**Manchester Local Care Organisation**

**Role Profile**

**Senior Social Worker (Hospital Discharge to Assess Team – Intermediate Care), Grade 8**

**Reports to: Team Manager**

**Job Family: People Care and Support Direct**

**Manchester Local Care Organisation**

Manchester Local Care Organisation (MLCO) has been established by the partner (Manchester City Council, Manchester University NHS Foundation Trust, Greater Manchester Mental Health Service NHS Trust and Manchester Primary Care Partnership) to integrate, plan and manage community and hospital health and social care across the City. By working together, we are bringing health and social care together to form the Hospital Discharge to Assess team. The Hospital Discharge to Assess North team will provide an integrated person-centred approach to the safe and timely transfer of therapy ready citizens from the intermediate care unit to a community setting. We will be able to provide improved care closer to home and to support the people of Manchester to live healthier, more independent and fulfilling lives and be part of a thriving and supportive community. Your role is deployed into MLCO by your employer: Manchester City Council.

**Key Role Descriptors:**

The role holder will work to provide direct support for individuals and families in accordance with statutory responsibilities and local and national policies and procedures, effectively identifying cases and/or managing a caseload in order to secure positive outcomes for Manchester residents.

The role holder will lead the effective development of partnership approaches in order to safeguard individuals through the effective management of safeguarding risk and the recording and sharing of information.

The role holder will ensure that through effective advice, planning and support and the utilisation of ‘joined up’ approaches, individuals are able to access services appropriate for their identified needs.

The role holder will support the leadership of the team and service through the provision of advice and formal supervision to colleagues, contributing to the ongoing development of staff, students and trainees.

**Key Role Accountabilities:**

Be responsible for supporting the flow of citizens through the intermediate care units, carrying out social work duties, including care co-ordination, in relation to the most complex cases requiring the highest levels of skills, knowledge and professional expertise.

Undertake a key role in cooperation with partners and stakeholders to ensure safeguarding processes and procedures are in place to protect individuals. Identify, challenge and develop solutions to any possible safeguarding risks for vulnerable residents of the city.

Work in conjunction with and provide consultation to partner agencies to deliver effective planning to ensure positive outcomes for vulnerable residents of Manchester. This will include representing the City Council at a range of meetings, proceedings and reviews as required.

Actively engage in team and service development including the promotion of innovative and new ideas and techniques to improve service performance and outcomes.

Efficiently prepare and produce high quality documentation and reports and contribute to effective data recording in accordance with statutory accountabilities and timescales to improve outcomes and the safeguarding of individuals.

Proactively establish, develop and maintain relationships with partner agencies and stakeholders to provide individuals with the opportunity to access suitable services which will assist them in achieving their agreed goals.

Personal commitment to continuous self-development and service improvement.

Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications.

**Where the role holder is disabled, every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the role. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.**

**Role portfolio:**

The Hospital Discharge to Assess team is based within the community supporting citizens immediately following their discharge from hospital. The team responds to urgent/crisis situations to enable citizens to continue living in their own home for as long as possible.

The role holder will work in integrated teams with health and social care professionals to achieve the best outcomes for our citizens, supporting citizens to be discharged and remain in the community, and promoting safe and effective transfers of care from intermediate care back into their own homes.

The role holder will work with health and social care managers to support flow across the system and will include collaborative working around a citizen’s ‘right to reside’ and Length of Stay (LOS).

The role holder will provide professional oversight and supervision in difficult and complex situations to a group of professionally qualified Social Workers, care assessors, and other staff, ensuring that necessary legal, policy and ethical imperatives are maintained in working with customers of the service.

The role holder will support the leadership of the Team Manager providing a consistent and effective service in complex individual and family situations, maintaining good working relationships within the team, with other Council services and with a range of external partners.

The role holder will be responsible for the safe delivery of social care, ensuring the effective discharge of statutory responsibilities and the provision of a high-quality standard of service.

The role holder will manage safeguarding risk effectively, working within a multi-agency environment to provide a professional social work service.

The role holder will supervise individual students and undertake the practice educator role.

Provide assessment and support to staff taking student social workers on placement.

Undertake the responsibility for managing specific aspects of practice and leadership in the absence of the Team Manager and support where necessary and as directed the wider role of the team in respect of adult safeguarding, assessments and reviews at the direction of the team manager.

**Key Behaviours, Skills and Technical Requirements**

**Our Manchester Behaviours**

* We are proud and passionate about Manchester.
* We take time to listen and understand.
* We ‘own it’ and we’re not afraid to try new things.
* We work together and trust each other.
* We show that we value our differences and treat people fairly

**General Skills**

* **Communication Skills:** Is able to effectively transfer key and complex information to all levels of staff, adapting the style of communication as necessary and ensuring that this information is understood. Ability to advise others and deal with sensitive issues in difficult situations inside and outside area, negotiating riskier demands.
* **Planning and Organising Skills:** Excellent time management skills, creating own work schedules, prioritising, preparing in advance and setting realistic timescales for own self and others. Has the ability to visualise a sequence of actions needed to achieve a specific goal and how to estimate the resources required.
* **Analytical Skills:** Ability to absorb, understand and quickly assimilate complex information and complex and compare information from a number of different sources. Ability to identify patterns and trends that may impact on decisions and propose realistic conclusions identifying the risks and any assumptions made.
* **Problem Solving and Decision-Making Skills:** Ability to formulate independently a range of options for new or unfamiliar situations and to select the appropriate course of action to produce a logical, practical and acceptable solution. An ability to make independent decision of a relatively uniform nature.
* **ICT Skills:** Skills to use ICT systems to obtain and analyse data and present it effectively through a variety of ICT channels.
* **People Management Skills:** Ability to lead, manage and motivate staff to high levels of performance in order to achieve change and maximise staff potential and contribution to the achievement of identified aims and objectives. Can also lead and plan the work of the team which deals with more diverse issues.

**Technical Requirements (Role Specific)**

* Social Work Qualification
* 35 hours working week
* Willing to consent to and apply for an enhanced (DBS) disclosure check.
* Registered with Social Work England (SWE)
* Willingness to travel to any location within the boundaries of the City of Manchester.
* Willingness to work shifts and weekends on a rota to cover 8am - 6pm, 7 day a week service.
* Flexible working enhancements apply.