**Role Description**

Post Title: ASYE Social Worker, Social Worker, Senior Social Worker (Adult’s)

Post Number:

Directorate: Integrated Health & Social Care

Department: People’s Services

Grade & Salary: SCP 25 - 32

Reports To: Manager / Assistant Manager

**Purpose**

To undertake needs – led assessments and to provide support to adults and their carers.

To provide specialist support to service users, carers and colleagues in accordance with

their particular skills and qualifications.

**Responsibilities & Outcomes**

1. Complete complex multi – disciplinary assessments and provide on going case management for people who may have unstable and unpredictable conditions, with appropriate supervision from Team Manager, Assistant Team Managers or Senior Care Managers, within the criteria of each individual service.
2. Prepare support plans appropriate to the needs identified
3. Participate in brokering and tendering processes as appropriate
4. To offer and conduct assessments for carers in relation to their own needs as distinct from those of the individuals being cared for.
5. Where possible seek to sustain and maintain individuals in the community whose challenging behaviours present a risk to the individual and others, with appropriate supervision from Team Manager, Assistant Team manager or Senior Care Managers.
6. To identify eligible needs and / or outcomes and identify appropriate services to meet those needs/outcomes including self Directed Support options.
7. Complete reviews as per Departmental Review Standards
8. Hold and effectively manage complex cases using evidence and theory to support practice
9. Build relationships with service users and their carers and overcome any potential hostility and resistance to social care involvement
10. Demonstrate high standards with regards to case recording
11. To take on the role of lead Investigator in safeguarding adults cases with appropriate supervision from Team Manager, Assistant Team Manager or Senior Care Manager.
12. To make decisions in relation to the Mental capacity Act regarding best interests and capacity, with appropriate supervision from Team Manager, Assistant Team Manager, or Senior Social Worker.
13. To act as a service broker where appropriate, to arrange, commissions and coordinate appropriate services according to:
    1. Department Policy
    2. Any agreement made by the Authority with service providers
    3. Agreed budget constraint
    4. Principles of Self Directed Support
14. To Participate in staff appraisal, supervision and training as appropriate.
15. Complete training and development and record as required by the regulator Social Work England in order to maintain registration.
16. Work as duty officer or MDT practitioner within the team and develop skills to prioritise duty work based on risk
17. Develop new skills based on IT and online assessments developing and understanding as to which assessment is appropriate in what setting.

**In addition to the above the following duties and responsibilities associated with Social Worker SCP 26-28**

Within the relevant context of the role (with others, within statutory, organisational and multi-agency systems and in partnership with children, young people and their families and carers) carry out the following tasks:

1. Complete complex multi-disciplinary assessments and provide on-going case management for people who may have unstable and unpredictable conditions, within the criteria of each individual service.
2. Manage increasingly complex hospital discharges with increasing levels of acuity
3. Manage complex situations in the community to prevent hospital admission
4. Sustain individuals in the community until hospital admission can be facilitated
5. To offer and conduct assessments for Carers in relation to their own need as distinct from those of the individuals being cared for.
6. Where possible seek to sustain and maintain individuals in the community who’s challenging behaviours resent a risk to the individual and others.
7. To identify eligible needs and / or outcomes and identify appropriate services to meet those needs / outcomes including Self Directed Support options.
8. To work as lead Safeguarding Coordinator with the Adult Safeguarding team during interventions and complete investigations where appropriate.
9. Work to manage significant risks including forensic risks related to complex functional mental health presentations of individuals and dementia.
10. To make decisions in relation to the Mental Capacity Act regarding best interests and capacity, without support and chair and lead best interests meetings
11. Co-work with the legal department and exhibit legal literacy to prepare Court or Protection applications, 21A challenges and LPA work
12. Provide informal supervision in the office environment.
13. Work in line with departmental policy and procedure, within the Social care legislative framework and within set budgets.
14. To act as a service broker where appropriate to arrange, commission and coordinate appropriate services according to:
    1. Departmental Policy
    2. Any agreement made by the Authority with service providers
    3. Agreed budget constraints
    4. Principles of Self Directed Support
15. To participate in staff appraisal, supervision and training.

**In addition to the above the following duties and responsibilities associated with Senior Social Worker SCP 29-32**

1. Supervision/appraisal of staff in line with St. Helens Council supervision policies and procedures
2. Undertaking the formal role of Practice Educator for student placements
3. Complete bi-annual Practice Educator refresher training as required
4. Supervision, support or mentoring of ASYEs.
5. Role model good practice and provide informal supervision to colleagues
6. To perform as an AMHP or be prepared to undertake appropriate training in order to perform as an AMHP.
7. Complete annual AMHP refresher training
8. To act as Best Interest Assessor or be prepared to undertake training in order to act as a Best Interest Assessor and make recommendations in line with Deprivation of Liberty Safeguards.
9. Complete annual BIA refresher training
10. Support the learning and development needs of the service by delivering training
11. Work as a social care representative for the ‘Care Community’ or as a locality coordinator
12. Develop expertise around complex case management areas such as:
    1. Continuing Healthcare
    2. Ordinary Residence
    3. Funding streams
    4. Autism/ASD
    5. Mental Health
    6. Physical Disability
    7. Learning Disability
    8. Hospital Discharge and Urgent Community Response

**Relationships**

Key internal and external contacts

For reference only:

Within the organisation

* *Operation and Senior Managers*
* *Colleagues from other Council Teams*
* *Colleagues from within the Payments and Charges Service*
* *Workforce development and training colleagues*
* *Corporate colleagues such as Human Resources and Legal Services*

At a borough level

* *Police*
* *ICB*
* *Merseycare*
* *Hospital Trusts*
* *Community Health Services*

At a regional level

* *ADASS*
* *C&MICB*
* *LCR*

**Generic responsibilities**

**These are standard responsibilities to be included in all job descriptions to ensure consistency across the Council**

* To contribute to ensuring the function’s business targets are met, in accordance with best practice, to agreed specification, and with full compliance with health, safety, professional standards, statutory and other relevant legislation.
* To work collaboratively with Council colleagues as and when required.
* To behave in accordance with St Helens accountabilities framework and the Council’s Code of Conduct a fundamental aspect of which is the “Seven Principles of Public Life”.
* To comply with the Council’s Policy Framework.
* To undertake training and development as required.

**This post is subject to Disclosure.**

**This post is not Politically Restricted in accordance with the Local Government and Housing Act 1989 (as amended).**

**The details contained within this job description reflect the content of the job at the date it was prepared. However, it is inevitable that over time, the nature of the job may change. Existing duties may no longer be required, and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, the Council will expect to revise this job description from time to time and will consult the post holder/s at the appropriate time.**

**Date Prepared: February 2023**