CHESHAM | RECRUITMENT INC.

DETAILED DESCRIPTION OF RESPONSIBILITIES IN TUSLA SERVICE AREAS:

FOR AN APPLICANT TO BE CONSIDERED BY CPL HEALTHCARE/CHESHAM, THEY MUST HAVE HAD RECENT COMPREHENSIVE "HANDS ON" EXPERIENCE IN A NUMBER OF TUSLA SERVICE AREAS, INCLUDING CHILD PROTECTION AND WELFARE AND CHILD SAFEGUARDING.

Key Responsibilities in Child Protection and Welfare

- **Receiving and Responding to Reports:**

  Duty social workers review child protection and welfare referrals submitted by the public, schools, or mandated persons. They determine whether reports meet the threshold for significant harm or immediate risk.

- **Conducting Initial Assessments:**

  Social workers evaluate what life is like for a child. They examine health, education, development, identity, family dynamics, and a parent's capacity to provide safety, emotional warmth, and basic care.

- **Working Through Different Specialized Teams:**
  - Duty & Intake/Assessment Teams: Manage incoming concerns, carry out risk evaluations, and decide if ongoing intervention or family support is needed.
  - Child in Care Teams: Plan, supervise, and monitor placements for children who enter state care (such as foster care or residential care).
- **Coordinating Family Support Services:**

  Social workers help families access community resources, counseling, or family support workers (including programs like Meitheal) to help children remain safely at home.

- **Liaising with External Agencies:**

  They work closely with An Garda Síochána when criminal investigations or immediate safety interventions are required, as well as schools and health services.

- **Court Work and Statutory Care:**

  If a child is at ongoing risk and family supports are insufficient, social workers prepare reports and apply for court-ordered protective interventions or alternative care placements.

Key Responsibilities in Child Safeguarding

- **Assessing Reports:** They review Child Protection and Welfare Reports submitted by the public, professionals, or mandated persons to determine if a child faces significant risk or harm.
- **Conducting Child & Family Assessments:** They evaluate the child's daily life, health, development, and emotional needs, alongside the parents' or guardians' capacity to provide safe, stable care.
- **Collaborating with Authorities:** They work closely with An Garda Síochána when criminal acts or immediate safety risks require joint intervention.
- **Developing Safety Plans:** They create and monitor family support or safety plans to lower risk and keep children safely in their own homes whenever possible.
- **Managing Alternative Care:** When staying at home is unsafe, they coordinate emergency or long-term alternative care solutions, such as foster care or residential placements.
- **Court Interventions:** They prepare reports and apply to the courts for emergency or statutory care orders if a child requires legal protection

Key Responsibilities in Duty and Intake

- **Receiving and Responding to Referrals:** They take phone calls, walk-ins, and written reports (including the official Child Protection and Welfare Report Forms) from members of the public, schools, Gardaí, and other professionals worried about a child.
- **Screening and Initial Assessment:** They review reports to determine whether a child is in danger or at risk of harm, and whether the child or family requires immediate intervention or support.
- **Risk Evaluation:** Intake and assessment social workers figure out the level of urgency, identifying whether a case needs a full child protection investigation, family support services (such as Meitheal or family resource centers), or a referral to another specialized service.
- **Providing Advice and Guidance:** They offer immediate consultation, information, and guidance to professionals and families seeking clarity on child safeguarding and whether a formal referral is required.
- **Managing Out-of-Hours / Emergency Protocols:** While duty teams handle daytime queries, they coordinate urgent safety and child welfare plans, and direct immediate emergency child concerns to An Garda Síochána when necessary

Key Responsibilities in Alternative Care

- **Developing and Reviewing Care Plans:** They work closely with children, parents, and alternative carers to create and routinely review individual care plans that outline short- and long-term goals.
- **Managing Placements:** They arrange, monitor, and support various placement types, including:
    - **Foster care** and **relative/kinship foster care**
    - **Residential care**
    - **Special care** (short-term, secure therapeutic care for high-risk youth requiring a court order)
- **Supporting Carers:** They recruit, assess, and support foster carers and residential teams, providing guidance and ensuring standards of care are maintained.
- **Facilitating Access and Family Contact:** They organize and supervise access arrangements so children in care can maintain safe, meaningful contact with their parents, siblings, and extended family members.
- **Advocacy and Multidisciplinary Working:** They act as an advocate for the child's voice and best interests, collaborating with schools, mental health services, and therapeutic teams (such as the Assessment Consultation Therapy Service).
- **Transition and Aftercare Planning:** As young people approach adulthood (around age 18), alternative care social workers help transition their support to **Aftercare services** or dedicated aftercare workers.

Key Responsibilities in Family Support

- **Early Intervention:** Working with families before difficulties escalate into major child protection or crisis situations.
- **Needs Assessment:** Evaluating the strengths, vulnerabilities, and specific needs of a child and their family.
- **The Meitheal Process:** Leading or coordinating Meitheal—a national, voluntary, and multi-agency early intervention support process that brings together local services (such as schools, health services, and community groups) around a family.
- **Parenting Support:** Connecting parents with one-to-one guidance or evidence-based parenting programs (such as *Circle of Security*, *Parents Plus*, or *Non-Violent Resistance*).
- **Practical & Emotional Guidance:** Helping families manage day-to-day challenges like household routines, budgeting, dealing with illness, bereavement, separation, or emotional stress.
- **Advocacy and Referrals:** Linking families directly with community resources, Tusla Family Resource Centres, counselling, or specialized domestic/gender-based violence services.
- **Collaborative Working:** Partnering with family support practitioners, social care workers, and community organizations to ensure a tailored plan of care.

EXPERIENCE NOT CONSIDERED SUFFICIENT FOR THIS TUSLA SOCIAL WORKER ROLE:

As clearly stated in our Social Worker advertisement placed on our website, Social Worker applicants from a hospital setting, or those currently in an administrative/financial support role and similar, having not recently fully managed, "hands on", all aspects of a comprehensive caseload in a number of the TUSLA service areas listed above, will not be considered for this position.