

Social Worker Career Framework

Job Role	Grade	SCP	Salary	Role Description
NQSW	9	25	£28,785.00	You will be a newly qualified social worker. Through a carefully selected caseload, you'll gain experience in statutory children and families work and benefit from an exceptional training programme that offers coaching and reflection to bring your learning alive. You'll also have group and individual supervision and access to an ASYE assessor. Tasks will include undertaking assessments and providing interventions to children and their families. You will demonstrate practice in a wide range of tasks and roles, becoming more effective in interventions, building confidence, and earning the confidence of others. Throughout the year, levels of experience and skill increase and the ability to deal with more complex situations is demonstrated. Support through supervision is sought appropriately, whilst starting to exercise initiative and evaluate practice.
Progression can be achieved by the successful completion of the Assessed and Supported Year in Employment				
Social Worker	9	25	£28,785.00	Tasks will include completing assessments of need, care planning and, as appropriate, child protection investigations, to prevent the separation of children from their families where possible, and to ensure that children and young people are adequately protected in line with departmental policy, procedures and relevant legislation. You will also assist in fulfilling established quality assurance standards, targets and working together with managers to promote improvements in practice standards. To provide an accountable statutory social work service to those people who access or need the service to include assessment, planning and review. The post holder is expected to work within organisational, policy and legislative requirements.
		26	£29,636.00	
		27	£30,507.00	
		28	£31,371.00	
Progression can be achieved by the successful completion of agreed portfolio work				
Social Worker	10	29	£32,029.00	As a Grade 10 Social Worker you will work with more complex cases and additionally provide coaching and mentoring to students and less experienced colleagues and may act as Practice Educator. You will undertake assessments of need, care planning and, as appropriate, child protection investigations, to prevent the separation of children from their families where possible, and to ensure that children and young people are adequately protected in line with departmental policy, procedures and relevant legislation. The post holder will provide an accountable statutory social work service to those people who access or need the service to include assessment, planning and review. The post holder is expected to work within organisational, policy and legislative requirements. To lead on complex casework and work within a specialist area providing expertise and guidance to colleagues. The post holder will begin to contribute to initiatives and development work.
		30	£32,878.00	
		31	£33,799.00	
		32	£34,788.00	
Progression can be achieved by the successful completion of agreed panel process				
Social Worker	11	33	£35,934.00	Tasks will include working more autonomously with the most complex families. You will undertake high quality assessments of need, care planning and, as appropriate, child protection investigation, to prevent the separation of children from their families where possible, and to ensure that children and young people are adequately protected in line with departmental policy, procedures and relevant legislation. You will support Newly Qualified Social Workers and other less experienced workers and will act as a Practice Educator. You will also assist in fulfilling established quality assurance standards, targets and working together with managers to promote improvements in practice standards. To provide an accountable, statutory social work service to those people who access or need the service to include assessment, planning and review. The post holder is expected to work within organisational, policy and legislative requirements. To lead on complex casework and work within a specialist area providing expertise and guidance to colleagues. The post holder will present information, advice, guidance and insight in a range of forums to influence change. They will be able to identify and analyse complex issues identifying where resources or policies are impacting, suggesting options and solutions to improve outcomes.
		34	£36,876.00	
		35	£37,849.00	
		36	£38,813.00	

To move into Grade 12 Advanced Practitioner position the normal application and interview process is required				
Advanced Practitioner	12	37	£39,782.00	This role will support the Management Team across Children's Social Care in delivering a high quality Social Care Service to clients across the County as the recognised subject matter expert and exemplar in Social Care practice and theories. Providing constructive and reflective challenge they will enhance social work practice, procedures and policies, promote innovation, and introduce new ways of working from recognised sites of excellence. Liaising closely with Senior Management colleagues to ensure that issues, comments and feedback on the service provided are directed to the appropriate manager. They will contribute to the development of knowledge and promotion of excellence in Social Care using evidence-informed practice. They will make use of sophisticated, critical reasoning and both model and facilitate reflective and evidence informed practice, applying a range to tools to provide innovative and appropriate solutions. They continue to work directly with people who use services, and those who care for them, as well as families and communities by providing and supporting effective interventions.
		38	£40,760.00	
		39	£41,675.00	
		40	£42,683.00	
To move into HAY A Practice Manager position the normal application and interview process is required				
Practice Manager	HAY A	1	£45,180.00	To lead motivate, nurture and manage a team (social workers and unqualified staff), to deliver a children's social care service on a day to day basis. They are responsible for ensuring the service provided is effective and delivering the required outcomes, as well as ensuring cases are dealt with in a timely manner. They will manage by performance and quality assure the work of their teams. They will be responsible for effectively managing resources and budgets in collaboration with others and key stakeholders and the coordination, planning and delivery of agreed activities and objectives. They are accountable for the practice of social workers within the team they manage, and provide or ensure effective professional and practice supervision, as well as performance appraisals, takes place. They will enable their staff to become effective managers of risk and make effective decisions independently. In liaison with the Advanced Practitioner, they will support mentoring and coaching to enhance the quality of practice. They will contribute to the development and shape of future team or group service provision and inform the work of the organisation and that of other service providers, supporting and managing change as needed within their area of responsibility. They will contribute to and support the development of practice, policies and procedures within their operational team. Build and maintain relationships and influence activities including working across and outside of the organisation to ensure the best outcomes for service users.
		2	£46,290.00	
		3	£47,348.00	
		4	£48,399.00	
To move into HAY B Group Manager position the normal application and interview process is required				
Group Manager	HAY B	1	£49,391.00	The Group Manager will deliver the effective operation of a service through the management of a team or of an activity across teams, also operating as the principal professional in regard to that activity or team service. This will include the performance management of the team or the service activity and the co-ordination, planning and delivery of agreed activities and objectives. To contribute to the development and shape of future team or group service provision. To build and maintain relationships and influence activities including working across and outside of the organisation. The Group Manager will work within a county wide service, concentrating on a particular area of specialism or part of the 'child's journey.
		2	£50,351.00	
		3	£51,342.00	
		4	£52,310.00	