

Date	February 2021
Position Title	Social Worker – MPaCCS
Division	Palliative Care Program
Reports To	Clinical Nurse Manager – MPaCCS

Section 1: Position Summary and Role Purpose

The intention of the social worker role in MPaCCS is to help build the capacity of residential care facilities to provide quality holistic end-of-life and palliative care.

Social workers use formal education, role modelling and mentoring to promote best-practice psychosocial and spiritual care for residents and their family carers. Social workers also support facility staff to reflect on their practice and experiences in providing safe care at the end-of-life through formal debrief.

Section 2: Key tasks, Responsibilities, Outcomes and Activities

MPaCCS social workers focus on educating and mentoring facility staff in the following areas of end-of-life care:

- psychological, social and spiritual support
- family carer support
- advance care planning, case conferencing and shared decision-making
- communications at the end-of-life
- culturally safe care (including LGBTI)
- accessing end-of-life support services and information resources
- maintaining professional boundaries.

MPaCCS social workers also:

- play an active advocacy role for MPaCCS patients and their family carers
- participate in facility link team meetings, providing insight and information, moderating discussions, empowering teams to undertake palliative care within their facilities
- model comprehensive end-of-life psychosocial and spiritual assessment to facility allied health providers and others.

Section 3: Key Working Relationships

Internal	External
Clinical Nurse Manager	Residential Care Facility Staff & GPs
MPaCCS Colleagues	Residential Care Line
	Dementia Services Australia

Section 4: Mission, Vision and Values

Mission

To deliver the highest quality healthcare experience for patients.

Vision

To be the preferred choice of Doctor's, Staff and Patients, recognised for the provision of high-quality medium acuity surgical services and palliative care.

Values

Bethesda Health Care is committed to the following values:

- Teamwork – we create an environment of unity and togetherness
- Respect – we recognise and acknowledge the uniqueness and value of every individual
- Integrity – we demonstrate honesty and trust
- Compassion – we work to express God's love through a caring expression of kindness, tolerance and tenderness
- Excellence – we excel in all that we do so that we can promote the mission of our hospital
- Professionalism – we have pride in the high level of care and service we offer

Staff are expected to demonstrate these values in the way they work, to live the positive behaviours as described in the Bethesda Health Care Code of Conduct, and to contribute to and promote the positive working culture of the organisation.

Section 5: Health, Safety and the Environment

- Adhere to policies , procedures and standard operating procedures
- Report incidents, hazards and injuries
- Use personal protective equipment as required and directed
- Raise WHS issues with WHS representative/s
- Promote a safe work environment by assessing the work environment and not misusing or bypassing systems of equipment
- Perform hand hygiene

Section 6: Quality and Risk

- Record initiatives and issues in *Riskman*
- Abide by Bethesda Health Care's *Code of Conduct*, work, health and safety legislation, *Equal Opportunity Act*
- Complete mandatory training and participate in development reviews

Section 7: Partnering with the Consumer

Acknowledge and involve patients with their care, respond to both clinical and non clinical queries, provide assistance as appropriate, encourage the use of formal feedback systems.

Section 8: Selection Criteria

Qualifications

Essential

- Relevant tertiary social work qualifications
- Current Police Check (no more than 6 months old)
- Current WA Driver's Licence (C-class, with no restrictions)

Desirable

- Qualifications (or significant progress towards a post-graduate qualification) in specialist palliative care

Knowledge

Essential

- Current best practice in social work
- Expert knowledge and application of best practice principles
- Understanding of contemporary palliative care practice

Desirable

- Understanding of the residential aged care sector
- Quality improvement and risk management frameworks

Skills

- Well developed written and verbal communication skills
- Well-developed time management skills
- The ability to work autonomously as part of a team
- Computer skills

Experience

Essential

- Minimum of three years work as a social worker in a health services context

Desirable

- Experience working in specialist palliative care as a social worker
- Community or aged care experience as a social worker
- Precepting staff and students

Section 9: Acceptance of Position Description

Employee

Date

Manager

Date