



Assistant Team Manager/Social Work Lead, Integrated Continuing Healthcare Team (Adults)

Salary: Band: 11, £47,181 - £51,356
37 hours per week, Monday - Friday

Portsmouth City Council/Hampshire and Isle of Wight ICB are committed to safeguarding and promoting the welfare of adults at risk and expects all staff and volunteers to share this commitment.

DBS Disclosure at Enhanced level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

Why work in Portsmouth?

Portsmouth is a great waterfront city and a vibrant place to live and work. It is an island city with an "inner city" feel, a seaside location packed with attractions and events, and the advantage of fantastic countryside on its doorstep. With a fast-growing university, high-tech industries and a vibrant cultural scene, Portsmouth is a modern city that looks to the future, but which is proud of its unique heritage as the home of the Royal Navy and historic dockyard. With fast road and rail links to London, Brighton and major airports, and ferry links to Europe, it is the perfect place to live and work.

We are looking to appoint an enthusiastic, highly motivated and experienced Social Worker to work alongside the Clinical Lead to support in the delivery of the CHC Assessment and Commissioning function of Continuing Healthcare in Portsmouth. The Integrated Continuing Healthcare (ICHHC) Team in Portsmouth is led by the Local Authority as the lead agency for the delivery of CHC services within the Portsmouth place base of Hampshire and Isle of Wight Integrated Care Board.

What is the role?

This is an exciting new opportunity for a dynamic social work professional with experience of multi-agency / integrated working. The post holder will have responsibility to lead the social work team and support the Team Manager with the day-to-day running of the team, acting as mentor and supervisor to the staff, and be the lead for social care within the team. They will provide guidance, support and advice on case work and ensure safe and effective decision making for all. The post holder will play a key role in ensuring staff performance is maintained by continual monitoring, review, supervision and personal development reviews. Key responsibilities include:

- Providing a direction to the members of the ICHC Team and wider adult social care workforce, ensuring safe, effective decision making and timely responses of statutory responsibilities around Continuing Health Care, implementation of the National Framework, the Care Act (2014), Mental Capacity Act (2005) and other relevant legislation and case law.
- Promoting evidence-based/strength-based practice and accountability and fostering a culture of critically reflective practice and discussion. Including leading on development work and projects where there are gaps or concerns in practice.

- Monitoring and supporting the team with caseload management and provide professional advice and guidance in relation to all aspects of their case work. Taking the lead on behalf of the Local Authority in social care decisions and outcomes.
- Support with dealing with ICHC appeals/disputes, and Local Authority complaints.
- Support with the delivery of training as required, including skills and training analysis across whole of the adult social care workforce in relation to CHC decision making and delivery.
- Ensuring that staff take responsibility for their continual professional development, evidence how they apply their learning from training, mentoring and other learning experiences.
- Deputising in the absence of the team manager.
- Supporting the team manager in promoting a team culture in which innovate ideas and creative approaches can flourish to enable staff to deliver care more effectively.
- Promoting effective and responsive multi-disciplinary team working and networking within and across all community organisations and agencies.
- Working with the team manager in terms of a continuous improvement model of working and service development and assist and support the team with embedding any new developments, ideas and processes.
- Promoting practice based on accepted professional standards in addition to Portsmouth City Council Code of Conduct and relevant regulatory body standards of proficiency.

Who is the person?

You will need to:

1. Hold a professional qualification in social work and be registered with Social Work England.
2. Have a sound and relevant legal, theoretical and practice knowledge base particularly in relation to the Care Act and Mental Capacity Act. You will have demonstratable experience/knowledge of the Continuing Health Care responsibilities and be able to confidently apply these on behalf of the Local Authority in cases that are disputed.

3. Have experience of working in a supervisory role in a social or health care setting. Have experience of supervising and mentoring staff.
4. Possess robust and comprehensive assessment skills, professional curiosity and the ability to make confident positive risk management decisions.
5. Have sound, objective, decision making skills based on knowledge, facts and data and the ability to work using your own initiative.
6. Experience of promoting safeguarding principles and ensuring robust risk management in a supervisory role.
7. Have an understanding of change management processes.
8. Have the ability to drive, inspire and motivate a team promoting a positive team ethos.
9. Be prepared to think creatively, differently and to experiment with new ideas.
10. Be passionate about putting the customer at the heart of what you do. Have an understanding of the needs of the client group, promoting and supporting individuals rights and choices.
11. Be confident in monitoring and auditing of casework and decision making to ensure high standards of practice.
12. Demonstrate excellent communication skills including comprehensive report writing skills, the ability to converse with a diverse range of people at all levels, confidence and the ability to deal with difficult and challenging conversations, the ability to lead and chair meetings as appropriate and facilitate training and teaching opportunities.
13. Emotional resilience and the ability to use initiative and to problem solve under pressure with a 'can do' attitude.
14. Be a completer and finisher to ensure meeting deadlines and to follow up on required actions promptly.
15. Have good IT skills with proficiency in Office, Microsoft Word and Powerpoint.
16. Demonstrate an understanding and commitment to Equal Opportunities including user/care involvement in service development.

Additional information:

How to apply: Remember to demonstrate why you are suitable against each of the points described in the 'Who is the Person' points on the Job Profile using examples from your experience or transferable skills. This might be through qualifications or descriptive examples from your work / personal experience, which clearly illustrates what you did and the effect it had.

General Data Protection Regulation (GDPR)

As part of any recruitment process, Portsmouth City Council collects and processes personal data relating to job applicants. Portsmouth City Council is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations under the General Data Protection Regulations (GDPR).

Completing and sending an application in for a vacancy is your consent for us to process your data for the purpose of recruitment. Your data is not used in any other way and you can withdraw your consent at any point in the recruitment process and we will destroy or delete your information.



For more detailed information on what we collect, how we use, store, delete data and your rights you can access a privacy statement on our Job board.

This role is eligible for a DBS check and the DBS have published a privacy notice to ensure individuals are fully informed of the use of their personal data; their rights and that Portsmouth City Council are meeting the necessary requirements when submitting DBS checks. It is important that you read and understand this privacy policy before any application is submitted to the DBS.

Visit the Gov website to read the full notice.

Please include the below statement in your application. It is important you know your rights.

I have read the Standards/Enhanced Check Privacy Policy for applicants and I understand how the DBS will process my personal data and the options available to me when submitting an application

Signed.....Dated.....

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.