

# HOSPITALS AND SPECIAL PROJECTS

Part of Adult Care and  
Community Wellbeing



THIS IS WHAT  
**BETTER**  
LOOKS LIKE

Lincolnshire County Council is an organisation that is ambitious, people focussed and aiming for excellence. Our Vision is:

WORKING FOR  
**A BETTER**  
FUTURE

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We'll do this by building on our strengths, protecting your lifestyle and being ambitious for the future.

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We are an equal opportunities employer and aim to ensure employees and job applicants are treated fairly

# What is Adult Care and Community Wellbeing?

Our vision is quite simple.

**For people to stay as healthy, safe and independent as possible during all stages of their lives.**

We achieve this by working together with our colleagues across the Health and Social Care system to enable people to live life with independence, choice and control in a supportive community.

Old-style social care saw people with problems. Today, we see people with potential, hopes and aspirations. Adult Care is no longer in the business of care management; Adult Care is in the business of people. People have challenges in their lives, but they also have success, strengths, aspirations and goals. The role of Adult Care is to understand who the people we work with are, what is important to them, what they aspire to and what they want to change.

Our role is to build a relationship with people, understand what they wish to achieve and support them to have the best possible outcomes in their lives.

Our involvements aren't about time spent, forms filled, or services commissioned. Our involvements are about making a difference to people's lives by listening, empowering, understanding and working together to help people be active participants in their support.

We know that increasingly resources are limited but operating with a strengths-based approach will help. This approach requires that we listen to and focus on, the assets and strengths of people who come into contact with Adult Care and Community Wellbeing teams. This does not mean that we do not identify and meet needs, but that the person is empowered and supported to identify solutions to meeting them in their own networks.

## Our Objectives



## Our Teams

### Meeting the needs of Lincolnshire

Lincolnshire is a big place and we have teams across the county focused on working with their local communities. We also have teams based in the hospitals. Our teams are close knit groups who help and support each other. They are made up of a range of professional disciplines, each bringing a wealth of skills and experience.

Regardless of the setting, our teams are at the heart of our service. Our staff are supported by colleagues, experienced managers, regular reflective supervision and a practice support network, so you should never feel like you're working alone. We also recognise the importance of flexible working and quality of life, so we'll work with you to help you find your ideal location.

# GO TEAM!

### Hospital Social Care Service

Part of the Adult Frailty and Long-Term Conditions service; Lincolnshire has dedicated hospital teams in the major hospitals in and around the county.

- Lincoln County hospital
- Boston Pilgrim hospital
- Grantham District hospital
- Peterborough and Stamford hospital

These teams also work with other hospitals in neighbouring counties such as Nottinghamshire, Norfolk and Northeast Lincolnshire.

The hospital teams are responsible for managing discharges from these hospitals, ensuring social care needs are addressed and services in place to facilitate safe discharge and further assessment.

# LINCOLN HOSPITAL

We are a team of 26 Community Care Officers and Social Workers based within Lincoln County Hospital but also supporting Lincolnshire residents in Scunthorpe, Goole, Grimsby and Hull.

We strive to be proactive and use a strengths-based approach, to enable our customers to return home and live as independently as possible. We put the customer at the centre of the process and advocate their wishes to achieve the best possible outcomes. We are proud of the contribution we have made to the Transfer of Care hub, established in 2022, and supporting so many people with our Home First culture.

We are a supportive team and welcome the different strengths and experiences new people bring. We care about each other and our community, for example we recently held a toy drive to support local families in need to have a happier Christmas.



## BOSTON HOSPITAL

Not just best known for Jonathan Van Tam and The Stump, Boston is also home to our dedicated 17 strong team of Social Workers and Community Care Officers. Supporting 17 wards and the Emergency Department seven days a week, the team are on site talking to our residents and identifying the support they need for a safe discharge. This involves working closely with our health colleagues and also representatives from Age UK and St Barnabas hospice to name but a few. The Transfer of Care hub has been in place for 18 months and alongside the hub at Lincoln has seen huge successes in improving outcomes with Home First being the ethos wherever possible. In the spirit of working hard and playing hard, the team enjoy “Fat Free Friday’s” and enjoy socialising over breakfast!

