

Job Description

DIRECTORATE:	Social Services & Wellbeing
DEPARTMENT:	Adult Social Care / Learning Disability, Mental Learning Disability, Mental Health and Substance Misuse / Substance Misuse Social Work Team
POST:	Social Worker 1 2 & 3 – Substance Misuse Social Work Team
GRADE OF POST:	Social Worker 1 - Grade 10 - Newly Qualified/First year in practice Social Worker 2 – Grade 11 - On completion of first year in practice Social Worker 3 - Grade 12 - Subject to consolidation and a minimum of 2 years post qualifying experience.
RESPONSIBLE TO:	Senior Practitioner – Substance Misuse Social Work Team

JOB PURPOSE:

As a social worker in the Substance Misuse Social Work Team , you will provide a timely social work response to adults who live with with substance or alcohol misuse and who may also have a co-existing presenting needs such as poor mental health.

Using the principles of Motivational Interviewing, you will ensure the delivery of strengths based, outcome focused assessments and interventions.

Working with a multidisciplinary approach, your role will be to provide a social work service, including assessment of needs, and where eligible care and support plans, and where appropriate care and treatment plans, that will promote the independence and wellbeing of individuals, their families, and carers, focusing on 'what matters' to people. Where practicable, you will focus on prevention and self-management, enabling individuals to sustain independence through a combination of assessment, care and support and other practical interventions.

As a member of the wider Community Drugs and Alcohol Team, you will work closely with health colleagues within the team, and on times work closely with community mental health nurses, consultant psychiatrists, Occupational Therapists, general practitioners, and the Liaison Service.

You will actively promote our 'Strengths-Based Model of Practice-Working to Achieve Outcomes'.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- To hold and be responsible for a proportionate caseload, working in partnership with individuals, their carers and families, other professionals and voluntary organisations in a strengths-based, outcome-focused way.
- To complete high quality assessments of the needs of individuals, their families and their carers with other relevant professionals, which will guide the formation of the relevant and associated plans of care and support and plans of support for carers. This may require commissioning care and support as appropriate.
- For people with identified eligible needs you will develop collaboratively with people, strengths-based plans of support in partnership with other relevant professionals; reviewing and evaluating those plans to ensure they support 'what matters' to people.
- To work effectively and collaboratively as a member of a multi - professional team contributing to multi-disciplinary, integrated working, supporting high risk and complex cases, liaising with other relevant teams, Council departments and external agencies where and as required.
- To plan and commission responses that maximise independence and meet identified needs, monitoring and reviewing outcomes achieved with people we support and their families and carers.
- For first year in practice social workers, to complete their first year in practice and consolidation programme.
- To comply with the Directorate's Performance Management Framework and work within the relevant legislative, regulatory and policy framework, and associated code of practice and policies in line with joint practice arrangements.
- Managing and being responsible for the resources of the Directorate and Health Board as delegated and required.
- Maintaining up to date recording on the electronic files, and relevant documents as required by the Directorate and Health Board to deliver good standards for practice.
- Prepare for and participate in supervision and personal development reviews with line manager, and identify personal development and training needs to maintain registration requirements.

Social Worker 2 – As above plus:

- Being responsible for several cases of increasing complexity including increased support for cases with any court-related proceedings, with the opportunity for joint-working.
- Mentoring and supporting social work students and social work assistants in their practice.

Social Worker 3 - As above plus:

- Supervision and mentoring of social work students and other junior members of staff.
- Provide advice and guidance to less experience social workers.
- To undertake complex, high-risk cases, which will include court attendance.
- Lead joint working with less experienced social workers in complex cases.
- To undertake sensitive, acute and complex adult cases which require preparation and presentation of robust evidence in respect of capacity and risk, in readiness for Court of Protection, The High Court, Mental Health Tribunals, Section 117 multi-disciplinary discussions, Deprivation of Liberty Safeguards (Dols) and Coroners Court.
- Routinely represent and advocate on behalf of vulnerable individuals, families and carers, ensuring their rights are upheld at various forums.
- Represent the Council within multi-agency and inter-disciplinary settings.
- Attend and present assessment reports at monthly funding and accommodation panels.
- Attend and present assessment reports at monthly health funding panels for individuals with complex health needs requiring NHS Continuing Healthcare funding or subject to Section 117 aftercare services.
- To adhere to the All Wales Safeguarding procedures.



GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#).

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding and Quality Team or Children's Safeguarding Assessment Team.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

CRIMINAL RECORDS CHECK (WHERE APPLICABLE)

This post requires criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Social Worker 1, 2 & 3 - Substance Misuse Social Work Team.

The following attributes represent the range of skills, abilities, and experiences etc relevant to this position. Applicants are expected to meet the attributes that have been identified as essential (Yes).

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Qualifications, Education & Training	<ul style="list-style-type: none"> Social Work Degree or other Social Work qualification recognised by Social Care Wales. 	Yes	Production of original Qualification Certificates and application form.
	<ul style="list-style-type: none"> Registration with Social Care Wales. CPEL – To complete the Consolidation Programme if qualified after April 2016. 	Yes	
	<ul style="list-style-type: none"> Consolidated practitioner with 2 years post qualifying experience, and demonstratable skills for responsibilities of social worker 3. 	For SW3 only	
Knowledge & Experience	<ul style="list-style-type: none"> Experience of working with and undertaking assessments of people, their families, and their carers, particularly in multi-disciplinary environments. 	Yes	Interview, application form, and selection process.
	<ul style="list-style-type: none"> Knowledge and/ or experience of working within an integrated multidisciplinary team. 	Yes	
	<ul style="list-style-type: none"> Working in partnership with statutory/voluntary organisations to promote the independence of individuals. 		
	<ul style="list-style-type: none"> Knowledge of current policy, statutory guidance, and the Law as it is applied and affects people in the delivery of social care services. 	Yes	
	<ul style="list-style-type: none"> An understanding of the management of resources in the context of commissioning plans for care and support. 		
	<ul style="list-style-type: none"> Experience of caseload management. 		
	<ul style="list-style-type: none"> Direct experience of complex cases. 	For SW3 only	

Attributes	Requirements	Essential	Method of Evaluation/ Testing
	<ul style="list-style-type: none"> Direct experience of the Care Co-ordination role, which has legal responsibility as delegated under the Mental Health (Wales) Measure 2010. Experience of court and legal work. 	<p>For SW3 only</p> <p>For SW3 only</p>	<p>Interview, application form and selection process</p>
Skills & Personal Qualities	<ul style="list-style-type: none"> The ability to work in a strengths-based, outcome focused way, identifying the risks to independence. To work to the Code of Professional Practice for Social Care. Skills in assessment and analysing information to achieve positive outcomes for service users and carers. Ability to work effectively in a multi-disciplinary setting as a team member. Ability to form constructive working relationships with colleagues and other agencies. Ability to work independently and to seek advice when necessary. Ability to work within the legislative framework, policies and procedures of statutory organisations. Ability to prioritise and take responsibility for workload management and performance. Ability to manage in a busy environment. Ability to communicate clearly and effectively. Committed and motivated. Creative, assertive and forward thinking. 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>

Attributes	Requirements	Essential	Method of Evaluation/ Testing
	<ul style="list-style-type: none"> • Ability to provide consultation and advice to other staff. • Ability to work flexibly and proactively. • A demonstrable commitment to equalities and anti-discriminatory practice. • To be computer literate and able to present information verbally and in written form. • Driving license with access to vehicle. • Ability to make decisions appropriately. • Excellent investigative skills. • Capacity to problem solve whilst working under pressure. • The ability to communicate through the medium of Welsh. 	<p>Yes</p> <p>Yes</p> <p>For SW3 only For SW3 only For SW3 only</p>	<p>Interview, application form, and selection process.</p>