

7 Reasons to work with
Social Return as a

Case Management Associate



Competitive Hourly Rates

Social Return offer employment and associate opportunities for experienced case managers, providing choice and flexibility. While each option has its own advantages, one key benefit of associate work is the higher hourly rates offered.

The rates we offer vary, depending on the skills and experience of the Case Manager, but will generally be substantially higher than the hourly rates offered as an employee. This is because when we work with associates, we do not incur the considerable costs associated with employment.

Some associates will choose to maximise their income by working on a full-time equivalent basis as an associate. This can result in them achieving a higher income compared with a salaried role.

For other case managers, achieving a higher hourly rate will provide them with the option to work fewer hours, while achieving an income comparable to their current employed role. This may be an attractive option for those seeking a better 'work/life balance', or for those who wish to pursue other kinds of work, outside of their case management role.

#1



Choice & Flexibility

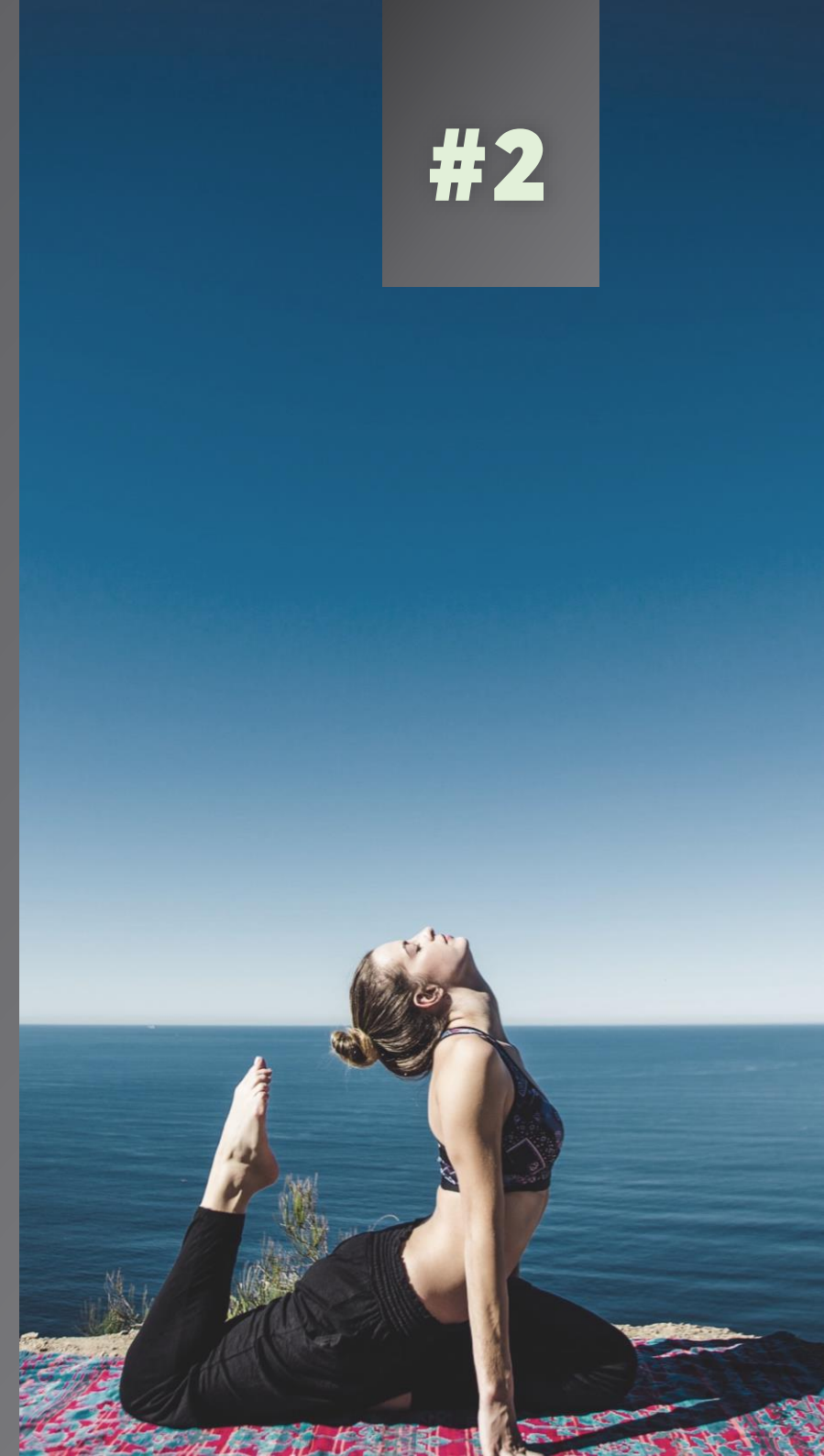
#2

Working as a self-employed case manager means 'being your own boss'. You choose how, when and where you work.

