



Northamptonshire
County Council

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NASS 
Northamptonshire
Adult Social Services

Job Title Social Worker

Job number

Grade J

Overall purpose of the job

- Providing a high standard of social work to customers arising out of the NASS' duties and powers under legislation and in accordance with divisional and area policy, procedures, guidelines and the standards for all social workers registered with Health and Care Professionals Council (HCPC).
- Operating within a multidisciplinary environment to provide appropriate, professional social work support for adults with additional care and support needs within the framework of the seven social care outcomes, adhering to the principles of the Care Act (2014) and, where applicable, Mental Capacity Act (2003) and Mental Health Act (1983; 2007).
- Operating within an integrated service, to provide individualised, outcomes-led, personalised support, based on structured, individual assessments that inform the setting up and commissioning of appropriate packages of support.
- Undertake the more complex assessments, packages of care and long term support for people who are eligible for services that require a professional/ specialist input.
- To identify unmet needs, safeguard, identify, promote, develop and challenge appropriate services and resources in order to meet the needs of customers and contribute to the development of the service.

Main accountabilities

Please list the accountabilities in descending order of priority. Please include 6-9 accountabilities.

	Main accountabilities
1.	Act as "trusted assessors" for defined areas of the support plan Conduct or support individual assessments (including risk assessments of both the customer and carer, in line with eligibility criteria to assess the dependency needs of the customer) or facilitate self-assessments, using the appropriate assessment tools and techniques in order to establish clear, relevant, proportionate, cost effective and appropriate options for the individual. Value and encourage the contribution of service users and their advocates, relatives, carers and support workers where appropriate. Work alongside Brokers to procure support plans including equipment and adaptations.



2.	<p>To manage and be accountable for an allocated caseload of customers in compliance with statutory requirements, NASS policy, professional best practice and with regard for individual choice. Ensure compliance with policies and procedures of NASS, and those of any partner agencies, are followed, and that the service is always delivered in accordance with professional standards, policy and practice and within the relevant statutory and regulatory frameworks.</p>
3.	<p>Understand the budgetary framework to ensure that the service delivers value for money and cost effective solutions and options within defined budgetary constraints. Identify any unmet needs and identify, source, develop and implement resources, alternative funding sources and services in order to achieve the objectives of support plans. Support, promote and calculate personalised budgets and understand the principle of direct payments and self-funding to ensure that customers are supported in exercising choice based on assessed risk and expected outcomes. Support customers in navigating through the appropriate procedures.</p>
4.	<p>Assist with monitoring and evaluating the effectiveness of the service and contribute to the development of service improvements through participation and involvement in local and central team meetings, supervision, training, conferences and other forums. Work flexibly and respond positively to changing business and customer needs. and carry out any other duties within the scope of the nature and grade of the post, as directed by the line manager</p>
5.	<p>Monitor and carry out timely, regular and frequent reviews of people's support plans in compliance with service targets and statutory requirements to ensure that services provided continue to meet customers' needs ensuring that changes and alteration in the case are accordingly resourced.</p>
6.	<p>Liaise with, establish and maintain effective working relationships with other local services, specialist teams, Hospital Trusts, and the 3rd sector organisations relevant to the needs of the customer in order to deliver a holistic and seamless service. Co-ordinating and leading multi-disciplinary/ professional meetings as required, representing the service at internal and external meetings.</p>



7.	Maintain up to date, accurate and timely records of communication, decisions, actions and outcomes relating to cases in line with the processes, standards and systems of NASS. Take responsibility for the administrative processes associated with dealing with cases in accordance with service procedures, standards and targets. Produce, maintain and present accurate records and reports for court and audit purposes in accordance with relevant policies, procedures and legislation.
8.	Supervise and allocate work to Assessment and Enablement Workers (AEWs) and less experienced colleagues to maximise the team's abilities and effectiveness in meeting the challenges of the service.
9.	Take responsibility for promoting and safeguarding the welfare of people who come into contact with the service, in full compliance with NASS policies and procedures and that the principles are embedded in all practices, advice, decisions and support associated with this role.

Safeguarding commitment *(Include for roles involving work with children/vulnerable adults)*

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.



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