



Job description



Wirral Community
NHS Foundation Trust

Recruitment Ref:	844-
AFC Ref:	1372

1 Job details

Job title:	Social worker
Band:	6
Hours:	37.5
Contract:	Permanent
Location:	Various locations across the Wirral]
Responsible to:	Team Manager/Advanced Practitioner
Reports to:	Team Manager/Advanced Practitioner
Liaises with:	Adults and Carers GP/Practice managers Emergency Services. Local Authorities and Health Care Services Voluntary and third sector services.

2 Job purpose

The post holder will have a key role to play in supporting the delivery of the Personalisation and inclusion Pathways for Adults and Carers ensuring legal framework of the Care Act 2014.

Strength and asset based practice, personalisation and social inclusion is embedded and applied effectively throughout their work.

The role will involve 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.

They will be expected to work autonomously and independently, assessing, formulating, implementing and agreeing care and support plans with adults and carers.

They will be responsible for supporting the delivery of health and social care functions for adults/carers for the people of Wirral.

They will be responsible for working in partnership with other agencies supporting adults/carers to access services/support in the independent and non-statutory sector.

3 Role of directorate/department

Adult social care involves providing personal and practical support to help people live their lives. Our focus is supporting members of our community to maintain their independence, dignity and control.

Adult social care carry out assessments as guided by The Care Act and Mental Capacity Act.

Adult social care lead within safeguarding section 47 investigations.

The Department of adult social care is embedded within the Integrated gateway and hospital avoidance services also we operate an integrated Neighbourhood model, jointly working with Third sector, GPs and partner agencies.

Adult social care assess, plan and provide support to assist our community members to live as well as possible for as long as possible. We promote independence in all we do.

Their role is to help in improve outcomes in people's lives. Our teams maintain professional relationships and act as guides and advocates, also work closely with other professionals in health and social care. Social workers can work in both statutory and non-statutory roles



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4 Main duties and responsibilities

1. Required to be a part of an integrated and supportive team, planning, monitoring and evaluating work with the MDT care team.
2. Be accountable on a day to day basis to the Team Manager or Advanced Social Work Practitioner who will allocate, monitor and offer formal and informal supervision.
3. 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.
4. Carry out needs led assessments, work of a complex nature, care and support planning and reviews, and, where appropriate, initiate a multi-disciplinary assessment.
5. 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.
6. Be an active participant in supervision, and in utilising reflective practice when learning to develop professional resilience and leadership skills in situations characterised by high levels of social and interpersonal challenges.
7. 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.
8. Communicate complex assessment information including care and support planning and risk factors, to individual adults, carers, professionals, Emergency Services, MDT and Courts, 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.
9. Communicate with a wide range of people including adults and carers, members of multi-disciplinary teams, and staff in external agencies including Primary Health Care/Mental Health services, potentially Commissioners and other Senior Agency Staff, using a variety of methods including Information and Computer Technology.
10. Coordinate the signposting and/or referring on of individuals in collaboration with multi-disciplinary colleagues and external services.
11. Submit applications funding panel. Some of which may require representation to local commissioners, or regional Continuing Health Care Panel with collaboration with our health colleagues or other relevant people.
12. Uphold the principles of wellbeing and ensure people can access their rights and entitlements including access to social care resources under a range of relevant statute and eligibility criteria including the Care Act (2014), when necessary refer to the Mental Capacity Act (2005) and the Human Rights Act (1998).
13. Ensure where appropriate and applications of appointeeships are made and/or advocacy are engaged in accordance with need, rights and entitlements.
14. 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.
15. Use social work skills/knowledge and theory to intervene where appropriate with the ability/resilience to work in challenging situations and in supporting people to manage their own risks.
16. Participate within community forums and initiatives and to utilise these experiences to promote positive social work whilst developing practitioner experience and leadership skills.

17. 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.
18. A requirement for regular travel to many varied community locations/venues
19. Undertake any other duties required by Management which are commensurate with the grading of the post.
20. Organise and chair Multi-disciplinary and strategy meetings and professional case conferences as required with the appropriate levels of support and guidance from senior staff. To articulate 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.
21. Make 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 standard
22. Use skills/knowledge and theory to intervene where appropriate with the ability/resilience to work in challenging situations and in supporting people to manage their own risks.
23. 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.
24. Promote an awareness of Older Adult, Physical and Mental Health Social Care and Social Work.
25. At all times to 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.
26. 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.
27. Participating in the social work duty rota and work flexibly as part of a team.