## GRANTHAM HOSPITAL

Our small but perfectly formed team of 6 Social Workers and Community Care Officers not only support the 5 wards on site but also support Lincolnshire residents in hospitals across Sheffield, Nottingham, Wakefield and Leicester. A huge success of this team is the commitment to the Apprentice Social Work programme with 3 recent team members having been supported to progress their careers through this amazing opportunity including the newly promoted Level 2 Social Worker who started in LCC as a Community Care Officer.



## PETERBOROUGH HOSPITAL

Our team based at Peterborough City Hospital support the wards on site as well as Lincolnshire residents in Queen Elizabeth Hospital, Kings Lynn, the John Van Geest Unit in Stamford and further afield in Hinchingsbrooke and Cambridge. Made up of 9 Social Workers and Community Care Officers they work alongside health colleagues and partners across multiple counties and trusts. This is a close knit team with 3 of our most experienced staff all starting their journey with LCC as agency workers – the team made them so welcome they all chose to become permanent employees.

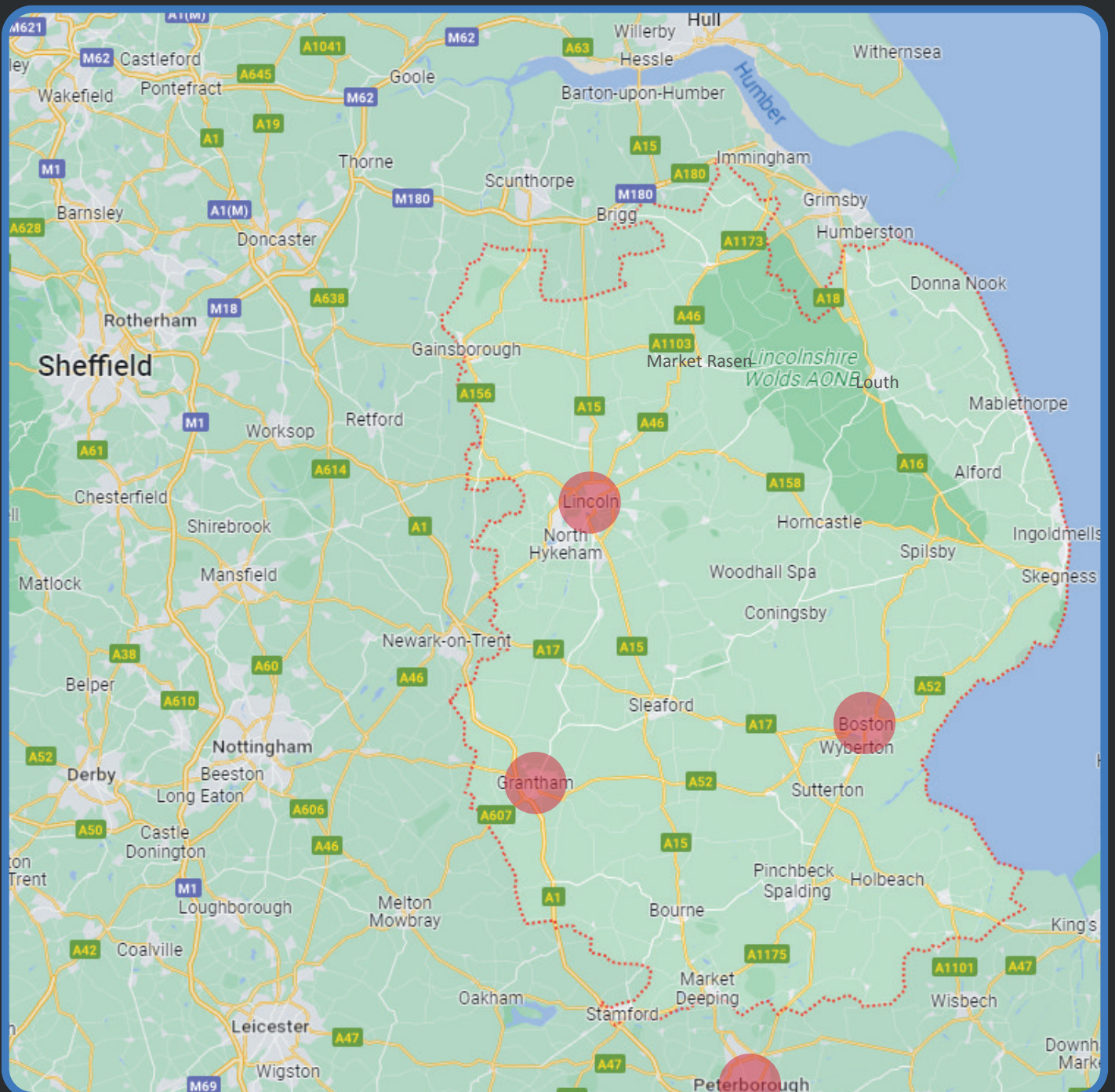
## CHTC EAST

Supporting Skegness Community Hospital, Johnson Community Hospital, Louth County Hospital and residents down the East Coast and South East of the county, this team of 9 Social Workers and Community Care Officers inreach into wards, transitional care beds and peoples own homes. They support discharges and assess for ongoing care if required after a period of bed or home based reablement. Despite being so geographically spread out they are a supportive team who benefit from a vast amount of experience – this team can boast having two members of staff who between them have 50 years of service in Lincolnshire County Council!



# CHTC WEST

This team of 11 Social Workers and Community Care Officers support our residents in the John Coupland Hospital and in care homes and their own homes across the West and South West of Lincolnshire. They work particularly closely with colleagues from Lincolnshire Community Health Services to achieve strengths based, home first outcomes.



# Who Works in our Teams

## Working at the heart of our communities

Our teams consist of a variety of professionally qualified and unqualified staff, all of whom bring a unique and varied skill mix to their roles, while working together in a multi-disciplinary setting. This mix ensures our teams are able to respond to a wide range of needs and challenges. With our range of skills and often years of experience, our staff have permission to think outside the box and apply their individual skills to making a difference. Whatever a person's needs, we work in partnership with them to ensure their outcomes are met and their quality of life is maximised. Not only do we work in the heart of our communities, we strive to keep individuals at the heart of their own support.

