

Social Worker (Adults) Career Progression Matrix

The Job description explains the competency, knowledge and skills required to fulfil Social Worker Level 1 / BCP Grade H. The level descriptors below explain the additional competency, knowledge and skills to progress to the next level.

Should training not be available for Level 2 / BCP Grade I, a commitment to undertake this training is required. Should the required training not be undertaken when available, or not successfully completed, this may result in consideration being given to redeployment to a lower graded Social Work role where there is a suitable vacancy and with no payment protection.

AMHP level 4 / BCP Grade K posts: it is a condition of your employment that you must be warranted to act as an Approved Mental Health Professional (AMHP) and retain your status as an AMHP throughout your employment in this post. Redeployment, where there is a suitable vacancy, will be considered in a lower grade post where AMHP status and active duty is not maintained.

Level 1 / BCP Grade H	Level 2 / BCP Grade I	Level 3 / BCP Grade J	Level 4 / BCP Grade K
As detailed in the job description and person specification	(In addition to level 1 / grade H) - Significant experience of working within adult social care - Safeguarding Practitioner training - Best Interest Assessor training - Chairing meetings, managing professional conflict, providing leadership, undertaking complex assessments and writing coherent analytical reports, completing work competently without extensive need for support	(In addition to levels 1&2 / grades H&I) - Experience of managing a complex workload - Further specialist training e.g. AMHP or Practice Education - Chair complex meetings - Provide specialist advice - Participate in service development and innovation - Participate and lead in change processes and practice improvement initiatives - Excellent applied knowledge of all relevant legislation and statutory guidance including specialist practice when working with people and families - Demonstrates consistent professional leadership understanding how this contributes to the overall working of the team and the service	(In addition to levels 1-3 / grades H-J) - Subject to vacancy - Qualified and practicing AMHP