



Social Workers - Adults Intermediate Care Team

We are recruiting to a number of vacancies and welcome applications from Newly qualified to Senior Social Workers.

(Newly Qualified, Social Worker, Senior Social Worker) - depending on experience:

Salary: Newly Qualified Social Worker Band 8, £36,363 - £39,151 per annum

Social Worker Band 9, £39,151 - £42,838 - per annum

Senior Social Worker Band 10 £42,838 - £47,181 per annum

Pay band and salary will be dependent on experience. Social Workers who have not completed the Assisted and Supported Year of Employment will be supported to do so and would be paid on Band 8 and moving to Band 9 on completion. Social Workers with experience are paid on Band 9 are expected to supervise unregistered staff. Senior Social Workers are expected to supervise Social Workers, take on the most complex cases and would be paid on Band 10.

37 hours per week

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.

Portsmouth City Council is committed to safeguarding and promoting the welfare of adults at risk and expects all staff and volunteers to share this commitment.

The Service:

Adults Intermediate Care is a business area within the Directorate of Adult Social Care. The primary purpose of ASC is to deliver its statutory duties as directed by the Care Act 2014, Mental Health Act 1983, and Mental Capacity Act 2005. Through delivery of these duties, residents who have or are likely to develop Care and Support needs will be supported to 'live the lives they want to lead'.

There have been exciting changes within Portsmouth Adults Intermediate Care Team which means we have a number of vacancies to fill. The new service went live on 1 April 2024 and has brought together a number of teams to provide a single approach to supporting people who are moving through admission avoidance, the acute hospital, inpatient settings, and rehabilitation and reablement services. This is an exciting time to join us and help us on our journey to improving outcomes for people following a crisis or decline in health.

The post is based within the Portsmouth Adults Intermediate Care Team (AICT) supporting our integrated services including, Community Rehab Service, The Transfer of Care Hub, The Acute Hospital and Inpatient units.



We deliver a high-quality service and those who use the service are at the heart of everything we do. We pride ourselves on our Home first model enabling our staff to work creatively and proactively with people and their carers to remain living the lives they chose.

Our staff are supported in their roles and encouraged to develop through regular supervision, training, reflective practice, and involvement in the social work groups that support practice development.

We take pride in our work by valuing others, focusing on what's important so that we make a real and positive difference. If you share these values this role could be for you.

What is the Role?

You will join a team of Social Workers and Social Care Associate Practitioners based within the Portsmouth Integrated services. Your role will involve assessing the needs of adults and their Carers, to identify creative ways to meet their assessed outcomes under the Care Act 2014.

The role includes outcome led interventions, using a strength-based approach to support people to live the lives they chose. You will be able to work collaboratively with others, maintaining a strength based and aspirational approach to achieve the outcomes the person wants.

Duties include:

- Assessing clients' needs and agreeing a person-centred support plan in line with our statutory duties under The Care Act 2014.
- Completing reviews of assessments and support plans as required.
- Supporting people with their health, mental health, and social care needs by promoting independence.
- Assessing mental capacity when required.
- Working independently and managing your own caseload including maintaining case records efficiently and effectively.
- Working with a wide range of services and agencies, including health, police, housing, residential/nursing home providers, domiciliary care agencies, homeless services, housing and local charities.
- There will be opportunities to support unregistered staff and you will be responsible for your own personal learning and development.
- The safeguarding of adults and children is an important and integral area of your work as will be the implementation of the safeguarding policy and procedures.
- Act in an advisory role to colleagues in the integrated services both ad hoc and within weekly MDTs.

Who is the Person?

You will:

1. Have a qualification in social work, e.g. Degree, Dipsw, QCSW, CSS and be registered with Social Work England.

2. Have experience of working with adults, ideally within a fieldwork setting and working within the sphere of Safeguarding Adults.
3. Have a thorough understanding and working knowledge of the legislation that governs the adult social care role (Care Act, Mental Health Act, Mental Capacity Act, Human Rights Act) and a comprehensive awareness of practice to safeguard adults and children.
4. Have robust and comprehensive skills in risk management with a confident ability in assessing, planning, and recording of sensitive information and data.
5. Have a professional curiosity and the ability to negotiate, work creatively and flexibly with aptitude for innovative decision making.
6. Demonstrate a range of effective communication skills including the ability to converse with a diverse range of people sometimes under challenging circumstances or where there maybe barriers to understanding.
7. Have the ability to advocate for individuals and carers using a problem-solving approach as well as good assessment skills.
8. Provide an evidence-based record of agreed interventions.
9. Have positive approach to motivating others to achieve positive outcomes in relation to rights, choice, independence, and inclusion.
10. Be able to form effective relationships with partner agencies to provide effective solutions for people.
11. Have some experience of working within a multi-disciplinary service/setting is desirable.

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.