**Job Description**

Post:  Hospice Social Worker

Grade:  Hospice Grade 5

Hours:  Variable

Reports to:  Patient and Family Support Team Lead

**Overall Aims:**

To provide a specialist palliative care social service to patients and their families across all areas of the Hospice; Jigsaw, Day Hospice and the adult inpatient unit.

Be a full and committed member of the Patient and Family Support Team, representing the social psychological and spiritual needs of people experiencing palliative, end of life and bereavement care.

To work as a committed and flexible member of the whole hospice team and multi-professional palliative care team across North Cumbria.

To provide training and education opportunities for internal and external colleagues, students and community groups.

**Key Areas:**

 **Social Work**

* To undertake the social work role as outlined in ‘The Role of Social Work in Palliative, End of Life and Bereavement Care’ (<http://www.apcsw.org.uk/resources> )
* To undertake initial and ongoing holistic assessments of individual and systemic family needs, provide appropriate professional intervention and advocacy.
* Work in partnership with individuals and families experiencing palliative, end of life and bereavement to identify and agree desired outcomes, working with other professionals to achieve goals.
* Work proactively with young adults and their families to plan for transition, liaising and advocating with statutory and other community services.
* Identify when individuals, families, children or young people may need additional specialist support and refer appropriately.
* Introduce Advance Care Planning at an early stage to ensure that people are informed of their right to make decisions and work with the wider team to ensure that these plans are shared and understood.
* Provide psychological and emotional support to both individuals and families facing and experiencing palliative, end of life and bereavement support.
* Identify and respond to family and carer needs.
* To proactively assess and manage risk, promoting positive taking in order for people to live where they want to and as fully as possible.
* Identify and participate in the continuing health care process at the hospice and advocate for people and their families around eligibility.
* Understand and respond to ethnic, cultural and spiritual influences on the patient and family .
* Maintain precise and accurate record keeping of all intervention with patients and their families on the appropriate electronic systems, in line with Hospice policy.
* Demonstrate excellent communication and interpersonal skills.
* Participate in professional clinical supervision on a regular basis.

**Patient and Family Support Team and Hospice**

* Liaise with external agencies and refer to adult social care or continuing health care as appropriate to ensure patient’s needs are be met on discharge, advocating to make sure that people understand their statutory rights and eligibility for care/support.
* Provide leadership within the hospice with Safeguarding of Adults and Children, Mental Capacity and Best Interests, supporting the Head of Care and Chief Executive.
* To support hospice events, projects and developments as opportunities arise .
* With other hospices across the county to work towards the development of a coordinated, coherent specialist social work service for the people of Cumbria.

**Training and Education**

* Contribute toward the education programme for the multi-professional palliative care team, the wider hospice workforce, and students.
* Be responsible for undertaking and keep up to date with training and personal development and ensure Social Work (SW) England registration is kept up to date.
* Keep up to date with relevant legislation or changes in social policy that could impact on social work practice, and act as a resource for the Hospice in relation to Safeguarding, Mental Capacity, Best Interests and DOLS issues.

**General**

* Be aware of the security of the hospice building out of normal office hours.
* Comply with health and safety requirements and all other relevant statutory regulations, policies and codes of practice.
* Be aware of the requirements of the Data Protection Act 2018 and follow codes of practice to ensure safeguarding and confidential information.
* This job description is subject to review as part of the annual appraisal process and in case of any changed service provision.

**Person Specification**

|  |  |  |
| --- | --- | --- |
| **Knowledge, Qualifications**  | Essential  | Desirable  |
| Degree or equivalent in Social Work  | ü  |   |
| Registration with SW England  | ü  |   |
| Knowledge of relevant social work legislation and how the local health system operates  | ü  |   |
| Evidence of appropriate qualifications and experience in palliative care, counselling and bereavement support  |   | ü  |
| **Experience**  |   |   |
| Evidence of ongoing professional development  | ü  |   |
| Experience in care management and multi disciplinary team working  |   | ü  |
| Understanding of Data Protection Act 2018 requirements and other relevant legislation  |   | ü  |
| Significant post qualifying experience working with patients and families with a life limiting or terminal illness  |    | ü  |
| Experience of facilitating and working with groups  |   | ü  |
| **Skills and abilities**  |   |   |
| Understanding and commitment to palliative care  | ü  |   |
| Good organisational skills  | ü  |   |
| Developed skills in assessment and care management and a knowledge of NHS and Community Care Act  | ü  |   |
| Ability to work as an autonomous practitioner as well as a team player  | ü  |   |
| Skills/knowledge in end of life planning with patients/families/carers  | ü  |   |
| Ability to work in partnership with other professionals/ disciplines  | ü  |   |
| Advanced communication skills  |   | ü  |
| Management and leadership qualities  |   | ü  |
| Supervision of staff/volunteers/students  |   | ü  |
| Practice Educator qualification  |   | ü  |
| IT literate  |   | ü  |
| Knowledge of local and regional resources for patients/families and carers  |   | ü  |
| **Personal qualities**  |   |   |
| Positive attitude to change  | ü  |   |
| Willingness to learn  | ü  |   |
| Commitment to the vision, values and philosophy of Eden Valley Hospice  | ü  |   |
| Independently mobile with the ability to travel between the Hospice and community  | ü  |   |
| Caring and empathetic  | ü  |   |
| Flexibility in working pattern  |   | ü  |