



**St Joseph's
Hospice**
Serving East London
and the City

Senior Palliative Care Social Worker

Vacancy Information Pack



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St Joseph's Hospice
Your local hospice.
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Benvenuto

St Joseph's Hospice
RECEPTION



St. Joseph's Hospice

Welcome to St Joseph's Hospice
Supporting the people of East London since 1905
Quality
Committed to celebrating and promoting diversity and inclusion

This way to Reception

CLOTHING BANK



5
Car park speed limit



A Message from Our CEO

Hello,

I'm delighted that you're interested in joining our team at St Joseph's Hospice. Founded in 1905 by the Sisters of Charity, St Joseph's is one of the oldest and largest hospices in the UK. We're proud of our long history and the vital role we play in providing specialist palliative care and support to people in our community who are living with life-limiting illness, all completely free of charge.

Working at St Joseph's means being part of a compassionate and dedicated team who care deeply about making a difference. Every person here plays a vital role in helping us deliver our exceptional care - not just to our patients, but their loved ones too. St Joseph's Hospice is committed to celebrating and being diverse and inclusive and maintaining a culture of equity.

Our Hospice is constantly evolving and adapting to meet the changing needs of our core boroughs, City and Hackney, Tower Hamlets and Newham. Having new people see us through fresh eyes always provides a welcome opportunity to reflect on our work and culture. We'd be thrilled to have you on board, helping us continue the important work we do for the people who need us long into the future.

Warm wishes,

Rachel

Dr Rachel Black,
CEO



Our Mission

Our Mission is to provide compassionate, specialist palliative care to people in the diverse community of East London who are living with life-limiting illness.

We treat each person as unique, encouraging and enabling them to reach their full potential until the end of life.

Our care is provided free of charge to those who need it, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion and belief, sex and sexual orientation.

We listen to the patient and their family so that we can work together to manage pain and distress whether physical, mental, social or spiritual.

We encourage openness and honesty in communication to create an atmosphere of comfort and safety whether in the Hospice, in the patient's home or in the community.



Our Core Values

Our five Core Values are fundamental to how we live and work at the Hospice. We constantly strive to improve by using our Values for guidance with regard to decision-making, ensuring quality, justice, compassion, advocacy and respect for all in relation to our patients and each other.



Respect for Human Dignity

We respect human dignity when we:

- Respect the sacredness of life
- Care for the whole person
- Demonstrate unity of purpose, while recognising individual differences
- Value each person's contribution
- Act in a culturally appropriate manner

Service/Quality

We provide service when we:

- Create an environment of welcome and hospitality
- Promote quality care and excellence
- Encourage and demonstrate team spirit
- Recognise the value of individual initiatives and ideas
- Show openness to constructive criticism and feedback

Care of the Poor and Vulnerable/Advocacy

We care for the poor and vulnerable when we:

- Listen attentively to identify unmet needs
- Respond in a practical way to those in need
- Collaborate with others to share resources
- Create access to needed services
- Provide basic resources for daily living to those in need

Compassion

We show compassion when we:

- Act with understanding and sensitivity
- Work cooperatively with others
- Are available to those we serve and to each other
- Respect and nurture the environment

Justice

We promote justice when we:

- Act with integrity
- Respect the rights of others
- Take responsibility for our actions
- Preserve resources
- Provide quality without extravagance
- Demonstrate fairness in decision making

Job Description

Job Title: Senior Palliative Care Social worker

Reporting to: Social Work Team Manager

Working pattern: 30 - 37.5 hrs PW

Contract: Permanent

Annual leave: 27 days pro rata

Salary: Band 7 £55,536.96 - £62,331.18 pa

Apply for this role online:

<https://stjosephs.ciphr-irecruit.com/Applicants/vacancy>

Job Purpose

An exciting opportunity has arisen to join the Social Work Team at St Joseph's Hospice in Hackney, as the Senior Palliative Care Social Worker.

The social work team works with people with people with a palliative condition and their families, both within the hospice itself and in the community. Social Workers provide psychosocial support, advocacy, support with practical concerns and lead on safeguarding concerns within the hospice.

The Senior Social worker is responsible for providing expert guidance and support for other social workers in the team, the carers service lead and the welfare benefits lead, while managing a complex caseload of their own. They are responsible for deputizing in the team managers absence, and directly line manage the social work assistant.



Key Responsibilities

Clinical Responsibilities

- Comprehensive assessment of the psycho-social support needs of patients, carers and families, considering issues of risk and/or safeguarding, with other members of the team.
- Formulate appropriate interventions to meet client needs with other members of the multi-professional team, the patient's personal networks and other community resources.
- Undertake home visits as required, either alone or with another member of the MDT.
- Effectively manage a complex caseload.
- Take responsibility for recognising and addressing the needs of those with mental health problems, learning disabilities, or conditions that may lead to increased vulnerability.
- Offer advice, support, and information regarding a range of practical issues including care, housing, financial issues.
- Assist parents to plan for their children's future when they have a palliative condition, and talk about death and dying.
- Lead professional responsibility for safeguarding, including referring to adults and children's statutory services where needed. Maintain knowledge of safeguarding practice and legislation with the view to cascading relevant information to staff.
- Understanding of the impact of life-threatening illness and disability and their treatment upon individuals and families (both adults and children) and the resources available.

