

Hospital Social Worker

Job Description

Position Pay Level: 7

Position Pay SCP: 30 – 35

Salary: £43,253 - £48,795 (Inclusive of Local Weighting £1,130 per annum)

DBS requirement: Enhanced

Reports to: Practice Lead /Team Manager

Financial Responsibilities None – however, a key part of the role is to identify ways to support individuals and their carers through strengths-based conversations wherever possible, and to ensure robust financial assessment procedures and overall cost-effective expenditure of the Council.

Main Accountabilities:

The post holder is responsible for delivering high-quality, person-centred social work within the hospital setting, supporting timely and safe discharges/D2A in line with statutory duties and local policies. This includes undertaking comprehensive assessments of need, risk, and capacity; developing and reviewing care and support plans; and working collaboratively with multidisciplinary teams, patients, families, and partner agencies. The role requires effective coordination of discharge pathways, safeguarding responsibilities, and application of relevant legislation such as the Care Act, Mental Capacity Act, and safeguarding frameworks. The post holder will ensure accurate recording, advocate for patient rights and wellbeing, and contribute to service improvement and performance targets, including reducing delayed transfers of care.

Role Context

The Hospital Social Worker operates within a fast-paced acute setting, working as part of an integrated multidisciplinary team to support patient flow and deliver effective discharge planning. The role is situated at the interface between health and social care, requiring close collaboration with NHS colleagues, Reablement and Intermediate Support services, community providers, and local authority teams to ensure seamless transitions of care. The post holder works with adults who often present with complex needs, including frailty, disability, mental health concerns, and safeguarding risks. The service is focused on achieving timely, safe discharges through a strengths-based, discharge-to-assess approach, with an emphasis on promoting independence, reducing hospital length of stay, and ensuring appropriate longer-term support is arranged where required.

Main Purpose of the Role

- Hospital Discharge and Care Planning**
 Demonstrate good social work practice within the hospital discharge process, ensuring timely and safe transitions through the Discharge to Assess (D2A) pathway. Coordinate strengths-based assessments and care planning, considering needs and risks for adults, carers, and families. Support the team in fulfilling safeguarding duties under Section 42 of the Care Act 2014.
- Multi-Disciplinary Collaboration**
 Positive liaison within the hospital setting, working closely with health professionals, discharge coordinators, and other agencies to facilitate integrated care planning and problem-solving for complex cases.
- Specialist Knowledge and Compliance**
 Maintain and apply knowledge of the Care Act, Mental Capacity Act, Continuing Health Care policies, and safeguarding best practice.
- Safeguarding**
 Demonstrate sound knowledge of legislations. Safeguarding duty is part of the role. Keep our residents safe.

Person Specification: Hospital Social Worker

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
Experience	Experience of working with adults and families in a hospital and community setting	Essential	AI
	Experience of carrying out personalised assessments, support planning, commissioning of care services, monitoring and reviewing	Essential	AI
	Experience of working with a range of partners, both statutory and within the system wide and community, and ensuring effective use of resources in the provision of services	Essential	AI
	Experience of undertaking risk assessments and developing risk management plans	Essential	AI

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
	Experience of balancing complex workloads and setting priorities	Essential	AI
	Significant experience of the use of supervision, from the point of qualification onwards, to reflect on practice, assessment and care planning	Essential	AI
	Experience in hospital discharge planning and D2A/ICB pathways	Essential	AI
Skills and Abilities	Ability to converse at ease with customers and provide advice in accurate spoken English	Essential	A/I
	Ability to undertake complex social work with vulnerable adults in the community	Essential	AI
	Ability to work on own initiative and exercise judgement	Essential	A/I
	Ability to work within a changing and complex environment providing services to vulnerable and, often, people at high risk	Essential	A/I
	Ability to work with staff and managers at all levels across the community, engaging with Health, Housing, partner agencies, and the voluntary sector	Essential	A/I
	Ability to maintain high standards of personal and professional conduct	Essential	A/I
	Proficiency in the use of ICT systems and packages.	Essential	A/I
	Ability to work under pressure and be self-motivated.	Essential	A/I
	Excellent casework assessment and intervention skills and ability to develop outcome-based care and support plans	Essential	A/I
	Excellent written, verbal and analytical skills	Essential	A/I
	Ability to speak a second language other than English	Essential	A/I
Knowledge and understanding	Understanding of working in a strengths-based model of social care with people who use services	Essential	I
	Awareness and sensitivity to the needs and wishes of vulnerable people living in the community	Essential	I

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
	A working knowledge and understanding of the statutory framework relating to the assessment of need and provision of services for Older People	Essential	I
	Understanding of legislation relating to equal opportunities and a commitment to equality and diversity	Essential	I
	Understanding of equal treatment and antidiscriminative policies and practices working in ethnically and culturally diverse communities	Essential	I
	Knowledge and understanding of local resources and community networks and how this fit into modern social work practice	Essential	I
	Knowledge & understanding of the Care Act 2014, Mental Capacity Act 2005; and the Adult Social Care Outcomes Framework	Essential	I
	Knowledge of wider systems, funding streams and MDT working leading to discharge and D2A pathway	Essential	I
Qualifications	Relevant Social Work degree	Essential	A
	Current registration with Social Work England (SWE)	Essential	A
	Full UK Driving Licence with access to a car on a daily basis	Essential	A
	Evidence of continuous professional development	Essential	A