COMMUNITY PALLIATIVE CARE SOCIAL WORK – NOVICE TO ADVANCED PRACTICE FRAMEWORK

* To be used in conjunction with the Allied Health Novice to Advanced Practice Frameworks

Novice	Competent	Advanced
Examples	***Examples***	***Examples***
Principles of Community Palliative Care • Demonstrates developing knowledge of bereavement needs, risk and protective factors. • Demonstrated developing knowledge and skills to respond to emotional needs, grief and loss utilising key social work principles and skills. • Demonstrates developing knowledge of social work standards in advocating for equity of access and promotion of social justice and human rights in community palliative care. • Demonstrates developing knowledge of a systems framework, understanding individuals at the centre of broader systems, in a community palliative care context.	***Principles of Community Palliative Care*** • Demonstrates effective application of knowledge of bereavement needs, risk and protective factors. • Demonstrates effective application of knowledge and skills to respond to emotional needs, grief and loss utilising key social work principles and skills. • Demonstrates effective application of knowledge of social work standards in advocating for equity of access and promotion of social justice and human rights in community palliative care. • Demonstrates comprehensive knowledge of a systems framework, understanding individuals at the centre of broader systems, in a community palliative care context.	***Principles of Community Palliative Care*** • Demonstrates effective leadership in the application of knowledge of bereavement needs, risk and protective factors. • Demonstrates effective leadership in the application of knowledge and skills to respond to emotional needs, grief and loss utilising key social work principles and skills. • Demonstrates effective leadership in the application of knowledge of social work standards in advocating for equity of access and promotion of social justice and human rights in community palliative care. • Demonstrates effective leadership in the application of systems framework, understanding individuals at the centre of broader systems, in a community palliative care context.
Evidence-Based Practice • Demonstrates developing knowledge and application of key social work principles, theories and skills, with an empowerment approach, in a palliative care context. • Demonstrates developing engagement and rapport building skills to effectively address psychosocial concerns, enhance quality of life, optimising end of life care and service delivery. • Demonstrates development of foundational skills in palliative care specific biopsychosocial assessment and care planning in the context of responding to changing care circumstances. • Demonstrates developing awareness of structural barriers to act as an agent of change and advocate for equitable access to resources. • Demonstrates developing awareness of the use of self, reflecting on our own values and biases. • Demonstrates developing ability to support people to undertake Advance Care Planning. • Demonstrates developing awareness of the impacts of trauma and ability to utilise a trauma-informed approach.	***Evidence-Based Practice*** • Demonstrates comprehensive knowledge and application of key social work principles, theories and skills, with an empowerment approach, in a palliative care context • Demonstrates comprehensive engagement and rapport building skills to effectively address psychosocial concerns, enhance quality of life, optimising end of life care and service delivery. • Demonstrates effective application of foundational skills in palliative care specific biopsychosocial assessment and care planning in the context of responding to changing care circumstances. • Demonstrates comprehensive awareness of structural barriers to act as an agent of change and advocate for equitable access to resources. • Demonstrates comprehensive awareness of the use of self, reflecting on our own values and biases. • Demonstrates comprehensive ability to support people to undertake Advance Care Planning. • Demonstrates comprehensive awareness of the impacts of trauma and ability to utilise a trauma-informed approach.	***Evidence-Based Practice*** • Demonstrates effective sharing of expert knowledge and application of key social work principles, theories and skills, with an empowerment approach, in a palliative care context. • Demonstrates effective teaching of expert engagement and rapport building skills to effectively address psychosocial concerns, enhance quality of life, optimising end of life care and service delivery. • Demonstrates effective leadership in the application of foundational skills in palliative care specific biopsychosocial assessment and care planning in the context of responding to changing care circumstances. • Demonstrates effective sharing of expert knowledge of structural barriers to act as an agent of change and advocate for equitable access to resources. • Demonstrates effective leadership in the application of the use of self, reflecting on our own values and biases. • Demonstrates effective leadership in supporting people to undertake Advance Care Planning. • Demonstrates effective sharing of expert knowledge of the impacts of trauma and ability to utilise a trauma-informed approach.
Safe practice • Developing knowledge of risk assessment regarding complex issues such as family violence, elder abuse, alcohol and other drugs, mental health and homelessness with ability to case plan and apply appropriate intervention.	***Safe practice*** • Demonstrates effective application of knowledge of complex family dynamics (e.g., Carer Violence, AOD, MH, Homelessness), comorbid presentations with ability to case plan and apply appropriate intervention.	***Safe practice*** • Demonstrates effective leadership in the application of knowledge of complex family dynamics (e.g., Carer Violence, AOD, MH, Homelessness), comorbid presentations with ability to case plan and apply appropriate intervention.
Communication • Demonstrates developing skills in conducting client/ carer /family meetings. • Demonstrates developing skills in conflict resolution communication strategies.	***Communication*** • Demonstrates comprehensive skills in conducting client/ carer /family meetings. • Demonstrates comprehensive skills in conflict resolution communication strategies.	***Communication*** • Demonstrates effective leadership in comprehensive skills in conducting client/ carer /family meetings. • Demonstrates effective leadership in comprehensive skills in conflict resolution communication strategies.
Multidisciplinary Teamwork • Demonstrates developing ability to advocate to the multidisciplinary team the importance of a person's self-determination and impact of social determinants of health and structural barriers. • Demonstrates developing ability to ensure that what is important to the person and their carers is at the centre of decision making, developing a care plan that aligns with the persons goals and wishes. • Demonstrates developing ability to share trauma-informed perspectives on a person's care with the multidisciplinary team.	***Multidisciplinary Teamwork*** • Demonstrates comprehensive ability to advocate to the multidisciplinary team the importance of a person's self- determination and impact of social determinants of health and structural barriers. • Demonstrates comprehensive ability to ensure that what is important to the person and their carers is at the centre of decision making, developing a care plan that aligns with the persons goals and wishes. • Demonstrates comprehensive ability to share trauma-informed perspectives on a person's care with the multidisciplinary team.	***Multidisciplinary Teamwork*** • Demonstrates effective leadership in advocating to the multidisciplinary team the importance of a person's self- determination and impact of social determinants of health and structural barriers. • Demonstrates effective leadership in ensuring that what is important to the person and carers is at the centre of decision making, developing care plans that align with the persons goals and wishes. • Demonstrates effective leadership in advocating a trauma-informed perspectives on a person's care with the multidisciplinary team.

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