

Kent County Council

Job Description: *Social Worker – Short Term Pathways East Kent*

Directorate:	Adult Social Care and Health
Unit/Section:	ESS
Grade:	KSG
Responsible to:	Team Manager – Short Term Pathways

Purpose of the Job:

Manage the assessment process for individuals with complex needs who have recently had a hospital admission, ensuring the identification of eligible needs and desired outcomes. Promote an individual's independence and establish the appropriate level of ongoing care required to meet their needs through the creation of a Care and Support Plan.

Work in an integrated way with Health professionals, including attendance at multi-disciplinary meetings and assessments, to ensure individuals receive a coordinated, clear and consistent service between Health and Social Care.

Main duties and responsibilities:

1. Conduct proportionate, observation based and holistic assessments for individuals with complex needs. Establish the individual's abilities, circumstances and support systems to determine the level of resource required to optimise the individual's independence including equipment or minor adaptations.
2. Ensure that individuals are empowered and actively participate throughout the assessment process ensuring they are at the centre of decision making. Ensure enablement is promoted for individuals to regain or increase levels of independence as far as possible.
3. Identify and refer for relevant professional involvement as needed, for example Sensory Services, Carers' organisations, Occupational Therapy, to ensure that individuals and their informal carers are supported as required.
4. Identify the individual's eligible needs and desired outcomes. Explore all appropriate options, including consideration of NHS Continuing Health Care, and identify how best to meet needs through the development of a Care and Support Plan. Once eligible needs have been identified, present the Care and Support Plan through a Practice Assurance process.
5. Offer positive peer challenge and provide professional support to non-registered colleagues, promoting good practice and providing both formal and informal supervision as directed. Ensure continued professional development for registration with the relevant professional body.
6. Develop and maintain effective working relationships across the organisation to ensure the smooth transfer of care to community teams.

7. Represent Short Term Pathways at multi-disciplinary team meetings to ensure individuals are on the most appropriate care pathway, using evidence based practice to support appropriate decision making and challenge outcomes when necessary.
8. Develop and maintain an extensive knowledge of available resources and maintain links with partner agencies in order to offer the broadest range of options to clients in developing their support packages, and act as a Trusted Assessor for prescribing of equipment.
9. Create and maintain accurate, up to date and reliable data, information and records in line with information governance framework requirements, standards and best practice to ensure compliance with legislation.
10. Support managers when responding to emergency planning issues if they arise, ensuring business continuity as required.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Social Worker – Short Term Pathways East Kent*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none">• Relevant degree, diploma or related professional qualification in Social Work.• Up to date registration with Social Work England.• Competent to work at the Practitioner level of the Social Care Capabilities Framework for Registered Workers
EXPERIENCE	<ul style="list-style-type: none">• Significant post qualification experience, in Social Services, Health related agencies or related private or voluntary organisation, of a magnitude that enables the post holder to have achieved the relevant level of the Capabilities Framework.• Working in a multi-agency environment/partnership• Experience within a specialist area (i.e. long term conditions, transition etc)• Experience of undertaking Assessments and developing Care and Support plans.
SKILLS AND ABILITIES	<ul style="list-style-type: none">• A Full UK Driving Licence – The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive your application will still be considered if you are unable to drive due to a disability.• Ability to communicate effectively with clients, carers, colleagues and partner agencies through written and verbal communications• Ability to gather and assimilate information in order to complete Assessments and develop Care and Support Plans.• Ability to build and develop effective working relationships across a wide range of internal and external partners• Good observational and functional assessment skills.• IT skills and effective use of Microsoft Office programs• Able to work effectively under own initiative and as part of a team• Ability to prioritise, forward plan and work effectively on own initiative as well as part of a team• Supervision, mediation and negotiation skills• Ability to contribute to and lead a range of service related projects• Ability and commitment to support the Directorate's Equality and Diversity Policy Statement which is an integral part of the Directorate's service delivery.

	<ul style="list-style-type: none"> Ability to travel across a wide geographical area in a timely and flexible manner to ensure the needs of the service are met, including evening and weekend working when required.
<p>KNOWLEDGE</p>	<ul style="list-style-type: none"> An evidenced based understanding and application of key policies, legislation and statutory guidance, and eligibility criteria relating to provision of support to the client group, including the Care Act. Understanding of Person Centred Planning and approaches Awareness of the local resources available in the community Knowledge of potential safeguarding issues and understanding of the referral process Working knowledge of Direct Payments Detailed understanding of the Mental Capacity Act and undertaking Mental Capacity Assessments. Compliance with information governance, record retention, confidentiality issues and the General Data Protection Regulations of data protection and confidentiality issues.
<p>BEHAVIOURS AND KENT VALUES</p>	<p>Kent Values:</p> <ul style="list-style-type: none"> We are brave. We do the right thing, we accept and offer challenge We are curious to innovate and improve We are compassionate, understanding and respectful to all We are strong together by sharing knowledge We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p>