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**Job description and person specification**

**Job title:** Social Worker Hospice

**Spinal Point Range:** 18,20,22

**Hours:** 37.5 hours per week

**Department:** Supportive Care

**Location:** St Michael’s Hospice, Bartestree

**Reports to:** Lead Social Worker

**Job purpose**

Deliver and further develop under guidance the specialist social work service to patients, families and carers under the care of the Hospice through identification, assessment of and response to the needs and resources of the service user.

**Service provision**

* Provide a highly skilled, specialist palliative social work service to those individuals, children, adults and families at highest risk of social, emotional and/or family breakdown during illness and bereavement within the hospice and home environment.
* Assist in identifying, assessing and monitoring the impact of illness, dying and bereavement on individuals and family dynamics.
* Design, implement, monitor and evaluate individual and family interventions to promote the social and emotional well-being of all those affected, patients, carers and family members.
* Provide lead social work support in the day hospice element of the in-reach services.
* Provide and engage external support provision in a timely manner in order to meet the needs of patients and their families.
* To support and work alongside the volunteers within the Listening Support Service
* Promote flexibility of social care provision; increase opportunities for family and group work with patients, adult carers, children and adolescents (alongside HOPE).
* Work with external community agencies and resources to promote support services for palliative care patients and families.
* Contribute to grant applications for social and psychological care services and projects as required.
* You will also provide advice and support for the wider hospice team around responding to safeguarding issues within palliative care.

**Communication and Education**

* Liaison and collaboration with external health and social care agencies, schools and colleges (alongside HOPE) to develop more proactive, multi-disciplinary supportive palliative care service provision throughout the County of Herefordshire.
* Initiate and facilitate referrals to external providers where appropriate to optimise the use and development of resources available in the community.
* Assist in the collation of user feedback and undertake needs analysis, research and audit to inform service development as required.
* Assist in educating and supporting the Hospice MDT in the development and application of legislative policies and procedures e.g. DOLS and Safeguarding.
* Progress integration of the specialist supportive care model into true multi-disciplinary working pre- and post-bereavement within Hospice practice (community patient, out-patient, day-patient and in-patient services) to enhance patient and carer experience.
* Operate as part of an expert social work resource, internally and externally.
* To work alongside the wider multidisciplinary team in promoting the Rehabilitative Palliative Care approach enabling people to live fully until they die.
* Attends Supportive Care team meetings

**Person Specification**

**1 Specialist knowledge and experience**

**Essential**

* Qualified social worker, CQSW, DIPSW degree or equivalent
* Professional registration with HCPC.
* Social work experience in complex environments with responsibility for managing own case load.
* Able to work weekends and evenings as required.

**Desirable**

* Post-qualification award, preferably in palliative care.
* Membership of APCSW.
* Experience of working with:
  + Grief, loss, death and bereavement, welfare benefits, children, adolescents, family work, group work.
  + Volunteers.

**2 Skills and behaviours**

* **Relating to others:** quickly builds rapport and easily establishes relationships with individuals and families and is able to work at depth with complex issues. Works alongside and interacts with others in a sensitive and effective way.
* **Assessment:** ability to identify and assess patient and family needs with respect to financial, physical, emotional and psychological vulnerability and strengths.
* **Communication:** able to utilise skilled verbal communication in all areas of practice to achieve best possible outcomes for patients and families. Writes fluently, clearly and concisely.
* **Advocacy:** negotiates on behalf of patients and families. Is persuasive and influences decision making.
* **Team working:** Develops effective and supportive relationships with internal and external colleagues. Collaborates with colleagues to provide effective service provision.
* **Organisation:** manages own workload and organises own time effectively. Ability to work independently in the day-to-day implementation of social work practice. Able to develop and maintain emotional resilience.
* **Commitment to professional development:** Identifies own learning needs and maintains professional development.

**3 Special conditions**

This post is conditional to an enhanced Disclosure and Barring Service Check.

**Our values**

* Respect, dignity and the privacy of our patients and families always come first
* Compassion and respect towards each other
* People are at the heart of everything we do
* Transparency and candour
* Collaborative working and a common-sense approach

**Equal Opportunities Statement**

At St Michael’s Hospice we are committed to an equal opportunities approach in everything we do. This means that we seek to ensure anyone connected with St Michael’s, from patients and families through to donors, supporters, volunteers and staff are treated fairly, appropriately and with dignity and respect.

Jan 2024