

Social Worker JOB DESCRIPTION

Job Title:	<i>Registered social worker</i>
AfC Band:	
Directorate/Service:	<i>Older Adults Community Mental Health Team: Salford</i>
Accountable To:	<i>Josphat Githaiga-Operational Manager</i>
Responsible To:	Team Manager
Base Location:	OA CMHT, Humphrey Booth Resource Centre, 16-18 Worsley Road, Swinton, M27 5WW
On-Call Requirement:	No
AfC Job Code:	Add Job Code

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Structure Chart



Job Summary

Are you a registered Social Worker who has a passion for working with older people? Do you have an interest in mental health? Well if you do, why not apply to work at Salford Older Adults Community Mental Health Team. This is a part-time position and you will not be expected to be a care co-ordinator.

The successful applicant will be responsible for completing annual reviews, ensuring continued eligibility for Section 117 aftercare and that any assessed, unmet aftercare needs are addressed.

To apply, you'll need to have a professional Social Work qualification and registration with Social Work England.

This is a permanent position and the working hours are flexible, Monday to Friday for 19.73 hours per week.

This position is open to recently qualified social workers, as well as experienced ones who may be wishing to seek a change of work/life balance.

You will be supported by our CMHT colleagues to develop your skills and experience within the field of mental health review and commissioning.

You will be offered regular line management and clinical supervision along with peer supervision. We provide regular support and opportunities for CPD, which can be tailored to individuals' needs and areas of interest.

Staff wellbeing is important at Salford Older Adults CMHT and we offer regular peer support groups, reflective practice groups, mindfulness and other team activities.

You will provide a person centred, statutory social work service for the most vulnerable adults and their carers in accordance with local and national policies and procedures.

You will actively support and participate in the development and implementation of integrated, multi-disciplinary working.

You will take a key role working with partners to safeguard service users through the effective management of risk and the recording and sharing of information.

You will adopt a strengths-based approach to meet the individual needs of people with lived experience through effective support planning.

Key Role and Responsibilities

You will be reviewing care and support needs for older adults with a range of mental health difficulties and ensuring their continued eligibility for Section 117 Aftercare. This will entail support planning and reviewing packages of care for individuals without a care co-ordinator, to promote their rights and well-being according to identified need.

You will be collating information and compiling detailed and accurate support plans and other relevant documentation in accordance with the Care Act 2014, Mental Capacity Act (2005) and Mental Health Act (1983).

You will be working within a multi-disciplinary team and will have opportunities for collaboration and interagency working.

You will be part of a clear professional structure, operating with the support of the Advanced Practitioner for Social Work.

You will work alongside a range of agencies and develop your skills, supporting CMHT colleagues and students.

You will be undertaking social care assessments and reviews that promote independence, improve well-being, and ensure outcomes are being met.

You will produce and agree a support plan, if required, with individuals and their carers/families which acknowledges the strengths within their current situation and any additional support which will enable them to remain as independent as possible.

You will encourage individual choice and participation in service planning to ensure that the person's needs are understood by service providers.

You will support individuals to identify and utilise their informal network of support.

You will maintain clear, accurate, legible, and up to date records, documenting how you have arrived at your decisions within specified timescales when required.

You will respond to and make relevant safeguarding concerns that may arise during the course of your work and will work to the principles of Making Safeguarding Personal and adhere to local and national safeguarding policies and procedures.

Organisational and Professional development

You will contribute to and participate in the general development of the team in which you are located.

You will undertake continuous professional development as required to maintain your Social Work England registration, ensuring your practice remains current by monitoring national updates and ensuring compliance with mandatory training.

To demonstrate the NCA values of People Focus, Continuous Improvement, Accountability and Respect. The post holder must carry out their duties with full regard to the Trust policies and procedures. To work flexibly in the interest of the service. This may include undertaking other duties providing that these are appropriate to the employee's background, skills, and abilities. Where this occurs, there will be consultation with the employee and any necessary personal development will be considered. To carry out all duties with regard for confidentiality and data protection regulations. To be responsible for your own health and safety and that of individuals and / or carers by adhering to policies and procedures The Northern Care Alliance embraces a person-centred strengths-based approach, to support people, to maximise life chances and outcomes and ensure prevention and early intervention. To implement this approach staff should help identify a person's strengths, gifts and abilities including those of their families, friends, and communities, during conversations and interactions. All roles should advocate this community focused approach to ensure people get the right support for them.

PERSON SPECIFICATION

Job Title:	Social Worker
AfC Band:	3C – 4A

	Essential	Desirable
Qualifications	Possession of a recognised Social Work qualification; Degree, CQSW, CSS, Dip SW or equivalent	
Professional Registration	You must hold a current registration with SW England	
Knowledge, Training & Experience	<p>You must clearly evidence an understanding of the principles and values underlying the Care Act 2014, Mental Capacity Act 2005 and other relevant legislation</p> <p>Demonstrate a thorough understanding of personalisation and a person-centred approach</p> <p>You must clearly evidence that you have the ability to maintain accurate records and to communicate complex information clearly and concisely both verbally and in written form</p> <p>Experience of working with adults/older people</p>	<p>Qualifying courses or other professional development qualifications</p> <p>You can evidence an innovative approach to the development of new methods of working to support people in the community</p> <p>Additional qualifications; Best Interest Assessor; Approved Mental Health Professional, Practice Educator</p>
Skills & Abilities	Have a good standard of computer skills.	

	<p>You must clearly evidence your ability to develop effective working relationships with service users and their carers and show evidence of good assessment practice</p> <p>Demonstrate the ability to develop effective working relationships with other professionals and colleagues</p> <p>Possess skills of negotiation, mediation and de-escalation - seeking constructive approaches to problem solving</p>	
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Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE	Have a voice and act with integrity and honesty.

We speak up and find ways to be even better.	
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention

Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.

Health and Safety

Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.

Confidentiality and Data Protection

Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.

Equality and Diversity

All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don't
- fostering good relations between people who share a relevant protected characteristic and those who don't

- understanding the impact of policies, services and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.