

Reablement Social Work Practice Lead

Job Description

Position Pay Level: 8

Position Pay SCP: 36 - 41

Salary: £49, 868 - £55,273 (inclusive of Local Weighting Allowance of £1,130 per annum)

DBS requirement: Enhanced

Reports to: OT Service Manager

Responsible for: Reablement Social workers

Number of reports: 3

Financial Responsibilities: None – A key part of the role is to identify ways to support individuals and their carers through strengths-based conversations and reduce overall expenditure.

Main purpose of Job: Working within a multi-disciplinary and applying a strength-based community focused model of social care within the Reablement and Independence Service. The Reablement Social Workers will hold a caseload of residents or their carers to undertake appropriate assessments, care and support plans and reviews in accordance with legislation, Council and Departmental Procedures and best practice. Following a period of Reablement the Social Worker will assess and support the service users to address their long term assessed needs.

Main Accountabilities:

- To work closely with therapy staff within the MDT to undertake assessments of risk, need and capacity, responding appropriately when necessary.
- To understand the key concepts of the knowledge base relevant to Social Work. To have an excellent working knowledge of the Care Act, Mental Capacity Act, Continuing Health Care and Safeguarding practice.
- Contribute to MDT meetings as well as Local Access Point (LAP). Facilitate the transfer of short-term care support to locality teams where individuals are identified as having longer term care needs.
- To positively contribute to the achievement of joint working practice within Community Locality teams and Hospital Social Work teams across Slough Borough Council departments and external partners.
- To facilitate service users and carers in the identification of assessment and support plans using appropriate tools to enable validation.

- To ensure financial competency in relation to support planning and SBC charging policy and Mental Capacity Act.
- To hold a small caseload of a level of complexity and provide case management, staff management and support and expert advice to the MDT as well as LAP, as and when required.
- To liaise with the finance and benefits team (FAB) and ensure Service User compliance with the Slough Borough Council charging process.
- To contribute to the enhancement of social work practice in the service. To engage in evidence-based practice, evaluate practice systematically and participate in audit purposes.
- Support with duty tasks and provide Level 2 safeguarding responsibilities where necessary.
- Through strength-based conversations provide support, advice and guidance to clients and those in their support network which builds on their interests, skills and experience and/or promotes independence.
- To be responsible for recording details on the electronic IAS system, ensuring all records are accurate and up to date for collection of statistical data. To comply with relevant local information governance policies, legislation and Data Protection.
- To support the clinical supervision and professional development of the Reablement Social Workers. To support with ongoing learning and practice education where appropriate.
- To undertake any other duties that are commensurate with the post in agreement with the OT Service Manager.

Person Specification:
Reablement Social Work Practice Lead

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
Experience	Experience of working with a range of partners in an appropriate Health or Social Care Setting	Essential	A/I
	Experience of undertaking risk assessments, Mental Capacity and Best interests' assessment	Essential	A/I
	Experience of Personalisation and Self-Directed Support – Care Act	Essential	A/I
	Experience of balancing complex workloads, setting priorities and making decisions.	Essential	A/I
	Experience of supervising and supporting social workers as a Practice Lead	Essential	A/I
Knowledge and understanding	Working knowledge of the relevant legislation and theories underpinning the provision of services to the relevant client group.	Essential	A/I
	Good working knowledge of directorate and corporate policies, procedures and practice including safeguarding procedures	Essential	A/I
	Awareness of data protection and confidentiality issues	Essential	A/I
	Good understanding of joint working with partner agencies	Essential	A/I
	Working knowledge of financial procedures appropriate to the job	Essential	A/I

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
	Working knowledge of the Mental Capacity Act	Essential	A/I
	Awareness of legislation relating to equal opportunities and a commitment to equality and diversity	Essential	A/I
Skills and abilities	Effective interpersonal skills in order to communicate effectively with service users, colleagues and partner agencies	Essential	A/I
	Ability to plan, prioritise and work effectively	Essential	A/I
	An ability to be sensitive to the needs of Slough's ethnically and culturally diverse community	Essential	A/I
	Ability to work within a changing environment providing services to vulnerable clients	Essential	A/I
	An ability to develop effective relationships with other staff, partner agencies and the public	Essential	A/I
	Ability to carry out personalised assessments including risk assessments, Mental Capacity and Best Interests Assessments	Essential	A/I
	To keep high standards of personal and professional conduct and professional appearance	Essential	A/I

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
	Ability to coach, mentor and supervise other staff on complex cases	Essential	A/I
	Ability to support supervisees with case and performance management as required	Essential	A/I
Qualifications	Degree in Social Work	Essential	A
	Professional Registration (HSPC)	Essential	A
	Full UK Driving Licence and access to daily use of a car	Essential	A
	Post Qualification Attainment	Desirable	A/I