

## ROLE ADVERT

**ROLE TITLE:** Social Worker – Integrated Services

Permanent

**POST ID:**

**GRADE:** BAND I SCP 37 – SCP 41 (£31,846-£35,662)

**HOURS:** 37 hrs Per Week

**LOCATION:** Chepstow, which may change in the future if the service location needs to relocate. Relocation or disturbance expenses will not be paid if this happens.

**PURPOSE OF POST:**

The South Monmouthshire Integrated Service Team work across the South of the County to enable people to remain independent in their own homes through the provision of community based health and social care services. The aim is to avoid unnecessary hospital admissions and residential placements.

This exciting opportunity has arisen for a highly motivated, experienced and innovative social work professional to join the South Monmouthshire Integrated Service Team based at Chepstow Community Hospital.

The post offers an excellent opportunity to work within a dynamic multi-disciplinary team and with a range of providers and partner organisations to develop community based solutions in providing support to vulnerable individuals. This role also provides an excellent opportunity to develop caseload management skills. The successful candidate will need to be flexible, highly motivated, innovative and enthusiastic with the ability to deliver a high quality individualised service.

**Should you require any further information regarding this post, please contact: Annette Brady, Team Manager, South Monmouthshire Integrated Service on Tel: 01291 636531.**

**Closing Date: 12 noon on Friday 9 October 2015**

**Please Note that we are not able to accept CV's**

**Application forms can be completed online or down loaded via:**

**<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>**

Completed paper application forms should be returned to the following address:-

Employee Services, Monmouthshire County Council, PO BOX 106,  
CALDICOT, NP26 9AN

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check.

Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community. All posts are open to job-share unless stated otherwise.

Monmouthshire County Council operates a Smoke Free Workplace policy.

## ROLE PROFILE

**ROLE TITLE:** Social Worker – Integrated Services

Permanent

**POST ID:** SAS030

**GRADE:** BAND I SCP 37 – SCP 41 (£31,846-£35,662)

**HOURS:** 37 Per Week, (The post holder may be required to work on a rota basis to include weekends and bank holidays receiving relevant premiums in line with Monmouthshire County Council additional payments policy.)

**LOCATION:** Chepstow, which may change in the future if the service location needs to relocate. Relocation or disturbance expenses will not be paid if this happens.

**RESPONSIBLE TO:-**Team Manager.

**South Monmouthshire Integrated Service,** We are an integrated team with Health and Social Care staff working alongside each other and managed through social services. We have a wealth of experience between us which we are willing to share with each other and we care passionately about what we do. An important factor is that 'job boundaries' have become blurred around the edges allowing for input of knowledge or opinion from all team members resulting in the most appropriate solutions for those people we support.

### **Our Purpose:-**

We deliver an integrated health and social care service to ensure that people are able to maximise opportunities to live independently, in their own communities. This requires transformational change in the way we work individually both professionally and within a service context

### **The Purpose of this Role:-**

To facilitate and promote effective planning, co-ordination and communication for individual people who have complex health care needs

To promote the concept of good discharge planning through the integrated working established within Chepstow Community Hospital.

To liaise with the person, family and carers throughout the discharge planning process.

## **Your responsibilities are to:-**

### **Operational**

- To provide easily accessible information and advice through an immediate response service.
- To ensure Fair Access Guidance is applied for all citizens as agreed by Monmouthshire County Council.
- To work alongside people to help them identify risks to their independence using a range of tools.
- To work alongside people to explore options which would support them to live as independently as possible in their communities.
- To work with people to help develop solutions and personal support plans.
- To provide people with the information they require to make choices about funding options.
- To carry out financial assessments with people in line with local and National frameworks
- To maintain accurate financial records and agree any expenditure with person with delegated budget responsibility.
- To work with communities, a range of providers and partner organisations to develop community based solutions.
- To work in partnership with other agencies to ensure the delivery of quality services.
- To take on the role of case co-ordinator in appropriate situations
- To delegate and oversee a range of functions carried out by support workers.
- To document casework regularly and accurately in accordance with departmental procedures.
- To provide specialist social work assessments as part of comprehensive assessments e.g. Continuing Health Care Assessments.
- To prepare and contribute to the production of reports for case conferences, Adult Protection meetings, Quality Assurance group etc.
- To carry out non criminal investigations under the Protection of Vulnerable Adult Guidance.
- Participate in the investigation of peoples complaints in accordance with Monmouthshire County Council procedures.

