Job Description

Job Title	**Senior Family Support Worker (Bank)**
Salary Range	Bank
Location	St Luke's Hospice, North Brent and Harrow Communities
Reporting to:	Patricia McCrossan

1. Job Purpose and scope

To work as an autonomous practitioner within a multi-disciplinary team (MDT), providing a specialist palliative psychosocial service to patients, their families, and carers. To be an advisor to other members of the MDT social care issues.

2. Main Duties & Responsibilities

General

- **Clinical Duties** including but not limited to; completing holistic and individualised psychosocial assessments - using evidence based practice to inform decision making, working with others to develop effective, creative and personalised plans to achieve positive outcomes, working to promote individual independence, well-being, choice and control, supporting a variety of models of service delivery and personalised interventions, maintaining accurate and concise up-to-date records, contributing to the timely transfer of care across the health and social care systems, anticipating and identify the bereavement needs of families and carers, participating in bereavement handover and referral.
- **Risk assessments and Safeguarding** including but not limited to; promoting positive risk taking, actively assessing risk and responding accordingly, intervening appropriately to ensure people are protected from harm whilst still protecting their human rights, managing and developing practice that identifies when an adult is at risk of social exclusion and helping people to deal with adverse circumstances.

- **Management and support** including but not limited to; supporting and guiding colleagues across specialist areas of knowledge.
- **Stakeholder engagement**: Networking with other Hospice and Social Work teams locally and nationally to keep updated on developments.
- **Personal/ professional development** including but not limited to; developing, delivering and participating in multidisciplinary teaching programmes and providing or supporting teaching of social work students.
- **Decision making responsibility** providing advice and skills across the Patient and Family Support service and team.
- **Key working relationships** including but not limited to; **Daily/weekly** - Social Worker/Social Work Assistant, patients, family/carers, Bereavement Lead, Therapy Lead, Hospice Multi-disciplinary team, students, volunteers.
  Occasionally - Local Authority, Continuing Health Care and other appropriate agencies as required
- **Any other reasonable duties** required within the scope of the role.

General Duties & Responsibilities

Administrative

- To maintain accurate, concise and up to date records and statistics, ensuring confidentiality of service user interest.
- To be competent in the use of basic IT programs, including patient information systems and word processing packages.

EQUAL OPPORTUNITIES

Comply with and promote St. Luke's Hospice Equal Opportunity Policy and avoid any behavior which discriminates against colleagues, potential employees, patients/clients or their families on the grounds of sex, marital status, race, age, belief, color, nationality, ethnic or national origins, religion, disability, creed, class, gender or sexual orientation.

MISSION & CORE VALUES

All Hospice staff are expected to work in line with St Luke's Mission & Core Values as these precepts act as a value base which directly influences how all work activities are undertaken. The ethos of the Hospice should be apparent in the behaviors and attitudes of all employees as the work they undertake, whether it is direct or indirect care is ultimately for the benefit of patients. The Mission and Core Values are an integral part of all job descriptions, the probationary period and performance and development reviews.

OTHER

St Luke's Hospice is committed to Equal Opportunities for all present and potential

members of staff and patients. Therefore St Luke's Hospice expects all employees and volunteers to understand, support, and apply this policy through their working practices which requires all individuals to be treated with respect, dignity, courtesy, fairness and consideration.

This job specification may be modified in the light of development and changing circumstances, according to the needs of the service, and in consultation with the post holder. The post holder should be prepared to undertake any further duties that arise as the post develops. All members of nursing staff may at times be required to work in other parts of the Hospice, commensurate with the roles and responsibilities laid out in this job description.

Person Specification

ATTRIBUTE	ESSENTIAL	DESIRABLE
Education & Qualifications	Social Care qualification – minimal diploma level	
Knowledge and Experience	Proven experience of assessing/planning person-centred interventions. Proven experience working with adults at risk/ adult safeguarding. Experience working in a multi-disciplinary team.	Experience of working in a hospice
Skills / Personal attributes	Knowledge of current legislation and social policy relevant to role. Knowledge of hospice/ loss and bereavement environment. Competent in the use of IT systems	Experience of using patient information systems
Additional Requirements	Car owner/driver	