

# Adult Social Work Offer Handbook

Social Worker & Senior Social Worker roles

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## 1. Why choose Surrey County Council for Adult Social Care?

### ASC Culture and Vision as a Service

We are looking for Social Workers and Senior Social Workers who believe it is important to ensure people have choice and control over their own support needs. We seek people who are committed, like us, to focus on the person, their strengths and networks rather than routinely assessing people for services and eligibility.

Our ethos is to consider first what people can do rather than what they can't do and focus conversations on what is important to the person. We believe that by exploring people's goals and aspirations paired together with their strengths, we can help our residents to stay independent for longer and better connected to their communities.

### Strength-Based Approach

We are looking for someone who works in a strength-based approach, is motivated, flexible and who has high professional standards alongside sound knowledge and experience of current legislation.

Please note an applied knowledge of The Care Act and The Mental Capacity Act and experience of undertaking safeguarding enquiries is essential alongside experience of working in complex situations using professional judgement and a range of interventions.

### ASC Development & Career Progression

From listening to our teams, we understand that career development is of huge importance to them; a conversation which has led to the development of our 'Senior Readiness Program'.

This initiative is designed to support social workers to develop their skills and experience so that they can progress to become a Senior Social Worker. In addition, we are introducing Motivational Interviewing and supervision training for all our frontline workers to support strength-based practice.

In line with our commitment to continually develop our workforce, we offer a wide range of sponsored qualifications. The qualification is fully funded and is undertaken in addition to your role; therefore, you gain a valuable qualification whilst receiving a salary.

- Health and Social Care levels 2, 3, 4 and 5
- Management qualifications level 3 and 5
- Project management qualifications

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### SCC Benefits

- 26 days annual leave, rising to 28 days after 2 years' service, plus bank holidays
- Flexible / agile working to help with balancing work and home
- Relocation assistance of up to £8,000
- Refer a Friend scheme (£1,000 payment)
- LGPS pension scheme
- Gym membership
- Discounts in healthcare plans and supermarket/retail
- Employee Assistance Programme
- Occupational Health Assistance
- Travel and transport benefits (lease car and cycle schemes, discounted rail and bus fares)

## 2. Relocation Assistance Policy

Not local to Surrey? Surrey CC can also offer a generous relocation assistance package to attract applicants and support with making the onboarding process as smooth as possible. Such offers will be subject to a business case approved by the Director of Service and eligibility criteria being met by the successful candidate. The maximum amount of assistance granted under the scheme in any one case of relocation is £8,000, and payments will be exempt from tax and National Insurance Contributions.

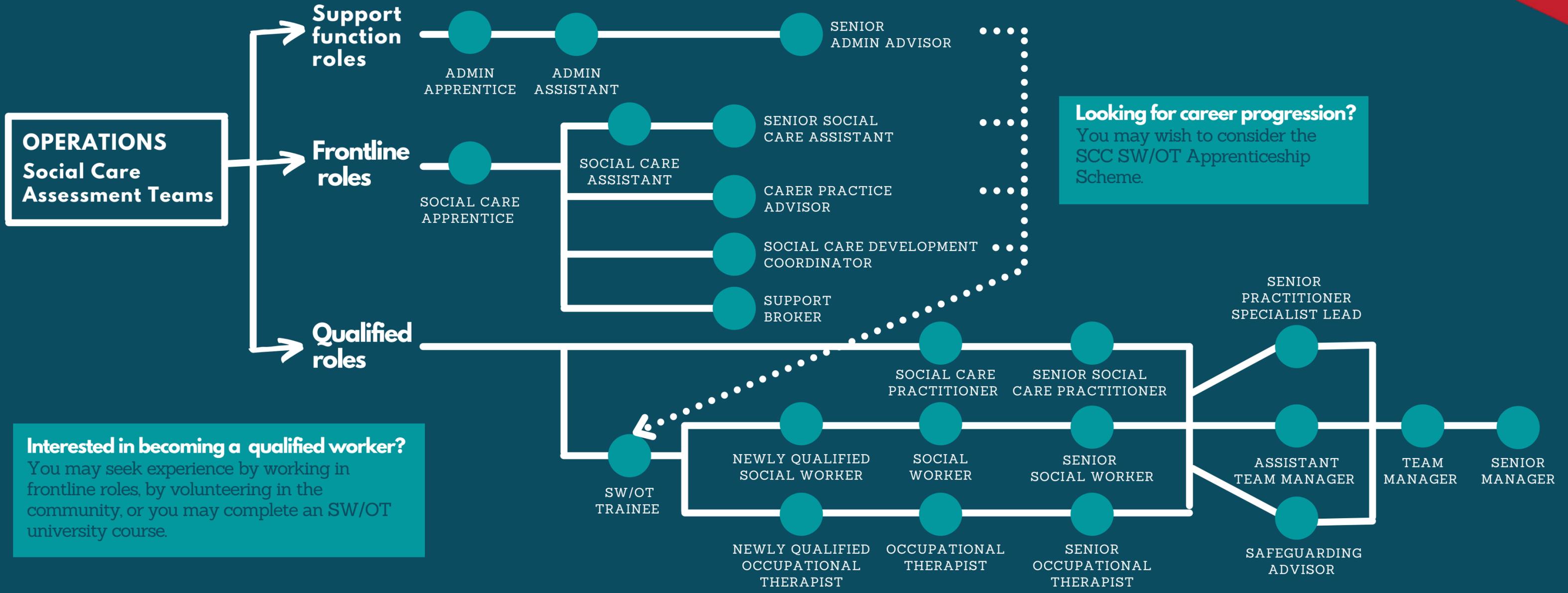
## 3. Career Pathway Infographic

You can find the Career Pathway Infographic of the Operations Social Care Assessment Teams on the next page. The roles are organised by three areas, as follows:

- Support function roles
- Frontline roles
- Qualified roles

As a qualified social worker, you can climb the career ladder, and we offer you training and development opportunities to help you achieve this.

# Career Pathway - Adults Social Care



**Looking for career progression?**  
 You may wish to consider the SCC SW/OT Apprenticeship Scheme.

**Interested in becoming a qualified worker?**  
 You may seek experience by working in frontline roles, by volunteering in the community, or you may complete an SW/OT university course.

**Training programmes available for career progression:**  
 SW/OT Apprenticeship Scheme PS6 (3-4 years training to progress to Newly Qualified SW/OT PS8)  
 Newly Qualified SW ASYE programme (1 year training to progress from Newly Qualified SW PS8 to SW PS9)  
 Newly Qualified OT Preceptorship programme (1 year training to progress from Newly Qualified OT PS8 to OT PS9)  
 Senior Readiness programme (6 months training to progress from OT/SW PS9 to SOT/SSW PS10)