

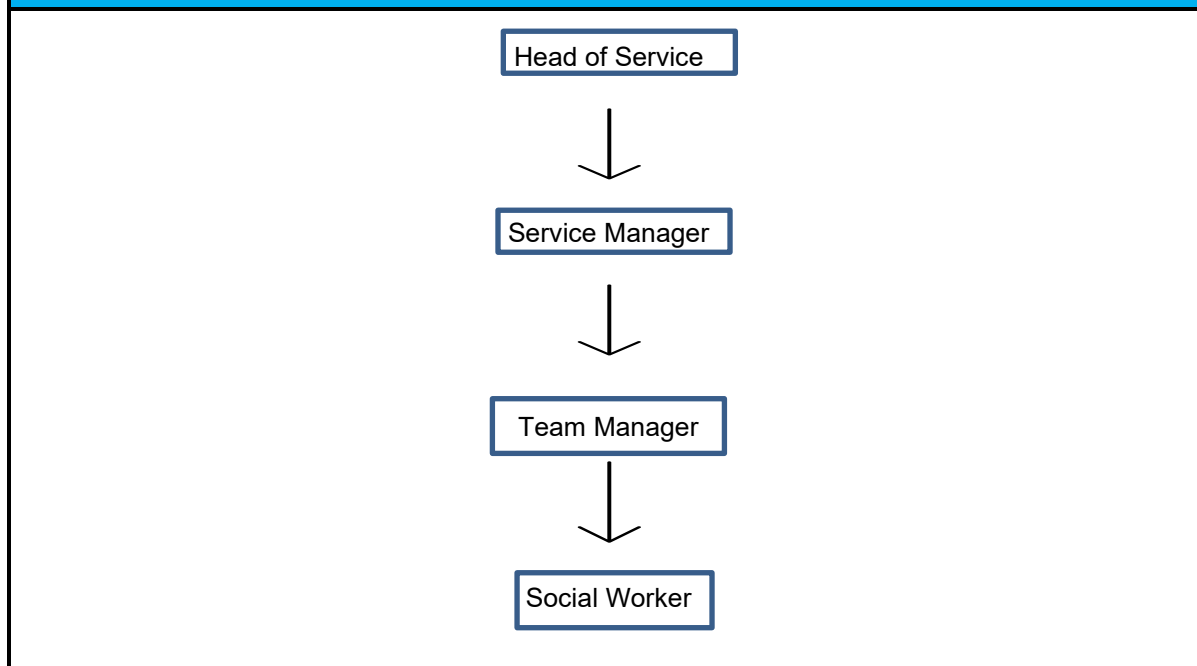
JOB DESCRIPTION

Job Title	Social Worker
Department	Hospital Team
Section or Service	Adult Social Care
Grade	F

DESIGNATION:

Responsible to:	Team Manager
Employees directly supervised (if applicable):	N/A

Family Tree



1. JOB PURPOSE:

- The post holder will be part of the Hospital Adult Social Care team responsible for delivering exceptional social care to customers and their carer's while ensuring safe discharges from hospital. The role will involve in ensuring continuity in the hospital discharge service from the weekday through the weekends. As a social worker in the team, you will be a part of the multi-disciplinary team in the hospital responsible for ensuring safe discharge from hospital for residents within Tri-Borough. The role will involve carrying out strength-based assessments to support people to choose outcomes which are personal and specific to their current needs and delay future needs occurring. The role will involve supporting the delivery of integrated health and social care by supporting physically disabled and older people living in the borough through a pro-active and personalised approach.
- The post holder will support customers to identify risks and ensure that there is appropriate protection plan in place. The post holder will coordinate safeguarding work and ensure that safeguarding is made personal. There will also be agreed performance indicators which the post holder will need to work towards and to ensure that there is an excellent standard of practice

2. DESCRIPTION OF DUTIES For Hospital social worker Role

- Participate in discharge planning with clients, family members, and health professionals
- Carry out Mental Capacity Assessments in line with the Mental Capacity Act 2005
- Facilitate Best Interest Meetings to support safe hospital discharge
- Complete assessments, support plans and reviews in line with the Care Act 2014 and ensure that customers are supported to make choices on how to use their individual budgets to meet their needs. Investigate opportunities for customers and carers, seeking out alternatives to council commissioned services.
- Carry out strengths-based assessments that are proportionate and in line with the principles of well-being. Promote self-assessment tools to optimise customer involvement.
- Participate and organise MDT meetings, if appropriate, to achieve the best possible outcomes for customers. Promote independence and utilise the reablement service where customers are able to achieve short term goals.
- Discharge people via the Pathway 1, set up interim care package and arrange reablement care packages.
- To manage cases effectively and respond to customers' needs in a timely manner within a fast moving and highly pressured environment.
- Work with a range of customers with different needs such as physical disabilities, learning difficulties and mental health issues.
- Identify unpaid carers and offer Carers Assessments to support them in their role and signpost relevant support.
- Offer information and advice regarding statutory and voluntary resources available to customers. Promote universal services which may prevent future needs from arising.

