

Job Description

DIRECTORATE:	Social Services & Wellbeing
DEPARTMENT:	Adult Social Care / Integrated Community Services / Integrated Cluster Network Teams
POST:	Senior Practitioner (Social Worker) - Integrated Cluster Network Team
GRADE OF POST:	GR13
RESPONSIBLE TO:	Social Work Team Manager - Integrated Cluster Network Team

JOB PURPOSE:

This role will promote and deliver high standards of professional practice, intervention and social work leadership; and overseeing practice with the Team Manager in the Integrated Cluster Network team. You will provide high level support to the Social Work Team Manager in the Integrated Cluster Network Team and to other multi-professional team members.

The Integrated Cluster Network Team works with adults with long term complex, multi faceted presenting needs. The Team provides an integrated approach to care and support, focusing on the person's 'voice' and the needs of their families, carers; or those important to them. An experienced professional social worker, you will provide social work leadership and oversee intervention in a dynamic multi-disciplinary team. Innovation, and knowledge of the legislative framework, as well as creativity within Social Work and the Integrated Model, are key to this post.

To provide outstanding social work practice by leading and promoting the delivery of the highest level of practice skills and developments, through the ability to inspire and mentor the team.

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

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Be responsible for the workload management as well as line management and the provision of advice and support within the social work team, within the Integrated Cluster Network Team.
- Ensuring high quality assessment and plans of care and support that are strengths-based, outcome focused and aligned to 'what matters' to people. Promoting excellence within social work practice; identifying and acting on risk and safeguarding concerns; and taking a lead role in 'Best Interest' work.
- Managing a small complex caseload, they will carry out high quality integrated assessments in partnership with individuals, families, and carers, and with other professionals within the Integrated Team.
- Sharing the supervision of the team with the Team Manager, they will supervise staff, ensuring there is a focus on strengths-based, outcome focused practice, offering voice, choice and control.

- In conjunction with the Team Manager, be responsible for ensuring plans of care and support utilise proportionate resources to meet identified needs and minimise risks to independence, contributing to the effective management of resources.
- Support the Social Work Team Manager in their role; supporting the wider cluster responsibilities, in innovation and best practice to meet population needs, including supporting new staff in innovative roles.
- Carry out delegated, deputising responsibilities for the Social Work Team Manager; as well as supporting collaboratively across three Integrated Cluster Network Teams and being responsible for the resources of the Directorate and Health Board as delegated and required.
- Complying with departmental policies, procedures, and the performance management framework. Supporting with audit; staff appraisal; supervision and social work improvement and development, and the management of risk. Considering social work research and best practice in developing this work.
- Maintaining up to date recordings on the electronic files, and relevant documents as required by the Directorate and Health Board to deliver good standards for practice.
- Adhering to the Social Care Wales Code of Practice and meeting Continual Professional Development requirements for registration, being responsible for their own performance against agreed national health and social care targets. Preparing for and participating in supervision and personal development reviews with line manager.
- Providing support, guidance and training to social work practitioners and other professional colleagues within the Integrated Team on professional social work practice, through consultation, caseload supervision, social work peer group supervision, and identifying and delivering social work and integrated staff training. Leading on social work student development within the Team and contributing to wider student development of all professionals within the Integrated Team.
- Keeping up to date with current legislation; best social work practice and case law and ensuring this is applied within social work practice in the Integrated Cluster Network Team to support the delivery of continual improvement in the Integrated 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 Team or Children's IAA Service within MASH.

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

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

Person Specification

Senior Social Work Practitioner – Integrated Cluster Network 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.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Qualifications, Education & Training	<ul style="list-style-type: none"> • A recognised Social Work qualification e.g CQSW, DipSW, BA hons in SW. • Evidence of CPD/Post qualifying training. • Registration with Social Care Wales. 	<p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Production of original Qualification Certificates and application form.</p>
Knowledge & Experience	<ul style="list-style-type: none"> • At least 3 years post qualification experience. • Commitment to effective multidisciplinary, integrated approaches to working. • Knowledge of current policy, statutory guidance, and the Law as it is applied and affects people in the delivery of Social Care & Health Services, (including Integrated Assessment Framework and NHS Continuing Healthcare). • Knowledge and experience of working with wide ranging, complex needs. • Experience of practice educating/ supervising/ mentoring and/or managing staff. • Experience of managing within allocated resources. • Knowledge of performance management in health and social care settings. • An understanding of the principles of citizen directed support and strengths-based approaches. • An understanding of the equality duty of public bodies. 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <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
Skills & Personal Qualities	<ul style="list-style-type: none"> • A commitment to achieve the highest professional practice skills, through the ability to motivate, mentor and develop all team members. • Effective interpersonal and people skills. • Ability to prioritise and willingness to take responsibility for workload management and performance. • To work to the Code of Professional Practice for Social Care. • Willingness and ability to make sound professional judgements including high risk issues about individuals, their families and carers. • Ability to manage and resolve conflict in a positive way. • Ability to utilise IT systems to record and evidence work, undertaking any necessary training. • Ability to work in a professional manner, represent the Directorate and Health Board at a variety of internal and external meetings. • A demonstrable commitment to equalities and anti-discriminatory practice and ability to integrate equality policies into strategy and service delivery. • You will be required to have your own vehicle. • The ability to communicate through the medium of Welsh. 	<p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">Yes</p>	<p>Interview, application form, and selection process.</p>