Social Worker or Social Worker in Training

Adult Social Work, Council Offices, Kirkwall

At a glance:

Grade: H (Training) / J (Qualified)
Salary: As per advert

Allowances:

- Distant Islands Allowance, where applicable
- Standby/On call Allowance

Job Purpose:

Undertake Social Work responsibilities and tasks for adults and, those with a diagnosed learning disability, in accordance with statutory requirements and service policies and procedures.

For application support contact **hrsupport@orkney.gov.uk** or call **01856 873535 ext.2250**

Benefits and Support

34 days annual leave, increasing to 39 days over 5 years, inclusive of Public Holidays (pro-rata)	Supported to work and earn whilst achieving qualification
Local Government Pension Scheme	Maternity, Paternity and Sick Pay
Comprehensive induction process	Employee Assistance Programme

Main Duties and Responsibilities

Undertake assessment and case management of adults and carers in accordance with statutory requirements and service policies and procedures including Adult Support and Protection, Adults with Incapacity and, Mental Health legislation.

Formulate, negotiate and deliver effective measures of intervention, utilising services provided by the service and by other agencies and individuals.

Agree, deliver and co-ordinate packages of care with individual adults and negotiate delivery within available resources.

Assess and agree packages of support and negotiate delivery within resources and, as defined by the Self Directed Support (Scotland) Act 2013.

Monitor and review packages of care in conjunction with adults, carers and service providers, both as changing needs determine and in line with statutory requirements.

Work directly with adults and their carers with the aim of empowering them to utilise their strengths, resources and ability to achieve an independent and satisfying life and to fulfil their potential.

Chair needs assessment planning meetings and outcome focused reviews.

Prepare reports for the Court, Adult Support Case Conferences and other agencies as required.

Qualified and Registered Social Worker grade J (additional duties and responsibilities)

Accountability for decisions as to when and how there may be intervention in the lives of individuals and families and the subsequent exercise of statutory functions lies with a qualified and registered social worker.

Therefore, where either children or adults are:

- in need of protection; and/or
- in danger of serious exploitation or significant harm; and/or
- at risk of causing significant harm to themselves or others; and/or
- unable to give informed consent.

a qualified and registered social worker must retain accountability for:

- carrying out enquiries and making recommendations where necessary as to whether or not a person requires to be the subject of compulsory protection measures and/or;
- implementation of the social work component of a risk management plan and take appropriate action where there is concern that a multi-agency plan is not being actioned

Line management responsibility for support workers - **at grade J.**

Use a range of computer packages including Microsoft Office and PARIS.

Responsibilities for All

Embody the Council Values of Accountable, Reliable, Considerate and Collaborative.	Participate in team meetings, 1 to 1s, supervision and good conversations process
Handle all information in confidence and in line with Data Protection requirements	Comply with the Council Employee Code of Conduct
Work safely to prevent risk to yourself and others	Comply with relevant professional body codes of practice/conduct
Ensure Equality, Diversity and Inclusion	Any other duties appropriate to your grade
Undertake mandatory and relevant training and development	Where required Support the Council's emergency response

Skills and Requirements
Must have

For appointment at or progression to grade J
Degree or Post Graduate Qualification in Social Work that allows registration with the Scottish Social Service Council as a Social Worker.
Registered with the Scottish Social Services Council as a Social Worker. Applications for those currently in process of registration may be considered.
Previous experience as a Social Worker, preferably with Adult or Learning Disability Services
For appointment at grade H
Successful candidate will be in their third or final year of study as a social work student.
Required for both grades
Ability to evidence good knowledge of current and relevant theories of Social Work intervention
Ability to demonstrate good knowledge and understanding of Scottish Legislation in respect of Adults, Adults with Incapacity and Self-Directed Support
Ability to evidence good knowledge of local and national policy direction in relation to health and community care services
Ability to evidence good knowledge and/or experience of Scottish Adult Support and Protection procedures.
Previous experience of working to deliver better outcomes for adults and carers within multidisciplinary environments
Previous experience of undertaking Risk Assessment and safety planning
Ability to travel efficiently and effectively between various work locations within Orkney to meet the operational requirements of the Service

Requirements of the Role

Disclosure/PVG:	PVG Children and Adults	Convictions to Declare:	All
Politically Restricted Post:	No	Sponsorship:	Possibly
Work Additional Hours:	Yes	Term Time Post:	No