

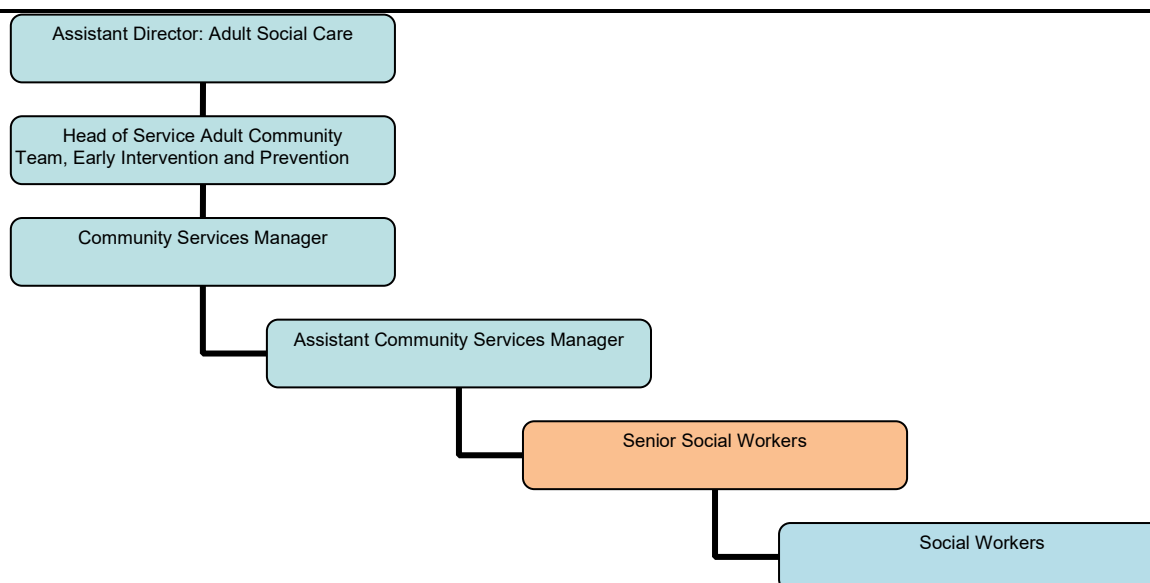
JOB DESCRIPTION

Job Title:	Senior Social Worker- Hospital Team		
Directorate:	People	Salary:	£48,226 - £50,269 plus £729 London Weighting and £963 Essential Car Allowance
Section:	Adult Social Care- Hospital Team	Grade:	BG-E SCP (37 – 40)
Location:	Time Square	Work Style:	Hybrid

Key Objectives of the role

- To work as a senior social worker in the hospital discharge team includes facilitating discharges from acute and community hospitals and opportunity/expectation rotating with review function within the hospital discharge team reviews post-discharges.
- To connect people and their families to their community/social network enabling them to live within their own communities, have a timely discharge from hospital, avoid unnecessary hospital stay and reduce dependence on long term care.
- To complete timely Care Act assessments for our higher intense case management with a strength-based focus, delivering positive outcomes.
- To promote a reablement focus for all individuals that are referred to adult social care.
- Work with people, including advocates and carers, to develop person-centred plans designed to meet needs in ways that maximises independence, choice and control, and are legal and affordable.
- Ensure that all policies and procedures of the department are adhered to.
- To support in delivering and maintaining high standards of performance ensuring continuous development and supporting people to fulfil their roles.

Designation of post and position within departmental structure



Daily and monthly responsibilities

- To participate in the duty arrangements for the team, attending huddle calls with acute and community hospitals.
- To complete triage the referrals from acute and community hospitals. Ask the right questions, seek clarity at triage stage from referring professionals. Seek input from In-reach Occupational Therapist as required and ensure timely allocations to enable a safe & timely discharge.
- To apply a strength-based approach, using the Home First model to connect people to their community/social network. Problem solve together with an aim to discharge to their usual place of living.
- Make referrals for specialist assessments/intervention as appropriate.
- Work with people, including advocates and carers, to develop person-centred plans designed to meet needs in ways that maximises independence, choice and control, and are legal and affordable.
- Work with family carers to identify their needs as carers and to develop appropriate plans with the carers to meet those needs.
- To complete post discharge reviews ensuring that care plans are accurate, and individuals eligible needs are being met and complete a SANA (Strengths and Needs Assessments) and present the case to QAR (quality assurance review) panel.
- When necessary, complete the Resource Allocation System and present support plans for approval in accordance with Scheme of Delegations.
- Provide support for the appropriate arrangement and implementation of those plans.

- Ensure that, throughout this work, all policies and procedures of the department are adhered to.
- To act in the best interest of an individual who lacks mental capacity, using the principles defined in the Mental Capacity Act (2005) to maintain their safety until a time that capacity returns, or alternative arrangements are made.
- To work within the legislative framework, national and local policy and within the philosophy of social work practice.
- Document all work and share information in line with legislation and local policy and procedures.
- To participate in the Duty Safeguarding Manager rota and ensuring timely and effective safeguarding assessments and planning.
- Participate in MDT's and discharge planning meetings following the discharge to assess process.
- Take an active role in your own supervision and appraisal and to supervise and appraise allocated staff in accordance with the departmental supervision policy and council's achievement and development policy.
- To be professionally accountable for all aspects of your work and provide appropriate levels of support and challenge to staff, enabling continuous professional development; up-to-date, evidence-based practice; attendance at all mandatory training and specialist training where appropriate.

Scope of role

To cover rotas 8am-5pm, Monday to Friday. As the service develops, staff maybe required to adjust working patterns to meet the needs of the service as it increases to cover 7 day working and extended hours.

You will be required to work autonomously but also work as part of a multi-disciplinary team.

The Hospital Discharge and Intermediate Care Service is busy, requiring a timely response to requests for services. However, you will be given time to meet the demands of the service as part of a supportive team. You will have the opportunity to reflect and solve problems and develop practice.

We work closely with individuals that have been admitted to hospital to promote the home first principle with a strength base ethos to get the best outcomes for the individuals that we work with.

All employees have a responsibility for safeguarding and promoting independence.

Failure to carry out this role appropriately will place people at risk of harm, and the Council at reputational risk, and risk of litigation.

Commitment to the Council's Equal Opportunities policy at all times

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only

PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualifications	Recognised Social Worker with Social Work England. Safeguarding level 2 Relevant post qualifying experience	BIA qualified Management/ supervision training Safeguarding Level 3 Coaching/Counselling Practice Educator
Competence Summary (Knowledge, abilities, skills, experience)	Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare.	Experience of supervising staff Use of Microsoft Excel
Work-related Personal Requirements	The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of employment.	
Other Work Requirements	A satisfactory enhanced Disclosure and Barring Service check. The ability to converse easily in spoken English, explain complex or technical information to members of the public and respond effectively to detailed or complex questions for an extended period of time. This post is exempt from the Rehabilitation of Offenders Act 1974 Anything that is applicable to the role that is out of the norm.	
Role models and demonstrates the Council's values and behaviours	Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities. We make our values real by demonstrating them in how we behave every day.	

All staff should hold a duty and commitment to observing the Council's Equality & Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.

