

Post Specification

Post Specification - Key Information

- **Post Title:** Social Care Worker – Intermediate Care
- **Date:** June 2024
- **Post Group Number:** 6896
- **Job Family:** People Care and Development
- **Job Family Role Profile:** PCD8ii
- **Final Grade:** Grade 9

To be read in conjunction with the job family role profile.

Service Area Description

The role is to support residential short term beds which will provide Intermediate Care, D2A Assessment and Respite Beds. The team provides a service to individuals based on strength-based support, a short-term intervention which operates 24/7, The team of support workers provide a service to individuals based on a strength based support plan which will identify tasks and assistance required to enable activities of therapy and reablement to support recovery and daily living to be undertaken within individuals own home.

Its purpose is to maximise independence for individuals, a plan which will identify tasks and assistance required to enable activities of daily living to be undertaken this is done through the creation of a support plan which identifies goals for individuals to work towards.

The service will also provide a period of assessment & recovery for people who have been discharged from hospital and so that their long term care needs can be identified and met.

Purpose of this Post

- To work in a team to undertake strengths-based assessments and deliver appropriate person centred support and outcomes for people in Westmorland and Furness who have care and support needs.
- To work under supervision and guidance for designated case-work. Where cases become more complex, and in negotiation with the line-manager, case responsibility may transfer to a professionally qualified practitioner.
- To work in ways that promote independence and enable individuals/groups to maximise their strengths.
- To work with stakeholders for better outcomes for the people of Westmorland and Furness.
- The post holder will actively promote the work of the Westmorland and Furness Council, internally and externally, on the development and delivery of continuously improving modern and competitive services for the people of Westmorland and Furness.

Key Job Specific Accountabilities

1. To undertake strengths-based care and support assessments, with individuals and their carers, ensuring the development and delivery of personalised support to meet the Council's statutory obligation for the protection and support of adults who have care and support needs.
2. Work within the relevant, organisation policies and procedures and ensure compliance with care governance principles. Carrying out duties according to instruction and organisational performance frameworks.

3. To review individual support/action/risk plans, monitor outcomes and recommend any necessary adjustments utilising audit measures to support evidence based practice, ensuring the most effective support for personalised outcomes. This will be undertaken under the guidance and supervision of qualified practitioners.
4. To support the team as and when required in working with people using the service to ensure that outcomes are met in accordance with their person centred, strength based plan. Supporting people to meet their outcomes independently utilising support from internal colleagues; including, therapists and the wider health and social care teams
5. To prioritise and manage assessments and person centered care plans to ensure activities are delivered to an agreed timescale, and deal effectively with communications and situations, gathering information to plan interventions and actions, develop appropriate programmes/plans.
6. To make recommendations regarding appropriate interventions and evidence this clearly in all recording and correspondence, with reference to relevant practice guidelines. Seek advice and guidance as required.
7. Record, monitor and review case information to ensure complete and accurate case recording is maintained.
8. Work with relevant professionals, internal and external partners, within a given area to ensure that assessment and appropriate care and support interventions fit with other existing provisions to maximise benefits and achieve efficiencies from available resources and meet the needs of people in Westmorland and Furness Council
9. To ensure the effective implementation of the Safeguarding Adult Policies and Procedure and support the Local Authorities statutory Duty under the Care Act. This will involve knowledge of the 6 core principles of Safeguarding Adults and the implementation of Making Safeguarding Personal to promote the wellbeing of people by following established procedures to ensure the personal protection and safety of adults at risk. To make appropriate arrangements to ensure the prevention of harm to, and the protection of adults at risk including referral to the safeguarding processes and procedures.
10. Demonstrate effective communication skills including an ability to discuss and explain sensitive information with people and carers, and produce clear accurate and factual written reports and records in a timely manner using defined policies, procedures and working practices.
11. Act as a point of contact, that communities, people, parents/carers/guardians and their families, can trust and support individuals and groups in making person centred choices and in navigating their way through the care and support system.
12. To seek opportunities for personal development through identified CPD activities.

Please note: Annual targets will be discussed during the appraisal process.

Key Facts and Figures of the Post

- **Budget Responsibilities:** None
- **Staff Management Responsibilities:** To actively contribute and participate to the success of the team
- **Other:** To make the most effective use of available resources, particularly those which lie within local communities.

Essential Criteria – Qualification, knowledge, experience and expertise

- Minimum Level 3 qualification in Care or related field OR equivalent qualification/experience
- Trusted assessor training or willingness to work towards
- Awareness of working in social care, health care, voluntary or independent sector environments.
- Having an awareness and understanding of risk with the ability to escalate appropriately
- Contribute to work planning and resource allocation
- Ability to influence people to change

- Good interpersonal skills including negotiating, conciliating, and motivational skills
- Good communication skills – written, verbal in a range of situations working with customers, carers, colleagues and stakeholders
- Ability to create innovative strengths-based solutions with customers and their carers
- Ability to contribute to a culture that enables and empowers staff and customers alike
- Ability to plan for and prioritise own case work
- Good time management/punctuality and ability to work to deadlines
- Ability to network effectively with multi-disciplinary organisations Demonstrable information technology skills/competencies.
- Ability to identify and challenge inappropriate practice

Disclosure and Barring Service (DBS) Checks

- This post requires a DBS check.

The level of check required is

- DBS Enhanced – Adults

Job Working Circumstances

- **Emotional Demands:** Regular exposure to emotionally demanding situations including some occasions where the demands are significant
- **Physical Demands:**
 - Some effort required working with service users for short periods in every shift
 - Ability to lift up to 15kg on occasion
 - Modest effort, and undertaking manual handling assessments of people which will involve kneeling, crouching
 - Prolonged sitting for computer based task
- **Working Conditions:** Travel independently around a division. Disagreeable, unpleasant hazards and adverse exposure for short periods in every shift

Other Factors:

- There will be a need to respond to staff and situations that will not always be accessible via public transport, therefore there is a requirement to travel independently via a motorised vehicle due to the geographical dispersal of the staff and service users throughout Westmorland and Furness.
- Flexible working and home visits required.
- To use digital and computerised care and support systems as required