

<b>Post Title</b>	<b>Social Worker</b>	<b>Grade 6</b>	<b>Department Family Support Team</b>	
<b>Criteria relevant to the job</b>	<b>Essential</b> Requirements necessary for safe and effective performance in the job	<b>Method of Assessment</b>	<b>Desirable</b> Where available, elements that contribute to improved/immediate performance in the job	<b>Method of Assessment</b>
Qualifications and Training	Recognised qualification in social work e.g. SW degree, CQSW, DipSw Registered with Social Work England			
Experience	<p>Experience of providing social care and support to people with palliative care needs</p> <p>Significant experience of providing social care and support in a hospice/end of life care setting</p> <p>Experience of working with grief and loss</p> <p>Assessing clients and setting up support on discharge</p> <p>Experience of providing psychological and emotional support to meet pre and post bereavement needs</p> <p>Experience of multi-professional working</p> <p>Experience of safeguarding</p>		<p>Experience in training/teaching</p> <p>Experience of working with children &amp; young people</p> <p>Experience using SystemOne database</p>	

	procedures and liaison with local authority safeguarding teams.			
Skills and Knowledge	<p>Thorough knowledge and understanding of social work practice issues and safeguarding policy and practice</p> <p>Good understanding of current social policy issues</p> <p>Knowledge of local safeguarding adults procedures</p> <p>Knowledge of current palliative care policy &amp; practice</p> <p>Relevant legislation and guidance including Care Act, Mental Capacity Act, DOLS</p> <p>Understand the emotional, physical and financial impacts of illness, disability, and bereavement on individuals and their families</p> <p>Skills in assessment, support and discharge planning</p> <p>Ability to work reflectively and use supervision effectively</p> <p>Ability to work effectively and collaboratively with other professionals</p> <p>Effective team worker</p> <p>Excellent communication and</p>		<p>Experience of facilitating groups</p> <p>Supervisory/management skills</p> <p>Understand the role of volunteers</p>	

	<p>interpersonal skills</p> <p>Good organisational skills</p> <p>Good IT skills</p> <p>Prioritise workload</p>			
<p>Personal Attributes</p>	<p>Work in an empowering, person centred way</p> <p>Tact and diplomacy in dealing with a variety of situations</p> <p>Self-aware and able to deal with &amp; identify own stress</p> <p>Flexible in attitude to work, and undertaking of role</p> <p>Understanding of and commitment to equality of opportunity and diversity procedures</p> <p>Demonstrate commitment to the values of St Cuthbert's Hospice</p> <p>Motivated and passionate about palliative care</p> <p>Able to evidence behaviour consistent with the Hospice values of professionalism, choice, integrity and reputation</p>			

Special Requirements	Independently mobile with the ability to travel between the Hospice & the local community			
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**Signature of Post Holder** .....

**Date** .....

**Line Manager Signature** .....

**Date** .....