### Locality Leads

Locality Leads report to Area Managers and provide day to day leadership and management oversight of a specific area to ensure area teams deliver social care practice to the required quality, performance and practice standards. They also lead and develop service delivery in their area, developing and maintaining partnerships in their locality with health, housing, voluntary and independent sector, customers and stakeholders.

### Lead Practitioner

Lead Practitioners provide leadership and support to a front-line team. The Lead Practitioner is your day-to-day line manager overseeing the teams practice, workloads and quality. Lead Practitioners are professionally qualified Social Workers, Occupational Therapists or Nurses.

### Social Workers

Social workers are qualified professionals who work with people who have a wide range of physical, emotional or mental health problems. Social Workers focus on supporting people to have independence, improved wellbeing and ultimately having control over their lives. They undertake a wide range of assessments and support people to access services, as well as offering information, advice and guidance. You may well be supported by a social worker during your induction.

### Community Care Officers (CCOs)

CCOs are professionals who work within many of our teams, but do not hold a formal qualification. They work with people who may require care and support to identify needs, strengths and outcomes and provide a range of services to support people to manage their needs and maximise their independence. CCOs often support Social Workers or Occupational Therapists in a variety of complex cases or multi-disciplinary situations.

## What our staff say



One of the great opportunities available to me working on this team is how we work so closely with health and the community teams, multidisciplinary working and building these connections feels really future focussed. It enhances our ability as practitioners to be meaningfully holistic in our approach as we have access to the whole picture and a wider range of resources to support people to retain control over their lives. As a social worker it is so important to be strengths based and because we are working with people who have recently had a period of ill health, we are able to work with people to recognise their strengths and reach their goals, working alongside them to rebuild their confidence and independence. Although I am from Lincolnshire, I have learnt so much from the people I support about the vibrant history of the area, service users really are experts in their own lives and I have feel privileged that I am able to listen to people's life stories as part of my role in finding out who they are and what is important to them.

I have always worked in social care, and I was so proud to graduate and then secure a role as a social worker within Lincolnshire County Council. I knew I wanted to work in the council following my second placement within one of the Lincolnshire County Council area teams. I am currently a social worker level one in the Community Hospitals and Transfer of Care team after completing my master's in social work in 2018. The team is the most supportive and welcoming team, in fact I used to work on this team and was only away for 7 months before I decided to return. We celebrate each other's personal and professional achievements and are also big on birthdays. We have a very open atmosphere of communication and are always eager to learn and reflect on our practice. Nobody will ever make you feel like they are too busy to help you and you always know that your colleagues will encourage you to take on new challenges and stretch yourself. Our manage particularly, is interested in you as a person and what you want professionally and goes above and beyond to support you to achieve that. I couldn't be happier to be a part of the team and am looking forward to progressing to a level 2 social worker in the future."





I have been a Community Care Officer within the Lincolnshire County Council - Adult Social Care Hospital Team for just over two years. I particularly enjoy this job because I am able to put in care packages to help and support with discharge from hospital. It is satisfying to know you are helping someone to return to their home and see their happiness that this is a possibility. Working alongside therapists, outside organisations, as well as medical staff, really help to create a holistic review of a person's care needs and what we can do to maximise this person's potential to return home.

I enjoy the structure of the day. It enables me to plan around work as I know when and what time I am at work. This has really helped my own work life balance compared to when I worked elsewhere. Working a weekend enables me to have an enjoyable day off in the week when shops are quiet and it works well with my partner who also works weekends.

I would definitely recommend coming to work in the Lincolnshire County Council - Adult Social Care Hospital Team. To me, the hospital team and work are great and it is somewhere I am planning on remaining for many years to come.



I am originally from Bedfordshire and worked for the local authority which I thoroughly enjoyed. My family moved to Lincolnshire, and I decided to use the opportunity to explore and gain more experience in a hospital discharge team as a locum social worker. The team in Lincolnshire is well led by great management, the team members are very supportive, hard working and have showed so much resilience in such a fast paced environment.

I decided to apply for the permanent position as a Level 2 Social Worker as I've felt very welcomed and valued as a team member. I enjoy working for the local authority and supporting Lincolnshire residents. I am looking forward to the growth of my professional learning and development.



## INTEGRATED WORKING

### Bigger than the sum of our parts

In Lincolnshire our teams drive things forward and that drive extends to the wider Health and Social Care system. Lincolnshire is a leader in its integration work and we work closely with Health colleagues to ensure our residents have the right support, at the right time, from the right people. Our Neighbourhood Teams' prevention initiatives and work with Integrated Personal Commissioning projects are setting the pace nationwide, and that's just the beginning. Lincolnshire is often a pilot site for new initiatives and we are firmly committed to the integration agenda; that means if you're an innovator, a champion of personalisation or just want to do the right thing, we want to hear from you.

## WE ARE GOOD

### That's right, we are GOOD!

As we mention above, we are often a pilot site for new initiatives and in 2023 The Care Quality Commission (CQC) were given new responsibilities to assess how local authorities meet their duties and provide services. Lincolnshire was one of five local authorities volunteering to be part of the pilot of the new assessment process. The Lincolnshire report has been published and we have been rated as providing a 'good' standard of support and are currently the top scoring authority.

You can [read the report online here](#).

# CELEBRATE

## Our commitment to you

We know that working in Social Care can be challenging and often emotional, but we also know, from experience that it's a very rewarding career. This is why you will be surrounded by a supportive, caring and compassionate team as soon as you join us.

## CAREER DEVELOPMENT

### Onwards and upwards

The world of Adult Social Care is constantly evolving and changing, and we have to make sure we keep up. Lincolnshire invests in its staff's professional development to make sure you are supported to be up to date. But don't just take our word for it; our staff say that our training, professional development opportunities and protected CPD time are one of the most attractive things about working for Lincolnshire County Council. We have existing apprenticeship opportunities spanning our workforce, from level 3 through to degrees in Social Work and Occupational Therapy with more constantly in development. We are committed to continuing to develop a comprehensive offer to support the professional development of our existing and future staff. We work closely with local HEIs to offer a comprehensive post qualification framework including the Assessed and Supported Year in Employment, Practice Education and Approved Mental Health Professional qualifications. So, whether you're an aspiring Social Worker or Occupational Therapist, newly qualified, returning to practice or keen to develop your existing skills, Lincolnshire County Council is committed to supporting our staff grow themselves.

