

Adults' Services Social Work Career Development Pathway - August 2018



Social work is a profession that is centred around people - from babies through to older people. All qualified social workers must be registered with the Health and Care Professions Council ([HCPC](#)) and the title 'Social Worker' in England is protected by law. This means anyone who uses the title must be on the HCPC register. The [BASW Code of Ethics](#) defines social work using the international definition of social work.

Social workers work with individuals and families to help improve outcomes in their lives. This may be helping to protect vulnerable people from harm or abuse or supporting people to live independently. Social workers support people, act as advocates and direct people to the services they may require. Social workers often work in multi-disciplinary teams alongside health and education professionals". (British Association of Social Work - BASW)

West Sussex County Council (WSCC) Adults' Services work with adults over the age of 18 or 16 for young people in transition from Children's Services. WSCC invests in the support and development of professional knowledge, skills and behaviours linked to the BASW Professional Capabilities Framework and other Capability Frameworks in order to provide a high quality Social Work service to the adult residents of West Sussex.

There are a variety of registered and unregistered Social Work roles in a range of teams including;

- Community Teams
- Hospital Teams
- Mental Health Teams
- Older People's Mental Health Teams
- Learning Disability Teams
- Adults' Care Point (Social Care initial point of contact team)
- Proactive Care – teams aligned with health (Northern area)
- Deprivation of Liberty Safeguards Team

NB: Vacancies within specific teams are described within our current adverts. The role profile/job description for each grade of Assistant Care Manager and Social Worker remain consistent across all teams but the role context will describe the specific team and role function.

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Job Role	Grade	SCP	Salary	Role Description
Assistant Care Manager	6-7			<p>As an Assistant Care Manager (an ACM is an unregistered role) you will work under the guidance and supervision of your team manager, senior social work practitioner and more experienced members of your team to deliver a social work service to those who access the service. You will follow local policy and procedures and national legislative framework to carry out less complex assessments, support plans and reviews, mental capacity assessments and contribute to safeguarding adults' at risk of abuse or neglect. You will work to identify people's strengths, promote wellbeing and to prevent, reduce or delay needs arising.</p> <p>You will have the opportunity to progress to grade 7 following successful completion of 12 months employment and agreed portfolio evidencing your ability to work at a higher level</p>
<p>West Sussex County Council will consider opportunities to support a limited number of existing employees (ACM level) to complete their Social Work degree whilst in employment.</p> <p>We also employ Newly Qualified Social Workers and more experienced Social Workers throughout the year as and when vacancies arise in specific teams and service areas.</p>				
NQSW	9	31		<p>As a Newly Qualified Social Worker (an NQSW is a registered role) in West Sussex County Council we will provide you with a programme of support and a named assessor in order to complete your Assessed and Supported Year in Employment (ASYE) portfolio. You will build on the skills and experience you gained at University and on your</p>

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				placements. You will be provided with core training and reflective workshops covering key and statutory areas of your role and be provided with a wide range of tasks and experiences, which will support you to build in confidence and enable you to practice effectively at the level required by the end of the ASYE within the BASW Professional Capabilities Framework for the end of ASYE.
Progression from SCP 31 to 32 can be achieved through successful completion of ASYE portfolio				
Social Worker	9	31 – 34 (or 35)		From your second year you will be supported within your team to further consolidate your practice. The variety of tasks and roles you carry out will depend on the team and service area you work in and will include assessment, support planning and review, mental capacity assessment and safeguarding. As within your ASYE year, you will continue to work within the care act (and other key legislative frameworks) to promote the wellbeing of the people you come into contact with, supporting independence as well as identifying peoples' strengths and that of their networks and communities in order to prevent reduce or delay needs arising. You will be supported to begin thinking about your further CPD, progression to Senior Social Worker and any specialism you may wish to follow, such as Approved Mental Health Professional, Best Interest Assessor or Practice Educator.
Progression to Senior Social Worker can be achieved by any Social Worker on successful completion of agreed CPD portfolio				
Senior Social worker	10	35 – 38 (or 39)		You will have evidenced your ability to practice at Experienced Social Worker level within the BASW Professional Capabilities Framework and will be looking to your next challenge. You will be more autonomous in

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				your practice, taking a lead in increasingly complex casework including assessment, support planning and review, mental capacity assessment and safeguarding. You will also consolidate your practice in specialist areas such as AMHP, BIA or Practice Educator. You will be taking on more of a leadership role within your team, coaching and mentoring others, providing expert knowledge and guidance to others and may consider supervising less experienced or unregistered staff.
Appointment to Senior Social Work Practitioner is through the application and interview process				
Senior Practitioner	11	39 – 42 (or 43)		You will be supporting your team manager to manage a team of registered and unregistered staff to deliver a high quality social care service across your team's given geographical or service area. You will provide high quality, effective and reflective supervision to staff. You will lead, motivate, coach and mentor less experienced staff to enhance their skills and support development. You will be increasingly autonomous in your role and support the team manager in effective performance management, management of resources, service delivery and achievement of required outcomes. You will have access to the Value Centred Leadership Programme specifically designed to support managers and emerging managers in this challenging role.
Appointment to Team Manager is through the application and interview process				
Team Manager	Hay A	1 - 4		You will promote the highest quality of social work practice within your team and service area. You are accountable for the practice of registered and unregistered staff within the team you manage and will ensure that effective professional and practice supervision takes place,

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				<p>using the appraisal process and performance data to identify performance, practice improvement and learning and development needs of staff. As team manager you will lead and motivate your team in meeting required outcomes for customers, team and organisation including supporting and leading staff through change within a challenging demographic and budgetary context whilst ensuring equity of service response to all residents. You will be supported through learning and development specifically designed for managers including the WSCC Value Centred Leadership Programme.</p>
<p>Appointment to Service Manager is through the application and interview process</p>				
Service Manager	Hay C	1 - 4		<p>As Service Manager you will deliver the effective day to day operation of a service, or area through the management of teams and activity across teams. You will hold responsibility for performance and practice management across an area. You will contribute to the development and shape of future Adults' Services provision and teams. Your work will include engagement both within the organisation and with key partner agencies outside, as such this will require you to be able to develop and maintain effective relationships and to influence activities and projects that impact on the delivery of Adults' social care.</p>