that your practice is underpinned by a sound understanding of the Care Act, MHA, MCA and DoLS legislation and Human Rights Act.

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.

Prepared by: Mairead Gill-Mullarkey	Date: 07 March 2018
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Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and Safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must co-operate with us to apply our general statement of health and safety policy.

Safeguarding Commitment

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults

Customer Focus

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Skills Pledge

We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and/or numeracy if they do not have one already.

Lancashire County Council

Person Specification Form		
Job Title: Social Worker	Grade: Grade 8 or Grade 9 (depending on experience of candidate)	
Directorate: Learning Disabilities, Autism and Mental Health	Post number:	
Establishment or team: Community Mental Health Team		
Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (AF); Interview (I), test (T) or other (give details)
Qualifications SW, CSS, DipSW or equivalent, Current HCPC registration	E	AF/I
	E	AF/I
Experience Assessing the needs of individuals and their families Developing Adult Support Plans promoting mental health wellness and wellbeing Undertaking section 42 safeguarding enquiries Completing safeguarding enquiry reports Developing Adult Protection Plans which have an outcome focus Work in a Social Services Directorate or other Statutory or Voluntary Agency Work with a range of client groups within an Agency Managing a caseload Working as a member of a team and in collaboration with other agencies.	D	AF/I
	E	AF/I
	E	AF/I
	D	AF/I
	D	AF/I
	D	AF/I
	E	AF/I
	E	AF/I
	E	AF/I
Knowledge skills and abilities Knowledge of relevant legislation relating to Care Act, Safeguarding and wider social work practice Provide information re financial assessments, direct payments and personal budgets. Experience in assessing and analysing need and risk and planning care with individuals Experience in working effectively with other agencies and professionals	E	AF/I
	D	AF/I
	E	AF/I
	E	AF/I

Working understanding of relevant legislation and its application and ability to work within legal framework and accountability.	E	AF/I
IT literate, experience in using manual and computer systems for record keeping.	E	AF/I
Numerate and able to contribute to management of budgets and resources.	E	AF/I
Negotiating and networking with a range of professionals.	E	AF/I
Organisational skills, able to prioritise and manage a generic case load and work independently under pressure	E	AF/I
A demonstrable understanding and acceptance of the principles underlying equal opportunities and diversification and a commitment to achieving these.	E	AF/I
Effective written and oral communication skills appropriate to the situation.	E	AF/I
A commitment to improving practice standards and personal competencies through continuous professional development and use of supervision and appraisal to improve personal performance.	E	AF/I
To have the ability to value diversity and work across cultures.		
Other (including special requirements)		
1. Commitment to equality and diversity	E	I
2. Commitment to health and safety	E	I
3. The ability to drive a car and have a car at your disposal. However, in certain circumstances consideration may be given to applicants who as a consequence of disability are unable to drive.	E	I
4. The County Council operates a general no smoking policy	-	-
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.	-	