



COUNCIL OF THE ISLES OF SCILLY

ROLE PROFILE

Role Profile					
Job Title	Adult Social Worker	Job No. (Office Use)		Grade (Office Use)	6
Business Unit	Services to our Community				
Team	Adult Social Care				
Reports to (Job Title)	Senior Officer: Adult Social Care				
Location	Isles of Scilly		Shift Pattern	As required	
DBS check required	Yes				

Job Purpose	<p>The post holder support the Services to our Community team to ensure the delivery of integrated, evidence based wellbeing offer that promotes the welfare of the community and protects the vulnerable from harm. The post holder will contribute to a multi-disciplinary team that delivers positive outcomes in the lives of service users.</p> <p>The post holder will champion values based social care expertise to make sure the Authority gets the best possible outcomes across a variety of cases, supervising and supporting your team to help them work to the very highest standards. The post holder will ensure that care placements and pathways for Adults are of the highest possible standards and achieve positive outcomes for clients.</p> <p>The post holder will have an in-depth understanding of all relevant legislation and experience with a range of social care needs e.g. Mental Capacity Act, Deprivation of Liberty Safeguards, dementia, autism, long term conditions, early intervention, reablement, rapid response, frail elderly and carers. A key focus is the implementation of the Care Act by April 2015.</p> <p>The post holder will promote good practice, emerging research, case law and relevant policy changes with a focus on other staff acquiring skills and knowledge, promoting a consistent good practice approach.</p> <p>Day to day duties include:</p>
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	<ul style="list-style-type: none"> • Ensuring timely responses appropriate to the level of identified risk /need in case work • Conducting care, mental health and financial assessments in line with best practice • Embedding personalisation into all care planning so that services users achieve the best possible outcomes. • Contribution to meaningful engagement with partner agencies in the area of Adult Social Care, including around training, participation in multi-agency forums and in address of issues emerging through case work. • Contribution to strategic and operational developments related to the establishment and sustenance of excellent practice across the service area. • Taking responsibility for ensuring that Adult's Social Care practice is up to date and that policies and procedures are in place, and regularly reviewed. The post holder will develop good knowledge of local resources and the needs of the community on the Isles of Scilly.
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Autonomy and Accountability	<p>The post holder will manage complex casework within a challenging and often fluid environment where precedents are limited.</p> <p>The post holder will also be required to ensure the smooth implementation of the current Council change programme and lead staff through the changes.</p>
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Relationships and Communications	<p>The post holder will have highly developed interpersonal and communication skills in order to:</p> <ul style="list-style-type: none"> • Promote and support a partnership approach to working with individuals, communities, families and carers • Open up conversations with partners and the community about issues of abuse and exploitation, dementia and mental health • Provide support when dealing with the sensitive exploration of issues of privacy and information-sharing in complex or risky situations • Provide reports and present them to the relevant Council Committee • Co-ordinate and contribute to relevant strategic groups on the islands including MDT meetings • Provide performance data to relevant bodies, such as the Council Senior Management Team, the SAB, the Department of Health and CQC. • Liaise with colleagues and partners to progress strategic planning.
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	<ul style="list-style-type: none"> • Ensure that file records are kept in accordance with statutory duties, and also design pathways for work flow and appropriate templates for recordings and plans.
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Management of Resources	<p>The post holder will ensure that service users have clear pathways through the health and social care system and there is equitable delivery of commissioned services to the island population, particularly in health.</p> <p>The post holder will support their team to undertake CPD</p>
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Working Conditions and Demands	<p>The Officer: Adult Social Care will require the stamina, confidence and self-motivation to work on their own.</p> <p>The Officer: Adult Social Care will exercise statutory duties and functions and will work with clients who may be unwilling to accept services or indeed want services that Adult Social Care is unable to provide.</p> <p>The post holder will be expected to provide the out-of-hours service with the Senior Officer: Adult Social Care</p> <p>Service users may be emotionally distressed at times and there is a potential risk of verbal and physical abuse.</p> <p>There is a requirement to travel between the islands, and on occasion to the mainland in order to provide the service and by necessity undertake lone working visiting people in their own homes.</p> <p>The post holder will also handle commercially sensitive/protected information and data.</p>
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Experience, Knowledge and Qualifications	<p>Essential</p> <ul style="list-style-type: none"> • Recognised qualification in Adult Social Work with current HCPC registration or extensive equivalent work based experience • Thorough and up to date understanding of the legislative, procedural and research base underpinning Adult Social Care and the appropriate assessment of clients and carers
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	<ul style="list-style-type: none"> • Extensive knowledge of issues prevalent in cases necessitating the protection of adults from harm. • Ability to identify indicators of risk and carry out effective risk assessment. • Excellent communication skills providing the ability to effectively engage with a range of individuals, including client, their families and carers, colleagues and Managers the authority and across agencies. • Excellent written skills providing the ability to produce professional reports which clearly articulate and evidence issues for vulnerable adults and their carers • Ability to present and disseminate information to support learning and development in social care staff and staff of partner agencies. • Significant experience in critical reflection, challenge and evidence-informed decision making in complex situations and the support of others in developing these capabilities and finding their own solutions • Proven track record in dealing with a range of Adult Social Care issues • Proven track record in multi-agency working and information governance • Strong understanding of health landscape in Cornwall and the Isles of Scilly • Ability to chair and co-ordinate meetings • Ability to set targets and work within deadlines • Ability to use information technology, write reports and provide performance data <p>Desired</p> <ul style="list-style-type: none"> • Post qualifying experience/Management qualification
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Corporate Standards	<ul style="list-style-type: none"> • In accordance with Council policies and guidance on information management and security, it is your personal responsibility for data protection, client confidentiality and information governance.
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	<ul style="list-style-type: none"> • Act at all times in accordance with appropriate legislation and regulations, codes of practice, the provisions of the Council's constitution and its policies and procedures. • Work within the requirements of the Council's Health and Safety policy, performance standards, safe systems of work and procedures. • Undertake all duties with due regard to the corporate equalities policy and relevant legislation.
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