

Job Capsule Supplementary Information: Social Worker – Learning Disabilities Service

This supplementary information for Social Worker is for guidance and must be used in conjunction with the Job Capsule for Job Level 4 Zone 1

Camden Way Category 4

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

As a social worker you will be expected to manage your own workload and resources, you will undertake assessments for people with learning disabilities, assessing the client's needs, risks and capacity and respond appropriately to support the service user. You will have the skills to respond appropriately to unexpected events and crisis and have the ability to recognise signs of harm, abuse and neglect and how to manage these issues.

You must have a thorough understanding of current legislation and how it applies to the work of the profession including understanding the prevailing needs, whilst to promote the best interests of service users and carers at all times. The post holder must be able to assess a situation, determine its nature and severity and take the requisite action based on knowledge and experience.

The post holder must collaborate closely with the managers and clinicians in the wider multidisciplinary team covering the following specialisms: Dietetics, Nursing, Occupational Therapy, Psychiatry, Psychological Therapies, Speech and Language Therapy, Preparing for Adulthood; The post holder will contribute to the duty system across the Learning Disabilities Service ensuring the delivery of the highest standards of care for customers and their families.

Example outcomes or objectives that this role will deliver:

- Work to the Adult Social Care operational principles in order to provide high quality and effective social work support, delivering excellent strengths based assessment, intervention, care planning and Social Work service to all customers in either a community or hospital setting
- Manage and monitor a workload of cases of varying complexity and organise work activities taking into account the need to prioritise tasks and responsibilities, ensuring statutory responsibilities are undertaken
- Respond to customer's needs without delay, identifying and working to tackle obstacles as they arise

- Undertake interviews, Mental Capacity Act assessments, observations and gather information from adults with learning disabilities, informal networks and other agencies to analyse summarise and evaluate the information to provide a holistic assessment of needs, balancing risk and protective factors.
- Use professional discretion to tailor support and broker a range of appropriate services, ensuring it is proportionate to the customers' needs (taking account of their informal network) and individualised to their circumstances,
- Undertake risk assessments of customers and developing positive risk management strategies as appropriate, including protection plans for those who require them.
- Monitor and review support plans at regular intervals involving all stakeholders and ensuring the customer is at the centre of the process. Ensure plans meet assessed eligible needs
- A key responsibility of this role is to provide maximum availability and support in the team directly to customers. This involves regular direct work, joint working, home visits and reflective sessions with customers, colleagues and partners. There is an expectation that post holders will work in a flexible manner, undertaking such other duties as may be required according to the needs of the service as directed by the Operations Manager or departmental senior management.

Relationships;

The post holder will be required to liaise with various teams and services both internally and externally, negotiating and influencing outcomes. When developing and reviewing care/protection plans this will include engaging and involving users and carers in these reviews and liaising with other workers and agencies as appropriate.

Work Environment:

Mostly office based at 5 Pancras Square but some travel required around the borough and outside the borough to visit customers, services and meet with other agencies.

Technical Knowledge and Experience:

Essential:

- BA, BSC or MA in Social Worker or equivalent
- DIPSW or CQSW
- Registered with General Social Care Council
- Commitment that post holder will undertake Post Qualifying Courses when relevant.

Desirable:

- Post Qualification Certificate in Social Work
- Practice Teacher Award
- Qualification in ICT e.g. ECDL
- Trained as Best Interest Assessor

- A good awareness of the role and organisation of partner agencies such as health, housing and the voluntary and community sector so as to advise and support customers
- A working knowledge of local care and support resources/options for adult social care customers and their carers and where to find these
- Thorough knowledge of relevant social care and health legislation, policies, procedures and best practice guides and how they impact on customers including evidence of its implementation and application
- A good understanding of learning disabilities services
- Excellent working knowledge of positive risk taking, risk assessment/management and safeguarding adults.
- A good understanding of the practice relating to adult protection and an ability to put this into effect
- Knowledge of relevant Performance measures
- A good working knowledge of person centred support
- Knowledge of budgetary control and management

Camden Way Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility