

ADULT FRAILTY & LONG TERM CONDITIONS

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

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

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.

Adult Frailty & Long Term Conditions Service

Adult Frailty and Long-Term Conditions are the largest staff group within the Adult Care and Community Wellbeing directorate. There are approximately 20 teams, each one covering a specific geographical area. The teams vary in size depending on the area they cover.

Adult Frailty and Long-Term Conditions assess the needs of older people (over 65 years) and adults with a physical disability (18-64 years). The focus of the service is to ensure people are as independent as they can be whilst having the safe care and support they need.

Some of the things we do:

- Provide information, help and advice over the telephone, through the internet, and in person
- Work with people to identify strengths, community resources and assets that they can utilise to maintain their independence
- Undertake assessment of needs, support planning, co-ordination, and review
- Provide short term help and support to enable people to feel they can cope again
- Provide longer term help and support
- Help adults to live independently with the support they need
- Protect adults at risk of neglect and abuse
- Provide personal budgets, including direct payments
- Assess for equipment and adaptations to the home environment

AFLTC SOUTH REVIEW TEAM

We undertake annual reviews both in residential care and people's own homes. We cover all the team areas which makes for pleasurable driving in the countryside when completing reviews and taking advantage of the local amenities and attractions which each area in the South of the county offers. The attraction of hybrid working between home and office gives us the flexibility and autonomy to balance and compliment our modern lifestyles.

AFLTC MARKET RASEN

Market Rasen isn't just famous for its racecourse its also famous for having a fantastic team! We are proud of our strength based approach because we are driven to supporting people to be as independent as possible.

We are an innovative and creative team who value each others skills and experience and we celebrate our achievements as a whole whilst fostering the developing each and every one of us for the unique and professional people we are. We are person first, we are proud to work in Adult Care and we give the greatest of warm welcomes to people who join us!



AFLTC LOUTH

We are a team based in the beautiful Georgian town of Louth, known as a haven for foodies and independent shops set in the picturesque countryside of the Wolds. Our team are positive and enjoy a challenge and are motivated in supporting people in a person centred way, working our best for people. We are proud to support our staff in the same way, as those who have joined us have had the right support to reach their aspirational goals whilst with us.

Our culture is one that values the wellbeing of the people we work with and we are proud of the quality of our work, keeping people at the centre ensuring we are person first. We have extensive partnerships and maintain great links with other agencies, making opportunities for all those we work for and with.

We may work hard to achieve quality but we also enjoy celebrating our successes and as a team we also enjoy getting together for social events. We look forward to welcoming you to come and enhance our next achievements for the people we work for!

AFLTC SKEGNESS

Come and join us in the famous seaside town of Skeg Vegas where we promise you a fun environment and never a dull moment.

We pride ourselves in team work. We have a positive can do culture and come together to create solutions that enable us to provide an excellent service to this diverse and exiting community. We work flexibly and are always looking to welcome new people and support one another to progress and meet our individual career aspirations, whatever they may be.

AFLTC LINCOLN NORTH

The Lincoln North team are a vibrant and enthusiastic team of professionals. You can be guaranteed of a warm welcome. Your influence, ideas and contribution would be welcome to help us grow and develop further. We are passionate about advocating for those we work with and keen to develop our links with the local community. There are lots of opportunities to follow your interests and develop your skills. We are a friendly bunch and enjoy spending time together, both professionally and on occasion personally which allows us to celebrate our successes with huddles, food, quizzes and celebrating Christmas.

AFLTC LINCOLN SOUTH

Lincoln City South Area Team is a highly motivated team focused on supporting residents of south Lincoln and the surrounding villages to live as independent as possible regardless of their circumstances. Our dedicated team of social workers and community care officers use their expertise to link people up with their networks of support and other community resources to unlock the barriers to achieving full and meaningful lives within their chosen communities. Lincoln City South Team is committed to working as an efficient operational team as well as working closely with other partners such as Health Services, Home Care Providers and Wellbeing Services. So, if you'd like to be a creative social care practitioner within a forward-looking team make the move, join Lincoln City South Area Team.

AFLTC STAMFORD

We are based in a thriving market town with easy access to the A1 and train links to London via Peterborough (fast train to London) and surrounding cities both by road and rail. The town has stunning architecture and a pleasant and welcoming environment with top attractions such as Burghley House and Rutland water just 20mins drive away. We are located in the heart of the town so whether it is a picnic in the park in summer, or relax and unwind in top eateries after work, the town centre offers plenty for you.

AFLTC GAINSBOROUGH

Team members say they love working in the Gainsborough Area Team, where we have a real team spirit and colleagues are always willing to discuss a case or offer to do joint visits. Our Huddles provide the opportunity to gather advice from each other, share new ideas and learn from others cases. Team development is a high priority with monthly meetings to ensure everyone is up to date with new developments, policies and procedures, to ensure best practice by the team. Meetings often include outside agency attendance to allow us to gain further knowledge of the services available to service users, they also usually include a good giggle and stress release! As well as tea and biscuits or a team favourite...scones and cream!

Supervisions take place every 4 to 5 weeks where there is a strong focus on wellbeing as well as cases and CPD time is encouraged, protected and prioritised.

AFLTC GRANTHAM

Our office at Grange House is based centrally in Grantham within the A1 corridor and is easily accessible, being only 26 miles from Nottingham and 22 miles from Lincoln. It is also within 45mins commute to Leicestershire, Rutland and Peterborough/Cambridgeshire. Grantham also has a direct train service to London giving access to the Capital in under an hour. Located near the Vale of Belvoir, Grantham offers affordable housing and nearby attractions such as Belvoir Castle, manor houses and country estates as well as 'Twin Lakes' Theme park in Melton Mowbray and huge Boundary Mills and Dunhelm retail park. We are a friendly and supportive team who are committed to supporting our community in Grantham and the surrounding area. We recognise the importance of continued professional development and our supportive management team encourage opportunities for career progression. We have excellent relationships with partner agencies such as the South West Neighbourhood Team and Community Mental Health Team.

AFLTC SLEAFORD

We are based in the town centre which has a thriving weekly market. There are also local attractions such as Cranwell aviation heritage and railway museums, watermill and windmill as well as recommended bars and eateries. Sleaford is near the centre of Lincolnshire County set within a rural areas whilst also having good train links to London and major surrounding cities such as Lincoln, Nottm and Peterborough.

AFLTC NORTH HYKEHAM

Dive into the world of the North Hykeham Community Social Work Team, where compassion wears a polka-dot cape, and creativity is our superpower! As a member of our quirky crew, you'll be navigating the delightful maze of social challenges armed with laughter, eccentric ideas, and a healthy dose of caffeine.

We're not just breaking down barriers; we're doing it while wearing mismatched socks and celebrating each small victory with a kazoo symphony. In this kaleidoscope of care, you won't just be a team member; you'll be part of a misfit family that thrives on uniqueness. If you're ready to bring your quirks to the table, join our team of bakers, crafters, axe restorations, football enthusiast, performers, Girls Aloud fan, gardeners and horse mums! Embrace the extraordinary in the everyday, and redefine social work with a wink and a smile, then welcome to the quirkiest gig in town! Let's make a difference – one quirky adventure at a time

AFLTC SPALDING

We are based in the town centre with the river Welland running through it and the Spalding water taxi giving a peaceful atmosphere to eat lunch or take a break. A few minutes drive away is Springfields shopping and leisure outlet with designer brands on site and Baytree garden centre offering seasonal displays as well as a coffee lounge, restaurant, theatre and wildlife centre. There are also train links to major cities, and if you want a day trip when not working, the Norfolk coast is up to 1hr away. Property prices are one of the most affordable in the country.

AFLTC EAST REVIEW TEAM

Covering the East of the County from Boston to Skegness and Woodhall Spa to Louth, The East Review Team includes rural and urban communities and care homes along the coast and inland.

We have offices in Louth, Boston and Skegness, and are responsible for ensuring that everyone who receives adult social care support in our area is reviewed at least annually.

We work closely with customers and their families and colleagues across a range of disciplines in health and social care as well as community and voluntary organisations.

We take pride in supporting people to tailor their support, making sure that it adjusts to their needs and circumstances over time in a way that helps them to achieve the best outcomes.

Despite being spread across a wide area, we are a close-knit and supportive team and meet regularly to share our ideas and experience.

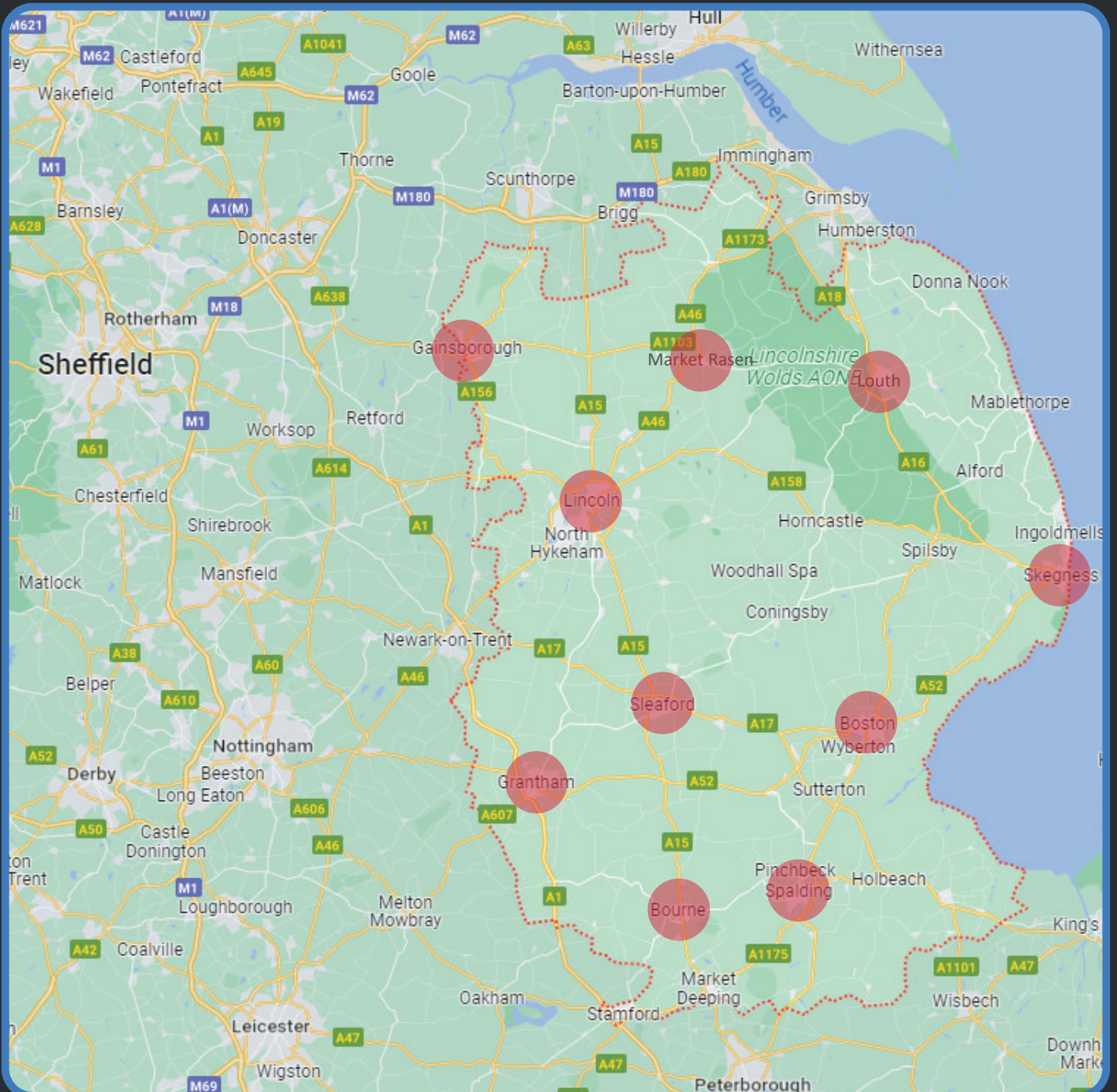
AFLTC BOSTON

Based in the historic market town of Boston. We are a professional, passionate, and hard-working team. Our team is a combination of Social Workers, Community Care Officers and we even have an AMHP. As a team we work closely with our partner organisations and believe in providing a quality service to the people of Lincolnshire. We enjoy what we do and take great pride in supporting our diverse community. We strive to ensure all that we do is strength based and supports individuals and our wider community.



AFLTC WEST REVIEW TEAM

The West Review Team members have worked together for many years, coming together both inside and outside of work we have a variety of interests and hobbies. From sports enthusiasts, rock music lovers and concert goers to those that like the quieter life enjoying spending time in the garden, reading, going on long walks or relaxing on a beach somewhere; all of us of course enjoying spending time with our families. We are inclusive and supportive, ensuring we take the time to promote our well-being every step of the way.



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



I have worked in the Boston Team from July 2021. I have felt supported from my line manager with regards to guiding me with accessing training on lincs to learn to help me to gain knowledge to support me in my role and for praising my abilities to boost confidence levels. My supervisor has been really supportive during my regular supervisions with regards to guiding me with advice for cases I currently have queries as well as taking me out on a protection of property visit. I have received a lot of support and guidance from all staff with regards to giving me advice and taking me out on visits for shadowing purposes. Staff are very patient in spending time to explain processes despite the busy workload especially when assisting me with DST meetings and Best Interest Meetings which has been quite a challenge for me so early on in my role. I feel listened to by management and am grateful for everyone's support.

This role is very in-depth compared to previous assessments and support I have carried out in my previous role and I am grateful for my team colleagues who have helped me, in order for me to have gained so much knowledge in this short space of time. I am hoping one day I can be just as knowledgeable in the future to be able to support other new staff.



I have been working in the Skegness Adult Frailty & long Term Conditions team for almost 4 years, I can honestly say from day one I felt part of the team due to team members being welcoming and offering up their valuable time to support me, particularly around learning new IT systems and processes. The culture of the team is diverse and everyone brings their own knowledge and skills from a wide range of professional and life experiences backgrounds and despite the demands of caseloads still maintain their humour and acceptance of the different personalities amongst the team.





We are a happy pair that are proud to work together in the East of Lincolnshire. We both moved to this beautiful county and were enchanted by its beauty and community. Karen has been here 30 years and Christina has been with the organisation for 8 years now. During this time, we can honestly say that we have never had a boring moment, and although we are experienced practitioners, we learn something new every day. Part of the satisfaction of our role is the opportunity support our teams and to see individual team members develop, and their confidence grow.

We would recommend joining Lincolnshire County Council Adult Care.....
Honestly we can't understand why you're not here already!



We are a close-knit team who support each other and are always on hand to work creatively together to come up with solutions when working with the people we support. A strength-based approach is at the core of what we do; this approach supports us to think outside the box which is the most rewarding part of being in the review team, supporting people to be able to live their lives in the way they want to live them.

I have worked for Lincolnshire County Council for 20 years. I still really enjoy my job and get a lot of satisfaction from supporting people to continue to live a good quality life as part of their community.



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

If your looking for information on career opportunities then our jobs pages are the place to be: 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

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

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?