Communication

- Ensure good communication both within and between the department and other hospice teams, and external agencies.
- Chair/ attend multi-disciplinary or family meetings within the Hospice, as required, to facilitate agreed action plans.
- Chair/attend the weekly community MDT's
- Actively develop relationships with other managers and teams within the organisation to promote work of the team and enhance multi-professional working.
- Attend/chair regular social work team meetings, bringing updates and developments in the service and wider organisation.

Training and Development

- Develop and provide training/education programmes including on safeguarding, and the role of palliative care Social Work for internal and external audiences
- Participate in the induction and orientation of new staff and students on placement from all disciplines.
- Act as Practice Educator or on-site supervisor for social work students on placement.

Managerial

- Deputise for the Social Work Manager in their absence providing cover for day-to-day operational matters and reporting to the Head of Supportive Care.
- Line management and supervision of Social Work Assistant.
- To provide casework support, guidance and advice to members of the social work team
- Provision of professional support to safeguarding enablers, act in conjunction with Social Work Manager as safeguarding lead.

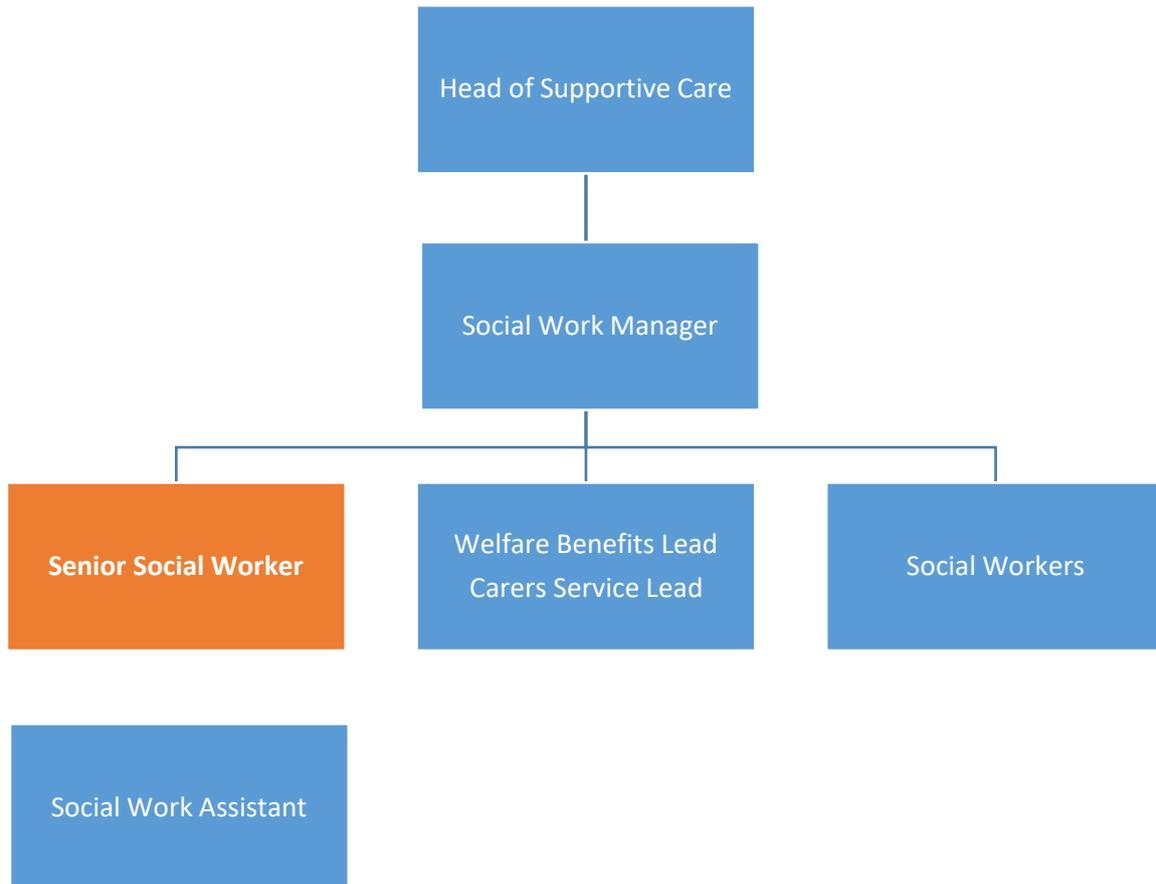
Personal Development

- Adhere at all times to Social Work England professional code of practice.
- Engage in regular supervision.

