

## **Job Description**

<b>DIRECTORATE:</b>	Social Services & Wellbeing
<b>DEPARTMENT:</b>	Adult Social Care / Integrated Community Services – Community Resource Team / Early Intervention and Prevention Hub and Hospital Social Work Team
<b>POST:</b>	Senior Practitioner (Social Worker) – Hospital Social Work Team
<b>GRADE OF POST:</b>	GR13
<b>RESPONSIBLE TO:</b>	Team Manager – Hospital Social Work

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### **JOB PURPOSE:**

To promote a high standard of professional social work practice, providing leadership within the team, and specialist social work support to the Hospital Social Work Team. You will support the Hospital Social Work Team Manager in the management of the team based within a busy hospital environment.

You will lead excellent social work practice to deliver strengths-based, outcome focused assessments and ensure the delivery of high quality care and support to ensure a safe and timely discharge from an acute hospital site.

Within your role, you will champion and represent social work through maintaining a visible presence within the hospital setting whilst promoting the value of social work within the multi-disciplinary teams.

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.

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

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### **PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:**

- In conjunction with the Team Manager – Hospital Social Work, be responsible for ensuring the delivery of high-quality, strengths-based outcome focused assessments of an individual's goals and needs, identifying risks to independence of the individual and their carers.
- Undertaking any delegated, deputising responsibilities for the Team Manager – Hospital Social Work.

- Being responsible for provision of expert professional advice and support to the social work team.
- Develop the skill and knowledge base of team colleagues and identify staff training needs.
- Ensuring that practice is of a high standard and that the quality and performance of service is equitable and maintained.
- Have responsibility for a specific caseload undertaking assessments, developing directed plans of care and support with individuals and their carers. Collaborate with other relevant professionals that are aligned to the service, enabling individuals to achieve their aspirations and 'what matters'.
- Ensuring that information, advice, assessment, and decision making, is strengths-based, outcome focused and aligned to promoting independence for individuals' directed aspirations. Delivering high quality information, advice and assessments with individuals, their families, and carers.
- Managing and be responsible for the resources of the Directorate and Health Board as delegated and required, with a high level of expertise relating to the NHS Continuing Healthcare procedures and criteria.
- 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.
- Being responsible for own performance against agreed national health and social care targets.
- Preparing for and participating in supervision and personal development reviews with line manager, and identify personal development and training needs to maintain registration.
- Supporting the Team Manager – Hospital Social Work and the EIPH and Hospital Social Work Team Service Manager in their responsibilities in ensuring the effective operation of their work and the delivery of continual service improvements.
- To adhere to the All Wales Safeguarding procedures.
- With the Team Manager – Hospital Social Work, contribute to social work within the service in line with the Primary & Community Services Strategic Delivery Programme, the Wellbeing Directorate's Business Plan and Commissioning Strategy, delivering through innovative, transformative approaches, the agreed model of strengths-based, outcome focused practice.

## **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 IAA and Safeguarding 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**

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

## Person Specification

### Senior Practitioner (Social Worker) – Hospital 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.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Qualifications, Education &amp; Training</b>	<ul style="list-style-type: none"> <li>A recognised Social Work qualification e.g CQSW, DipSW, BA hons in SW.</li> </ul>	Yes	Production of original Qualification Certificates and application form.
	<ul style="list-style-type: none"> <li>Evidence of CPD/Post qualifying training.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>Registration with Social Care Wales.</li> </ul>	Yes	
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>At least 3 years post qualification experience.</li> </ul>	Yes	Interview, application form, and selection process.
	<ul style="list-style-type: none"> <li>Commitment to effective multidisciplinary, integrated approaches to working.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>Knowledge and experience of working with wide ranging, complex needs.</li> </ul>		
	<ul style="list-style-type: none"> <li>Knowledge of current policy, statutory guidance and the Law as it is applied and affects people in the delivery of Social Care &amp; Health Services, (including the principles of the Social Services and Wellbeing (Wales) Act 2014, the Integrated Assessment Framework and NHS Continuing Health Care).</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>Knowledge and experience of working with wide ranging, complex needs</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>Experience of practice educating/ supervising/ mentoring and/or managing staff.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>Experience of managing within allocated resources.</li> </ul>	Yes	
		Yes	

Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Knowledge &amp; Experience (continued)</b>	<ul style="list-style-type: none"> <li>Knowledge of performance management in health care settings.</li> <li>An understanding of the principles of citizen directed support.</li> <li>An understanding of the equality duty of public bodies.</li> </ul>	Yes	Interview, application form, and selection process.
<b>Skills &amp; Personal Qualities</b>	<ul style="list-style-type: none"> <li>A commitment to achieve the highest professional practice skills, through the ability to motivate, mentor and develop team members and colleagues.</li> <li>Effective interpersonal and people skills.</li> <li>Ability to prioritise and willingness to take responsibility for workload management and performance.</li> <li>Willingness and ability to make sound professional judgements including high risk issues about individuals, their families and carers.</li> <li>Ability to manage and resolve conflict in a positive way.</li> <li>Ability to utilise IT systems to record and evidence work, undertaking any necessary training.</li> <li>Ability to work in a professional manner, represent the directorate and health board at a variety of internal and external meetings.</li> <li>A demonstrable commitment to equalities and anti-discriminatory practice and ability to integrate equality policies into strategy and service delivery.</li> <li>To work to the Code of Professional Practice for Social Care.</li> <li>You will be required to have your own vehicle.</li> </ul>	<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>	Interview, application form, and selection process.



Attributes	Requirements	Essential	Method of Evaluation/ Testing
	<ul style="list-style-type: none"> <li>The ability to communicate through the medium of Welsh.</li> </ul>		