

Job Outline

Adults, Health & Customer Services

Job Title	Hub Social Worker	Post Number	
Responsible to	Team Manager	ERYC GRADE	8-10

To provide social work support to the Pocklington GP Hub, working to prevent hospital admission, promote discharge from hospital and to assess for long-term need for service users accessing the Hub beds.

To work within a multidisciplinary team including, physiotherapist, occupational therapists, GP, District nurses and carers to provide an effective range of specified social work interventions for adults, their families and carer's within Directorate procedures and delegated authority. This will include supporting people to remain well and independent and designing appropriate personalised support.

The role requires progressive development and demonstration of the following:

Work as an autonomous professional, demonstrating expert and effective practice in complex situations, assessing and managing higher levels of risk, striking a balance between support and control, liaising with a wide range of professionals, including levels that are more senior.

Manage complex casework, and offer expert opinion within the organisation and to others. Chair a range of meetings, offer expert support to case conferences, and produce high quality assessments and reports for a range of functions.

Model good practice to others and supervise staff as well as undertaking capacity building with individuals and families.

To complete and maintain effective continuous professional development thus maintaining professional registration.

Principal Accountabilities	
1	Supervises unqualified staff, identifies their development needs in line with the EDR process.

2	Routinely and efficiently, apply critical reflection and analysis to complex cases and draw on a wide range of evidence sources to inform decision making.
3	Model critically reflective practice and support others to do this in their work. Work to advance equality and diversity and comply with the law.
4	Keep abreast of changing contexts at local and national level, and take account of these in practice.
5	Take an active role in inter professional and interagency work, establishing further networks and collaborative working.
6	Contribute to a learning environment for self, team and, colleagues, supervising staff, student social workers and assessment of ASYE
7	Recognise the contribution, and begin to make use, of research to inform practice.
8	Develop knowledge in one or more specialist areas of your practice. Expand knowledge to inform the connections between this and other settings or areas of practice.
9	Works closely with other agencies to assess review and plan a range of services to meet the needs of adults, their families and carer's focusing on using personal budgets to achieve outcomes and personalized support
10	Undertakes Best Interest Assessor role where qualified to do so.

11	Work within the standards and domains of Health and Care Professions Council and Professional Capabilities Framework
12	Use relevant legislation and agency policy and procedures to underpin practice i.e. Care Act, Mental Capacity Act, Deprivation of Liberty Safeguards.
13	Performance of other duties which reasonably corresponds to the general character of the post and are commensurate with its level of responsibility.
14	The post requires the post holder to travel across the team area and occasionally out of county, ability to drive and access to a vehicle is a requirement.
15	In this role you are required to speak English with sufficient fluency to effectively perform your duties, as required by Section 42 of the Immigration Act 2016.
16	The above principal accountabilities are not exhaustive and may vary without changing the character of the job or level of responsibility.



Employee Specification

Post Title: Senior Social Worker

ERYC GRADE: 8-10

Essential Criteria

- Has relevant experience and qualifications to do the job
- Demonstrates an understanding and application of legislation, guidance and frameworks that inform this service area
- Is social work qualified and HCPC Registered.
- Can evidence continuing professional development post qualification
- Understand the SWE codes of conduct and ethics/ standards of proficiency.
- Knowledge of specific service user groups.
- Understands the corporate role of being a supervisor
- Knowledge of East Riding and Health policies and procedures
- Treats people with respect and gives them confidence in what they have said and done
- Understands the needs of people who need care and support.

- Is able to demonstrate excellent knowledge and understanding of working collaboratively with partner agencies
- Has the ability to creatively work with others to resolve problems
- Has the ability to deliver a mentoring/coaching style of supervision – both formal and informal
- Models the principles of collaborative working within the team
- Can demonstrate resilience and the ability to work with ambiguity
- Can demonstrate effective time management
- Can demonstrate knowledge and expertise in engagements with colleagues, service users and partner agencies.
- Can demonstrate emotional intelligence and how being self-aware can impact on self and others

- Is able to engage with the process of change in a positive manner seeking to support staff appropriately
- Encourages the use of technology including assisted technology



- Has the ability to effectively use technology
- Is familiar with Microsoft applications

Desirable Criteria

- Knowledge of East Riding and Health policies and procedures
 - Is able to identify opportunities to prevent complaints
 - Consults with the public to understand individual need for support
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- Has knowledge of professional networks within the local area
 - Is able to demonstrate experience of managing a change process
 - Is able to recognise ambivalence and work with barriers to change including ambiguity
 - To have knowledge of the Council's Adult Information System Has significant post qualifying experience as a Social Worker and experience of supervising staff.