For some, the ability to flex their working hours around childcare responsibilities, medical appointments, and other commitments, or to work in different locations when this is convenient, will be a welcome benefit. Such flexibility can also be helpful for those who wish to engage in different work outside their associate role.

Working as an associate allows case manager to choose which clients they are put forward to work with and to specialise in using their skills and experience to work with a particular client group. It is entirely possible to build a caseload around your strengths as a practitioner and your knowledge of the needs of a particular client group.

If you choose to work with us, we will work with you to build a role that works for you, centred around your needs and what you would like to accomplish in your associate role.



Practical Support

#3

Struggling to find the right information, battling with a file that won't open, or spending hours at the end of the day catching up with 'admin' can make even the most enjoyable activities a chore. These frustrations can eat into our valuable time and detract from the core activities which provide the most impact for our clients.

At Social Return, we provide associates with access to an effective and efficient infrastructure including clinical tools, templates, guidance, administrative support, information technology and a peer support network. This support can make practicing as an associate far more streamlined, less stressful and provide the reassurance that whatever challenges you may face, support will be at hand.

We help associate case managers to spend more time 'doing case management', and less time working on time-consuming ancillary activities, 'reinventing the wheel' or consumed with tasks which detract from their casework. There are only so many hours in the working day and your time is a valuable resource.



A Clinical Framework

#4

As case managers, our role involves dealing with uncertainty and responding effectively to the new and unexpected challenges our clients face. However, alongside our responsiveness, we also need to structure our work effectively and provide a strong rationale and evidence base for any interventions we propose.

Social Return embrace a holistic approach to case management, exploring with the client the various aspects of their lives which are important to them, and which provide them with meaning and purpose. We structure this approach within a 'domain model' which emphasises different elements of the client's life and seeks to integrate their goals and aspirations with the planning and interventions of the case manager. This model is fundamental to all the common processes we engage in, such as our assessment and reporting systems, how we record filenotes, case management planning, client goals and many other aspects of our work.

Working with Social Return, associates benefit from access to a comprehensive clinical framework to underpin their practice, ensuring a consistent approach to casework that is grounded in the needs and aspirations of the client.



Clinical Resources

#5

Supervision

Access to formal supervision is essential to ensuring safe practice and evidencing reflection and learning, and it is also increasingly becoming an essential requirement of referrers seeking case management for their clients. Social Return offer our associates the opportunity for clinical supervision and the flexibility to make their own arrangements if this is preferred.

CPD and Professional Development Opportunities

Social Return endeavour to make meeting your professional CPD requirements as easy as possible by offering numerous professional development opportunities, which associates can choose to utilise without incurring any cost to themselves. These can include access to company training events, networking events and conferences, external events (details of which are regularly circulated), internal 'Lunch and Learn' sessions which can be attended in-person and online, and our comprehensive Case Management Learning Programme sessions (video content, in-person and online).



Teamwork

#6

Social Return provide our associates with access to the support of assistant case managers and administration specialists, enabling them to focus on priority tasks and to delegate other functions to those appropriately placed, and with the specific skills to complete them.

This kind of support can help with both time and task management, and in generally providing a more responsive service to the client and other stakeholders in the case and is particularly helpful when the lead case manager is on leave or otherwise unavailable.

We also provide numerous touch points for our team members to connect with each other, share information and seek support, these include:

- Messaging systems to connect instantly with others for advice or to ask for assistance
- Team learning/CPD events
- Office based and online reflection and supervision activities
- External social events
- Opportunities to collaborate on research projects



A Focus on Wellbeing


#7

Social Return are committed to supporting the wellbeing needs of both our clients and those we work with; we do this by:

- Understanding that we all have common needs to experience fairness, respect, trust and to feel heard and appreciated.
- Being supportive and understanding when our colleagues experience challenges with their physical and emotional health
- Reducing the potential for work related stress and being cognisant of the demands we place on people, supporting resilience and reducing the common precursors to stress
- Creating an environment of psychological safety, so that team members feel they can speak up or solicit feedback from others - feeling psychologically safe means that they will not fear embarrassment, rejection, or punishment as a result.

In our relationships with our colleagues, we focus upon the 5 components that people pursue because they are intrinsically motivating, and they contribute to wellbeing:

Positive Emotion, Engagement, Relationships, Meaning and Accomplishment.



Good
VIBES
Only

Any Questions?

We understand that becoming a CMA can be a big step, particularly for those who haven't worked in a self-employed capacity before. It is likely that you will have questions, about our organisation, the clients we work with, the career progression opportunities we provide, or perhaps about the practicalities involved in working on a consultancy basis.

Our first step is always to arrange a conversation with you to help you explore the opportunity more fully, either in person, or via a telephone or video call. Any discussion we have will be informal and anything you tell us will be in confidence, with no expectation that you will pursue working with us in the future.

Our organisation has a passion for bringing people together and sharing knowledge and insights. Simply connecting with a new colleague is a privilege for us and a huge factor in why we do the work we do. Whatever the outcome, we are always more than happy to help case managers explore their options and help them along their path, whatever that may be.

Start a conversation with us?

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