- To build and maintain strong multi-agency relationships. Working effectively and in partnership with other professionals from statutory and voluntary organisations to meet customer's needs in a collaborative manner.
- To have an excellent working knowledge and experience of legislative framework, best practice, procedures and organisation policies.
- To be able to write comprehensive reports/ assessments which delivery quality assurance and are an accurate reflection of needs.
- To ensure that you access knowledge, training, and development necessary to carry out your work effectively. This will include keeping abreast of any developments in social work practice which may impact on working with adults.
- To understand your professional development (CPD) requirements and take responsibility for meeting them. This includes contributing to supervision and complying with the organisation policy on supervision and appraisals.
- Ensure that you comply with each agency's requirements regarding recording, sharing and maintaining information and data.
- Contribute to developing a positive culture that promotes mutual respect and strong professional relationships.
- Where appropriate, develop skills to order equipment which may increase the customer's independence.
- To maintain up-to-date, accurate, relevant and objective case recording and any other records as specified for department records. To ensure that key data is entered into the electronic data system in a timely way.
- To work within agreed performance management and budgetary framework. To work towards performance indicators and local organisational targets.
- To support projects and service developments to enhance service quality.
- To ensure equal opportunity, data protection, confidentiality of customers is maintained as per corporate requirements.
- To be responsible for ensuring that the safeguarding procedure is followed and risks to customers are managed in the best possible manner. Undertaking safeguarding investigations and all parts of the safeguarding process as required by the service.

SELECTION CRITERIA/PERSON SPECIFICATION

Job Title:	Social Worker
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Conditions to Note:

Candidates:

When completing your application form, please address your answers directly to each of the selection criteria below. This enables the panel to assess your ability to meet each criterion. It is essential that you give at least one example of your ability to meet each of the four Values and Behaviours: Putting Communities First, Respect, Integrity and Working Together.

Values & Behaviours

The Royal Borough of Kensington and Chelsea has identified four key behaviours and values that should be demonstrated by all council employees. Successful candidates will show the ability to meet these behaviours.

A	Equal Opportunities Demonstrate an understanding of and commitment to Council policies in relation to Equal Opportunity, Customer Care and service delivery, and the ability to implement these policies in the workplace.
B	Qualifications Essential: - Degree or diploma in Social Worker, such as DipSW, CQSW - Social Work England registration - Enhanced DBS check
C	Skills; Experience and Attitude Essential: - A minimum of 1 year post qualifying experience - A knowledge of and commitment to follow the Equal Opportunities Policy and anti-discriminatory practice - Knowledge and understanding of relevant social care legislation, eg. Care Act - Must be willing to work in a multi-disciplinary setting within an NHS Hospital - Awareness of personalisation and self-directed support - Knowledge of safeguarding processes and making safeguarding personal - Able to communicate clearly and appropriately with members of the public, colleagues both verbally and in written form - Good IT skills and knowledge of electronic case management systems

Our Values & Behaviours	
D	PUTTING COMMUNITIES FIRST • We put local people at the heart of decision making in everything we do. • We seek to include and involve: all voices matter. • We provide quality services that are responsive, effective and efficient. The following examples are indicators of effective behaviour: • I actively involve and include the communities that I serve in my work. • I shall reflect the views of the communities in my daily work. • I shall improve the service I provide through seeking feedback from others. Our residents will feel that: • I have been included • I can see how my views have been taken into account • I can see improvements and developments based on my input
E	RESPECT • We listen to everyone and value the personal experiences of people in our communities and of each other. • We adopt a fair, and involving approach regardless of any way in which an individual is different to us. The following examples are indicators of effective behaviour: • I adapt my approach to take account of all differences and cultures in the community and with colleagues. • I ensure I am equitable and fair by including those who are quiet or may not be able to represent themselves. • I communicate in a way that is respectful, encourages involvement and meets people's needs. Our residents will feel that: • I feel my culture and background are respected. • I have confidence that action is being taken. • I feel I am being treated fairly.
F	INTEGRITY • We act with openness, honesty, compassion, responsibility and humility. • We let people know what we are doing and communicate why and how decisions have been made. The following examples are indicators of effective behaviour: • I demonstrate empathy in my interactions with others. • I am honest and transparent about the decisions I take. • I follow through on the actions I say I will take and take ownership for communicating the outcome. Our residents will feel that: • I am told when something is not possible and the reasons why are explained to me. • I feel my perspective is listened to and understood. • I feel my views are valued

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WORKING TOGETHER

- We work together and in partnership with everyone that has an impact on the lives of our residents.
- We want to understand, learn from each other and continually adapt.

The following examples are indicators of effective behaviour:

- I work with others to provide an effective service for residents, local communities and other departments within the Council.
- I seek ways to work with other departments to deliver a seamless service and find opportunities to improve.
- I seek out opportunities to learn from my colleagues and build on good practice.

Our residents will feel that:

- I can get my issue resolved without being passed around departments.
- I find it easy to access the services that I need.
- I feel the Council is open to new ideas.