## **Individual and Service Development**

- To take responsibility to keep up to date knowledge on best practice and developments in all areas of integration in line with relevant professional body requirements.
- Undertake relevant training to ensure professional standard of practice is upheld and appropriate skills developed to enhance the integrated service.
- Contribute to the development of other members of the integrated service.
- Undertake practice assessor training and facilitate social work students learning within the team.
- Contribute to the development of services so that they are responsive to changing needs of the target population.
- Inform your manager of service issues which may have implications for the department and or are likely to be subject to publicity whether positive or negative, ensuring that any concerns about vulnerable adults are notified immediately.

## **General**

- Work flexibly to meet the demands of the service.
- To maintain safe working practices for self and others, in accordance with the authority's policy statement on Health and Safety at work.
- To actively support and implement the principles and practice of equality opportunity as laid down in the Council's Equal Opportunities policy.

## **What else you need to know.....Monmouthshire Values are:**

Openness: We aspire to be open and honest to develop trusting relationships.

Fairness: We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.

Flexibility: We aspire to be flexible in our thinking and action to become an effective and efficient organisation.

Teamwork: We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

And this role, will work with Monmouthshire to achieve these.

### **In addition:**

All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

The authority operates a Smoke Free Workplace Policy which all employees are required to abide to.

## Person Specification

**How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:-**

| <b>REQUIREMENTS</b>   | <b>WEIGHTING</b> | <b>HOW TESTED</b>              |
|---|------------------|--------------------------------|
| <b>1. EDUCATION/QUALIFICATIONS/KNOWLEDGE</b>  |                  |                                |
| 1.1 A professional social work qualification.   | High             | Application Form               |
| 1.2 An understanding of key principles of current and emerging provision for adults in health and social care services. | High             | Application Form and Interview |
| 1.3 Knowledge of the principles of integration.   | High             | Application Form and Interview |
| <b>2 EXPERIENCE</b>   |                  |                                |
| 2.1 The ability to represent and apply the values which underpin social work.   | High             | Application Form and Interview |
| 2.2 Evidence that service users and carers are central to your work.  | High             | Application Form               |
| 2.3 Evidence of working with service users and carers with a range of needs.  | High             | Application Form and Interview |
| 2.4 An ability to support people in finding solutions in a creative and flexible way.                                   | High             | Application Form and Interview |
| 2.5 Evidence of ability to work in partnership.   | High             | Application Form and Interview |
| 2.6 Evidence of working to POVA guidance.   | Medium           | Application Form and Interview |
| <b>3. APTITUDE AND SKILLS</b>   |                  |                                |
| 3.1 An ability to listen to understand  | High             | Application Form and Interview |
| 3.2 An ability to identify risks to independence.   | High             | Interview                      |
| 3.3 Ability to use or willingness to develop a coaching approach with people.   | High             | Application Form and Interview |
| 3.4 Ability to engage with people to find solutions.  | High             | Application Form and Interview |
| 3.5 An ability to engage with communities.  | High             | Application Form and Interview |
| 3.6 An ability to engage people to have difficult conversations.  | High             | Application Form and           |

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|           |  | Interview                              |
| 3.7       | An ability to assess and manage risk in partnership with others.   | High<br>Application Form and Interview |
| 3.8       | Ability to prioritise effectively when under pressure.   | High<br>Application Form and Interview |
| 3.9       | Ability to use a range of IT and social networking media   | High<br>Application Form               |
| 3.10      | An ability to communicate effectively both verbally and in writing.  | High<br>Application Form and Interview |
| <b>4.</b> | <b>PERSONAL ATTRIBUTES</b>   |  |
| 4.1       | Belief in the value of empowerment.  | High<br>Interview                      |
| 4.2       | Flexibility, motivation and enthusiasm in approach to your work.   | High<br>Interview                      |
| 4.3       | Ability to think creatively.   | High<br>Interview                      |
| <b>5.</b> | <b>CIRCUMSTANCES</b>   |  |
| 5.1       | Possess current full driving licence and have access to a vehicle for which the MCC agreed mileage allowance will be paid                | High<br>Application Form               |
| 5.2       | Registered with the Care Council for Wales   | High<br>Application Form<br>Interview  |
| <b>6.</b> | <b>EQUAL OPPORTUNITIES</b>   |  |
| 6.1       | Able to demonstrate a clear understanding of equal opportunities' principles and practice and commitment to anti discriminatory practice | High<br>Application Form and Interview |

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**Closing Date:**