

## Manager Recruitment Template

Name of Team	Adult Hospital Team	
Name of Manager	Daron Perkins	
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### 1. Pen picture of Teams (points below for illustrative purposes)

Key Activities	<ul style="list-style-type: none"> <li>• Completion of holistic strengths based Care Act assessments for eligible vulnerable adults requiring social care support upon hospital discharge.</li> <li>• Alert and Implementation of safeguarding procedures.</li> <li>• Attendance at Discharge Planning Meetings and other multi-agency meetings to promote and facilitate the earliest possible safe discharge.</li> <li>• Best Interest and mental capacity work to ensure capacity issues are at the forefront of all decisions so that the person can wherever practicable direct their care and support needs.</li> <li>• Ensure that a whole systems approach is adopted that includes family and community support so that paid for care is only utilised when other options are unavailable.</li> <li>• Advice and support to people who self-fund their support upon discharge to ensure timely discharge.</li> <li>• Advice, support and sign-posting to people who decline social care support.</li> </ul>
Key Outcomes	<ul style="list-style-type: none"> <li>• Promotion of Care Close to Home programme so that the first option is always a safe return home.</li> <li>• Maximising reablement opportunities so that people regain and develop their independence skills to enable them to remain independent.</li> <li>• The people we serve wherever possible plan and direct the support they require and remain autonomous.</li> <li>• Provision of creative support arrangements through access to a personal budget.</li> <li>• Assisting the Council to deliver high quality support arrangements to those eligible and in need of ongoing support.</li> </ul>
Key Service Users	<ul style="list-style-type: none"> <li>• Eligible vulnerable adults over the age of 18 requiring social care support at the point of discharge.</li> </ul>

etc

## Role of Consultant Practitioners in Teams

Oversight of Practice	<ul style="list-style-type: none"> <li>• Provision of practice oversight through formal supervision of professionally qualified staff , informal day to day case discussions and via case review and audit.</li> <li>• Attendance at weekly Patient Discharge Meeting to facilitate early discharges.</li> <li>• Attendance at designated multi-disciplinary meetings, forums, discharge planning meetings etc.</li> <li>• Joint case work to assist staff development.</li> <li>• File audits.</li> <li>• Safeguarding lead for Team.</li> <li>• Case allocation.</li> <li>• Oversight of team performance and data collection along with team manager.</li> <li>• Assistance in management of complaints.</li> <li>• Implementing lessons learned from serious case reviews etc.</li> <li>• Lead in development of reflective practice.</li> </ul>
Carrying Limited Caseload	<ul style="list-style-type: none"> <li>• Consultant Practitioners hold a limited caseload of the most complex and challenging cases where discharge is problematic or high risk.</li> </ul>
Authorising Assessments etc	<ul style="list-style-type: none"> <li>• Quality control and authorisation of assessments and support plans.</li> </ul>
Supervision of Staff	<ul style="list-style-type: none"> <li>• Supervision is cascaded throughout the team with Consultant Practitioners supervising a number of the qualified social workers and nurses within the team.</li> </ul>

etc

## 2. Role of Social Workers in Teams

Key Activities	<ul style="list-style-type: none"> <li>• Completion of timely strengths based, Care Act Assessments and plans that promote the maintenance and promotion of independence, choice and autonomy.</li> <li>• Implementation and promotion of departmental safeguarding procedures.</li> <li>• Requirement to develop and adhere to ongoing development as required by practitioners registering body.</li> <li>• Attendance at multi-agency discharge planning meetings to ensure timely discharges.</li> <li>• Adherence to departmental recording policy.</li> </ul>
Key Competencies	<ul style="list-style-type: none"> <li>•</li> </ul>

Key Outcomes	<ul style="list-style-type: none"> <li>• Timely and proportionate assessments that facilitate safe discharge at the earliest opportunity and support the system to effectively manage delayed transfers of care (DTC).</li> <li>• Where ever possible people return to live in their own home.</li> <li>• Promotion of independence and autonomy whilst accepting that individuals with capacity have the right to take risks.</li> <li>• Reduction in the use of residential and nursing placements.</li> <li>• Everyone who would benefit from Reablement support is identified and supported through a Reablement arrangement.</li> <li>• Individuals are at the centre of all decisions and direct their support wherever possible.</li> <li>• Delivery of an outstanding, cost effective service.</li> </ul>

etc

### 3. Role of Social Care Officer in Teams

Key Activities	<ul style="list-style-type: none"> <li>• Completion of timely strengths based, Care Act Assessments and plans that promote the maintenance and promotion of independence, choice and autonomy.</li> <li>• Implementation and promotion of departmental safeguarding procedures.</li> <li>• Ongoing development of professional practice that supports role.</li> <li>• Attendance at multi-agency discharge planning meetings to ensure timely discharges.</li> <li>• Adherence to departmental recording policy.</li> </ul>
Key Competencies	
Key Outcomes	<ul style="list-style-type: none"> <li>• Timely and proportionate assessments that facilitate safe discharge at the earliest opportunity and support the system to effectively manage delayed transfers of care (DTC).</li> <li>• Where ever possible people return to live in their own home.</li> <li>• Promotion of independence and autonomy whilst accepting that individuals with capacity have the right to take risks.</li> <li>• Reduction in the use of residential and nursing placements.</li> <li>• Everyone who would benefit from Reablement support is identified and supported through a Reablement arrangement.</li> <li>• Individuals are at the centre of all decisions and direct their support wherever possible.</li> <li>• Delivery of an outstanding, cost effective service.</li> </ul>

etc