

SENIOR SOCIAL CARE WORKER

Reference No.	A3262	Type	Individual
Service	Health & Social Care Services		
Job Family	Care 6	Grade	FC7

Purpose

Undertaking a range of management and care tasks. Demonstrating leadership skills in an encouraging and supporting role. Providing “on the job” coaching as necessary, overseeing and monitoring working practices. Working alongside other professionals, utilising sound practice and knowledge.

Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
<p>Overseeing and contributing to care plans using key concepts within the National Care Standards, actively promoting and ensuring a high standard of care.</p>	<p>To ensure you achieve registration with SSSC within 6 months of starting in a new role, you must apply to register within 3 months of your start date. The register parts will depend on the service you are employed in and are confirmed below:</p> <ul style="list-style-type: none"> - Older Peoples Service - Supervisor in a Care Home Service for Adults - Adult Services - Supervisor in a Housing Support Service, Supervisor in Care at Home Services and Supervisor in a Care Home Service for Adults <p>To maintain your registration, you must hold or work towards the SSSC benchmark qualification for the role. For this role, a practice and a supervisory qualification, or one which meets the full criteria is required:</p> <p>Practice Qualification - SVQ Social Services and Healthcare at SCQF level 7 or equivalent.</p>	✓	

E = Essential Criteria D = Desirable Criteria

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	<p>Supervisory qualification - 15 credits at SCQF level 7 containing supervision /management theory and practice specifically for a supervisor of a care home.</p> <p>Full qualification - SVQ Social Services and Healthcare at SCQF level 9.</p> <p>The benchmark qualifications are listed here https://www.sssc.uk.com/registration/help-with-register-parts-fees-and-qualifications/</p> <p>If you do not currently hold a benchmark qualification, your registration will be granted subject to the condition that you achieve the required qualification within your first period of registration.</p> <p>Knowledge of National Care Standards</p> <p>Ability to provide a regular, efficient and effective service</p>	<p>✓</p> <p>✓</p>	
Assessing, planning, implementing, monitoring and reviewing of individual care plans.	<p>Knowledge of outcome focussed approach</p> <p>Ability to promote high standards of care</p>	<p>✓</p> <p>✓</p>	
Monitoring and evaluating services and meeting Service user requirements, ensuring policies, procedures and guidelines are implemented and maintained.	<p>Ability to manage and prioritise workload</p> <p>Knowledge of outcome focussed approach</p>	<p>✓</p> <p>✓</p>	
Contributing to a range of social, recreational and educational activities aimed at providing a stimulating environment through person centred	<p>Knowledge of the needs of Service Users</p>	<p>✓</p>	

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working, fully respecting the wishes and opinions expressed by service users and their carers or advocates and promoting/encouraging independence and social inclusion.	Ability to demonstrate initiative Ability to work in a flexible way Ability to be innovative and creative	✓ ✓ ✓	
Promoting effective working relationships through positive and constructive communication.	Team working skills	✓	
Linking with other providers, statutory and voluntary agencies, including health, to develop positive working relationships and collaborating with established community links to compile information on other relevant and available community resources.	Experience of making effective decisions Ability to travel throughout Fife	✓ ✓	
Establishing and maintaining professional relationships in respect of service users, carers and colleagues by participating in open and sensitive dialogue.	Communication skills Ability to engage and sustain relationships	✓ ✓	
Establishing and maintaining sound administrative systems, including client/resident records, and stock control.	Organisational skills IT Skills	✓ ✓	
Providing support in areas of financial and resource planning and promoting “Best Value for Money” in all aspects of service delivery.	Ability to follow set financial procedures Problem solving skills	✓ ✓	✓

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Assessing potential risks whilst operating within the framework of service policies and procedures e.g. Health and Safety Regulations, Data Protection Legislation and Confidentiality Policy.	Knowledge of Health and Safety requirements Knowledge of quality assurance systems Ability to demonstrate competence through regular assessment of care practice	✓ ✓	✓
Leading a team of employees, providing support and supervision, identifying development needs, coaching and contributing to in-service training.	Supervisory experience Ability to be assertive and confident Ability to motivate Delegating experience	✓ ✓ ✓	✓
Participating in recruitment and selection of appropriate employees.	Recruitment experience Training experience	✓ ✓	✓ ✓
Organising, chairing and attending staff and other relevant meetings, contributing to service development and finalising reports, including statutory reports.	Report writing and literacy skills Service development knowledge	✓ ✓	✓
Undertaking relevant training, taking ownership and being responsible for own continuous professional development, ensuring all required mandatory training and development needs are met within the required timescales.	Ability to evidence Continuous Professional Development	✓	✓

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Providing and ensuring the sensitive provision of personal care which may include assistance with washing, dressing, eating, toileting and administering medication.	Ability to undertake physical tasks e.g. being able to comfortably kneel on beds and floors and able to rise without difficulty Moving & Handling training	✓ ✓	
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

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Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required	
<p>Before confirming appointment: You may be required to obtain PVG scheme membership or a Disclosure check. Please refer to the job advert for clarification of the specific requirement.</p>	
Additional Information – the following information is available:	Expected Behaviours
<ul style="list-style-type: none"> • Skills Framework (if applicable) • How we work matters 	<p>Every council employee is expected to lead the way by making decisions and behaving in ways that uphold our community commitments and values.</p> <p>Please refer to How We Work Matters Guidance to learn more.</p>