# QUALITY OF LIFE

## **Lincolnshire, a place to live**

One of the main reasons for joining Lincolnshire County Council is...well, Lincolnshire. With great schools, beautiful surroundings and affordable housing, this could be your ideal next move. Alive with big open spaces that Lincolnshire is known for, including the famous Lincolnshire Wolds and 50 miles of coastline, there is probably more than you expected to our county. From idyllic villages to the city of Lincoln, we have thousands of years of history meeting with a growing cosmopolitan university. Lincolnshire offers the perfect balance of opportunity, affordability and security. And we make sure you can make the most of it, giving you the flexibility to find your ideal work-life balance. At Lincolnshire County Council we offer a lot more than just the scenery. We have competitive salary packages, career progression opportunities and benefits such as lease car packages and a generous pension scheme. We also support staff with professional development opportunities, regular reflective supervision and protected CPD time. Our staff have the benefit of flexible working policies and generous annual leave entitlements as we recognise that work-life balance is an essential part of living well.

## **Do more than you ever dreamed of.**

Not only is Lincolnshire one of the safest places to live in the UK, it's also one of the most affordable with average house prices up to 35% lower than the national average. 90% of our schools are rated outstanding or good and we have two growing universities, both of which have achieved gold awards for their teaching excellence. It's not just about what's in our county that matters, with up to 9 trains per day to London and modern transport links, Lincolnshire is a gateway to the Midlands and East of England. So, if you're looking for a place that delivers quality of life and the chance for you and your family to grow Lincolnshire is the place for you.

APPLY  
NOW

## Are you ready for a new start?

Now you have heard a little bit about us and what we have to offer, we would love to hear about you. If you're the type of person who shares our values around innovating and working to empower people so they can live life to the full, we're eager to hear from you. Whether you're a Social Worker, Nurse or Not yet qualified, we have roles that may suit you. In return we offer an excellent reward package including competitive salaries, flexible working, generous leave entitlement and benefits, as well as job security and progression opportunities.

Our 2023-24 salary ranges from:

- Community Care Officer (Level 1): £25,119 - £27,803
- Community Care Officer (Level 2): £30,296 - £33,024
- Social Worker (Level 1): £33,024 - £36,648
- Social Worker (Level 2): £36,648 - £40,221
- Lead Practitioner: £44,428 - £49,498
- Locality Lead: £49,498 - £56,769

A good salary and a decent rewards and benefits package are not to be sniffed at, but we can offer so much more than that.

If we are going to stick with monetary based incentives then we'd be remiss to not mention the Local Government Pension Scheme, which you'll find hard to beat.

We offer great training, with the opportunity to take up internal learning programmes to help you develop in the direction you want to. Our emotional, mental and physical wellbeing offer is well sought after. Plus, with an amazingly varied bunch of colleagues across the organisation, every day is a school day.

Working in Adult Social Care provides more than just the job benefits; our staff make a difference to people and communities by supporting them to have fulfilling and meaningful lives. The work can be challenging, but the relationships you build and the positive impacts you can have are immeasurable.

# KEEP IN TOUCH

There are plenty of ways you can keep in touch and up to date with current news and vacancies here at Lincolnshire County Council.

You can find out all about the Authority and the latest news via our website:

[www.lincolnshire.gov.uk](http://www.lincolnshire.gov.uk)

If your looking for information on career opportunities then our jobs pages are the place to be: [www.lincolnshire.gov.uk/jobs-careers](http://www.lincolnshire.gov.uk/jobs-careers)

If social media is more your thing then we have lots of options for you here:



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[twitter.com/lincolnshirecc](https://twitter.com/lincolnshirecc)

If you have any questions and would like to get in touch then please email us at:

[recruitment@lincolnshire.gov.uk](mailto:recruitment@lincolnshire.gov.uk)

We wish you luck with your job searching and hope to hear from you soon

## We want you!

Whether born-and-bred in Lincolnshire or having relocated from somewhere else in the country, straight out of university or decades of experience under their belt, people from all walks of life make up our excellent teams.

**What's stopping you?**