Person Specification

Requirement	Essential	Desirable	How tested
Qualifications			
Professional qualification in social work.	✓		Application
Registered with SW England	✓		Application
Post-graduate management or leadership training/qualification	✓		Application
Post qualifying study in palliative and/or End of Life care		✓	Application
Skills and abilities			
Experience of working in the context of palliative or end of life care or a related area	✓		Application and interview
Experience of staff management and professional supervision	✓		Application and interview
Experience of managing a complex caseload, and prioritising conflicting demands	✓		Interview
Experience of managing safeguarding concerns/risks involving children and/or adults.	✓		Application and interview
Substantial experience of educating and facilitating learning	✓		Application and interview
Significant experience of managing distressing/emotional situations	✓		Application and interview
Ability to work autonomously, including in the community.	✓		Interview
Ability to work as part of a multi-professional team	✓		Interview
Ability to translate legislation and policy into practice	✓		Interview
Ability to use communication skills to manage change and drive service improvement	✓		Interview
Knowledge and Understanding			
Understanding of the impact of life threatening illness, disability and treatment for individuals and families	✓		Interview
Understanding and commitment to equal opportunities and ensuring person centred social work service provision	✓		Interview

Department Structure



Employee Benefits

Employee Assistance Programme

The Employee Assistance Programme is a free, confidential helpline giving staff unlimited access to advice, information and support to deal with a variety of personal, domestic or professional issues that may be impacting you at work. The service is available 24/7, 365 days a year. Simply call **0800 028 0199** or download and sign up for the Wisdom app, using the organisational code MHA089998.

It helps you in tracking your health, includes fitness programmes, meditation, recipes, breathing exercises and much more.



Freedom to Speak Up

Speak up – we will listen.

In accordance with our values as a Hospice and our duty of candour, our senior team and entire board of trustees are committed to an open and honest culture. We will investigate what you say and you will always have access to the support you need.

You can contact The Freedom to Speak Up Champions or send an email at freedomtospeakup@stjh.org.uk

Education and Learning

Your training and development is a high priority for us; we want to make sure you are confident and competent in providing the best possible service and playing a vital role in the organisations success.

We provide induction, statutory and mandatory, and on-the-job training. We also support independent study, coaching and mentoring, external training and e-learning, and we have a wide variety of resources available to assist your development.



Pension

We currently offer a private pension with Standard Life. This operates on a salary exchange basis, which means your contributions will be taken out before tax so you will therefore be paying less tax at the end of the month. If you contribute the minimum of 5% then we will contribute 3%. If you contribute 6% or more we will contribute 7.5%. Speak to Payroll for further info.

If you opted out of the pension scheme during your on-boarding, you may be auto-enrolled after 3 months of service as this is a legal requirement. Once you get auto-enrolled you will have 30 days to opt-out in order to get back your contribution the following month.



BHSF Health Cash Plan

BHSF is a health cash plan designed to help you reclaim money towards everyday healthcare costs, such as prescriptions, dental treatment, eye care, and complementary therapies.

When you start your employment, you'll receive an email containing your BHSF policy number and instructions on how to set up your account. If you've misplaced your policy number, please contact HR for assistance. You can also find full details about the plan on the Loop, just search for "BHSF".



Benefit Hub

- We have a Benefit Hub with a wide range of discounts for many different products
- For quick access to the Benefit Hub go onto the Loop, toggle over the coloured squares on the left hand side and click on the pink square named "Benefit Hub"
- To sign up please fill in your details and the organisation referral code which is 83UX5A

Loans

- Welfare Loans, To help if you have financial difficulty, up to £2.500
- Travel, Season Ticket Loan

Free Santander Bike Hire

50% discount on annual subscription.

Ride to Work Scheme

Save up to 42% on your new bike.

Life Assurance

Pays 2x salary to your nominated beneficiary on death in service.

Occupational Health

Prestige provide Occupational Health services for the hospice. The purpose of Occupational Health is to protect you, our staff, and ensure that the work you do does not in any way damage or compromise your health.

Blue Light Card

Access to all staff to the Blue Light Card discount scheme giving you big savings on the brands you love and more.

Accommodation

Affordable on-site accommodation available.



Keep Up to Date

You can stay up to date with all our current vacancies on iRecruit and discover how you can make a real difference to the lives of people affected by serious, long-term illness by joining the St Joseph's team.

Visit our website for the latest job opportunities:
www.stjh.org.uk/jobs

Get in Touch

If you have any questions about your application, please contact our Human Resources Team at **STJH-HumanResources@stjh.org.uk**

You can also keep up with the latest news and updates from the Hospice on our website and social media channels:

Website: www.stjh.org.uk



Facebook: **[@StJoHospice](https://www.facebook.com/StJoHospice)**



Instagram: **[@stjohospice](https://www.instagram.com/stjohospice)**



LinkedIn: **St Joseph's Hospice**



X (Twitter): **[@StJoHospice](https://twitter.com/StJoHospice)**



YouTube: **St Joseph's Hospice London**

Contact Details

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