This is not intended to be exhaustive and may be reviewed periodically with the post holder to ensure that the job relates to the job being performed.

5 Vision and values

Our vision and values were developed by staff from across the organisation and reflect who we are and what we stand for.

Our vision is...

To be the outstanding provider of high quality, integrated care to the communities we serve

The values at our HEART...

HHealth and wellbeing at the heart of everything we do

Exceptional person-centred care

Actively supporting each other

Responsive, professional, innovative

Trusted to deliver

6 Data protection (General Data Protection Regulations 2018) / Freedom of Information Act 2000 / Computer Misuse Act 1990

Wirral Community NHS Foundation Trust fully supports the principles of corporate governance and recognises its public accountability, but equally places importance on the confidentiality of, and the security to safeguard, both personal information about patients and staff and commercially sensitive information. It is an annual requirement for employees to complete basic online Information Governance training.

Responsibilities for all staff

To ensure the confidentiality and security of all information that is dealt with in the course of performing your duties in accordance with the requirements of the General Data Protection Regulations 2018 and adhere to the principles of Caldicott.

Employee should be aware that the Trust operates a 'Code of Conduct for handling personal identifiable information'. They should become familiar with the 'Code' and keep up to date with any changes that are made. Breaches of the guidelines in the 'Code' could be regarded as gross misconduct and may result in serious disciplinary action being taken, up to and including dismissal.

To comply with and keep up to date with the requirements of legislation such as the Freedom of Information Act 2000 and the Computer Misuse Act 1990.

With the addition of management responsibilities for managers

To ensure that your staff maintain that the confidentiality and security of all information that is dealt with in the course of performing their duties is in accordance with the requirements of the General Data Protection Regulations 2018 and the principles of Caldicott.

To ensure that your staff are aware of their obligations under legislation such as the Freedom of Information Act 2000, the Computer Misuse Act 1990 and that staff are updated with any changes or additions relevant to legislation.

7 Appraisal / Learning and development

Wirral Community NHS Foundation Trust is committed to supporting staff in carrying out their roles. As part of our commitment to supporting staff carrying out their roles, the Trust operates an annual appraisal. Wirral Community NHS Foundation Trust appraisal is based on the principles of good people management and how organisations can enable people to work effectively.

Wirral Community NHS Foundation Trust appraisal aims to support the effective learning and development of individuals and teams.

8 Equal opportunities

Wirral Community NHS Foundation Trust recognises the need for a diverse workforce and is committed to Equal Opportunities in employment and seeks to eliminate unlawful racial, sexual or disability discrimination, to promote equality of opportunity and good relations between staff and clients of differing groups under the Equality Act 2010.

9 Risk management, Sustainability and health and safety at work

Employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974), to ensure the agreed safety procedures are carried out to maintain a safe environment for employees and visitors. All employees are expected to consider sustainable and environmental options during their working practices.

10 Infection control

Reducing the risk of infection through good infection control practice is the key priority for Wirral Community NHS Foundation Trust. It is the responsibility of every member of staff to prevent and control the spread of infection. In order to maintain high standards of infection and prevention control all staff are expected to comply with Trust infection and prevention control policies, procedures and best practice guidance and report and concerns to their managers.

Staff are required to attend mandatory infection prevention and control training as set out in the Trust mandatory training matrixes.

11 Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

12 Smoking

The NHS is smoke free. Smoking is not permitted on any of our premises, grounds or the surrounding land including car parking facilities. This also applies to the use of electronic cigarettes (vaping). The use of electronic cigarettes is prohibited wherever smoking is prohibited.

13 Policies and procedures

Wirral Community NHS Foundation Trust has numerous policies and procedures in place which provide standard organisational ways of working in line with organisational objectives, relevant legislation and requirements. Policies allow for continuity and consistency within the Trust. Employees must abide by and adhere to all Wirral Community NHS Foundation Trust's policies at all times.

14 Agreed job description

Post holder

Name:.....

(please print)

Signature:.....

Manager

Name:.....

(please print)

Signature:.....