

Job Profile

Position Details	
Post	Social Worker
Service Area	Adult Social Services, Adults Assessment Team
Reports to	Team Manager, Adults Assessment Team
Grade	SW032 –SWO44
Job Family	To be completed by HR

Role Purpose
To undertake person centred Assessments/ Reviews for Haringey residents and service users and their carers in line with the Care Act 2014. Social workers will work to maximise the independence of those assessment and implement preventative interventions, including working with voluntary and community groups and ensure a strengths-based approach is central to the process.

Main Responsibilities
<ol style="list-style-type: none"> 1. Manage and prioritise workload so that deadlines are adhered to with a focus on high standards of written work and effective interventions and outcomes. 2. To undertake Assessment/ Reviews in a person centred and holistic manner that has a focus on both the individual's strengths and preventative options that enable us to maximise the independence of the individual. 3. To assess, review and provide support to carers/ family 4. Ensure that all Assessments/ Reviews are in line with the Mental Capacity Act and that workers make judgements on where a service user may have significant difficult engaging in the process and in those instances that they have suitable advocacy support. Carry out Mental Capacity Assessments and make Best Interest decisions where appropriate 5. Use the Assessment/ Review process to make sure that the outcomes for service users are achieved and hold providers accountable for making sure that outcomes are met. 6. Keep full, clear and accurate records 7. To ensure that any changes to support arrangements are actioned and that cases are presented to panel where additional funding is required. Where reductions in packages are appropriate Social Workers to work with brokerage to make the required changes. Social Workers will also be responsible for pulling back unspent personal budgets and to ensure that care packages are value for money. 8. To work within the framework and principles of the Care Act 2014 in making sure that the Assessments/ Reviews are accessible, person centred, holistic with a focused on wellbeing and prevention.

9. Be prepared and fully participate in supervision.
10. To understand and work with the Continuing Health Care framework including the completion of DST's and joint working with health colleagues.
11. Work closely with commissioning to ensure that quality standards of providers are being met and to raise concerns or issues when they arise.
12. To ensure the safety of service users by working in collaboration with partners, providers and carers to ensure that risks are managed and that positive risk taking is supported.
13. To understand the Haringey Safeguarding Process and the safeguarding statutory guidance as set out in the Care Act 2014 and ensure that any identified safeguarding concerns are raised appropriately and in a timely manner with a focus on Making Safeguarding Personal. To undertake safeguarding enquiries.
14. Understand and work to the legislative and organisational frameworks to ensure discharge of statutory duties while maintaining best practice standards through all contacts.
15. To actively participate in team meetings to look at new ways of working, improving outcomes and best practice standards to help to the development of the service.
16. Work positively and proactively with a range of professionals, organisations and carers to make sure targets are set, outcomes are achieved and life opportunities maximised for those that we support.
17. Be clear on what the performance management indicators within the Assessment Service are and ensure that you are able to meet these targets.
18. Have a clear understanding of the resources, services and provisions within the borough particularly within the voluntary and community sectors to ensure service users and their families are connected to these opportunities.
19. To exercise responsibilities under health and safety at work act as laid down, or as may be amended from time to time, by departmental procedures.
20. To continue professional development by undertaking mandatory training and other training identified in line with identified needs
21. This position requires the post holder to undergo a DBS (Disclosure and Barring Service).

Generic Responsibilities

1. Understanding, knowledge and ability to follow guidelines that ensures compliance with Health and Safety at Work, Data Protection and other statutory requirements.
2. Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies.
3. Knowledge and experience of using IT.
4. To undertake any other temporary responsibilities aligned with the overall purpose and grade of the role.

Knowledge, Qualifications, Skills and Experience	Essential or Desirable
Qualifications (only if applicable) <ul style="list-style-type: none"> Degree or Diploma in Social Work 	Essential
Knowledge/Skills <ul style="list-style-type: none"> A working knowledge of key legislation within the health and social care sector. Robust knowledge of health and social care frameworks and the impact on practice. A working knowledge of social and health groups and ways in which to positively engage with them to achieve best outcomes. Strong written work which is outcome focused and provides both analysis and solutions to issues that have been identified. Strong communication skills to support and encourage engagement from others. Strong organisational skills and time management. Strong IT skills across a range of Microsoft Window applications 	Essential Essential Desirable Essential Essential Essential Desirable

Main Contacts & Other Information
<p><u>Main Contacts:</u></p> <p>List main contacts the post holder will deal with in the role.</p> <ol style="list-style-type: none"> Service users Families and informal carers Social Workers, OT's and other Adults Social Care Professionals Partner and Provider Organisations including advocacy Voluntary Sector Community Organisations Health Professionals Housing Management <p><u>Other Information:</u></p> <p>This position requires the post holder to undergo a DBS (Disclosure and Barring Service) check.</p>