

Directorate: People**Post Title: Specialist Practitioner Health Grade: GR5****Division: Assessment & Support Planning****Job Purpose:**

- To provide support to patients with specific health needs, their carers and the multi-disciplinary team through the relevant patient pathway.
- To ensure the effective management, operation and development of Adult Social Care to achieve the relevant Trust and City Council objectives and statutory duties and responsibilities and to achieve positive outcomes for Adults.
- To participate in the identification and systematic assessment and review of service needs within the specialist area of responsibility. To participate in the planning and delivery of appropriate Adult care services, exploring innovative approaches to service delivery.
- To provide the particular social work skills and knowledge specific to the specialist area of responsibility.
- To assess and review patients changing needs within the specialist area of responsibility providing continuity of care in a proactive and fluid manner to improve or promote the patient experience.
- To work with the relevant specialist team autonomously from the Hospital Social Work team.
- To work in partnership with the multi-disciplinary team to ensure that social aspects of care and needs are promoted and addressed within the specialist health area.
- To act as specialist adviser to other social care and health professionals and other agencies as required.

Key Responsibilities

1. To undertake holistic and detailed assessments of need using a wide range of counselling, interviewing and interpersonal skills. Jointly with patients and others involved in their care, to plan how their needs will best be met.
2. To provide appropriate advice, support and advocacy in the following areas:
 - Welfare /benefits and debt
 - Housing
 - Education and employment

3. To promote a service which is responsive and user-focused at all times
4. To participate in the Directorate's safeguarding enquiries on a monthly basis in order to maintain professional standards and practice.
5. To manage the throughput, allocation and prioritisation of work on a daily basis.
6. With appropriate clinical supervision and advice to manage a caseload which may include adults at risk and their carers as well as those with complex problems.
7. To have an understanding of the "social" model of disability and apply this understanding in social work practice.
8. To work within the Code of Ethics and the relevant professional practice guidelines of Social Work England and the professional guidance framework of the Trust and ensure best practice is maintained with patients and carers.
9. To maintain own professional development [CPD] and competence to practice by keeping abreast of any new trends and developments, and incorporate them as necessary into your work.
10. To attend Trust and BCC training and update sessions relevant to the role.
11. To demonstrate leadership attributes within the multi- disciplinary team.
12. To adhere to relevant statutory legislation, policy, procedures and guidance including those for finance and safeguarding.
13. To use a range of verbal and non-verbal communication tools to communicate effectively with patients including those who have difficulties in understanding or communicating, and deal with complex, highly sensitive or contentious information.
14. To be part of the Social Work Team based at the hospital and contribute to team meetings, discussions and policy initiatives regarding the specialist role.
15. To maintain the highest standards of record keeping and report writing as required for both organisations.
16. To ensure that patients and their carers are aware of their statutory rights and to act as an advocate as required.
17. To make applications to charities for grants where no statutory assistance is available.
18. To maintain confidentiality in accordance with BCC and Trust policies.
19. To manage personal and emotional resilience when working with distressing or emotional circumstances such as chronic disease / prognosis or bereavement/ end of life care.

20. To contribute towards the development and updating of information for patients, their families and carers e.g. Education days/ literature/ information packs.
21. To take an active part in the development and improvement of the specialist area of work through reading, research / audit projects, networking and engaging with other Acute Trusts .
22. To contribute to the collection of relevant data and statistics as required.
23. To ensure the effective application of the Mental Capacity Act, the determination of best interests and that effective support to the most vulnerable people is maintained.
24. To ensure all risk assessments and incident reporting mechanisms are in place, regularly reviewed and acted upon.
25. To participate in the Directorate's overall service and policy development processes relevant to the specialist area as required.
26. To assist in ensuring effective liaison with social care and health staff, Council and NHS bodies, voluntary and private sector service providers .
27. To ensure that all services provided are appropriate, relevant and sensitive to the needs of the diverse community and to actively promote change where necessary to ensure anti-discriminatory practice is maintained.

Supervision Required

Supervising Officer:

Team Manager Workforce

Level of Supervision

Plan own work to ensure meeting of defined objectives.

Supervision Given (excludes those who are indirectly supervised i.e. through others)

Special Conditions

- a. This position is exempt from the Rehabilitation of Offenders Act
- b. A DBS/ISA check will be undertaken for this position.

All qualified social workers must be registered with the HCPC to practice. This applies to everyone who:

- Has 'social worker' in their job title;
- Is in a role which requires a social work qualification;

- Is in a role that involves social work or is a job normally only undertaken by a social worker.
- Is in a leadership or management position and is a qualified social worker.

Person Specification

KEY - MOA (Method of Assessment): AF - application form, I - interview, T - test, P - presentation, G - group exercise,

Posts will be subject to Application Form, Interview and Assessment Centre process

JOB TITLE: Specialist Practitioner Health

GRADE: GRS

DIVISION: Assessment and Support Planning

Section 1 - Experience, abilities, knowledge and qualifications / training		
	Experience / Knowledge (relevant work and other experience)	MOA
1.	Ability to assess and manage complex cases in a multi-disciplinary team setting.	AF/I
2.	Experience in undertaking safeguarding assessments.	AF/I

communities

3.	Minimum of two years post qualifying experience as a social worker 2 years including one year in a healthcare setting.	AF/I
4.	Experience in supporting and teaching other professional staff on social care matters relating to patients.	AF/I
5.	Ability to demonstrate an understanding of the statutory Local Government and NHS frameworks, policies and services and of the changes influencing the provision of social care.	AF/I
6.	Knowledge and understanding of relevant legislation applicable to Adult Social Care including Safeguarding Adults.	AF/I
7.	Experience of partnership working with other Directorates and with external organisations.	AF/I
8.	Ability to demonstrate a good working knowledge of confidentiality and data protection.	AF/I
9.	Ability to demonstrate knowledge and understanding of practice standards as well as professional and occupational requirements.	AF/I
	Skills and Ability	

1.	High level skills in assessing, monitoring and managing risk.	1
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2.	Ability to use own initiative and organise workload.	I
3.	Ability to work effectively and flexibly as part of a team.	I
4.	Able to reflect on practice within case discussion/supervision.	I
5.	Able to identify own learning needs and demonstrate commitment to engage in self study/own continuous professional development.	I
6.	High level verbal and written communication skills in order to communicate with a wide range of audiences.	AF/I
7.	Ability to gather information and compile accurate written reports.	I
8.	Able to proactively identify opportunities to improve services and participate in multi-disciplinary groups.	I
9.	Information technology skills, including use of internet, emails and word processing.	I



	Qualifications	
1.	Recognised qualification in Social Work at certificate or diploma level e.g. DipSW, CQSW, or CSS. Current HCPC registration	AF

Section 2 - Competencies

In addition to the above requirements you will be asked to demonstrate competencies in the below areas. Competencies can also be described as behaviours. They describe 'how' we expect people to behave doing their job. Competencies will vary between job roles and different levels but an overview of them, as required by Birmingham City Council, are described below.

Competencies (behaviours)	Category Definition
Moving the Council forward	People who demonstrate this competency take the needs of the council and its customers into consideration when assessing how best they can deliver their service. They will network and develop relationships with others in helping to deliver a better service. They will help others in their work and be open to new ways of working.

Birmingham City Council

Managing Ourselves	People who demonstrate this personal competency take responsibility for their work and development. They take action to overcome obstacles and seek to achieve agreed outcomes in the most cost effective way. They are careful and economical in the use of resources. They ensure that work carried out meets the needs of the Council. They adopt strategies to manage their own workload.
Working with others	People demonstrating this personal competency treat others as they wish to be treated. They build effective relationships with all their working contacts both inside and outside the council. They are encouraging supportive and helpful, and consider the impact of their working style on others.
Providing direction	People who demonstrate this personal competency display the behaviours underpinning the council's values (Belief, Excellence, Success and Trust) and present themselves as a role model to others. They enable people to achieve their best. They set clear objectives and standards, review performance, coach and organise work. They communicate the way ahead and consult and involve others.

