

## Weldmar Hospicecare

### Job Description and Person Specification

<b>Job Title:</b>	Bereavement Counsellor
<b>Location:</b>	Dorchester / Remotely
<b>Hours of work:</b>	On a sessional basis
<b>Grade:</b>	Weldmar Salary Scale
<b>Reports to:</b>	Counsellor and Bereavement Lead or Head of Operations
<b>Responsible for:</b>	N/A

### Job Context

Weldmar Hospicecare is an independent charity that provides specialist end of life care to patients and those that are important to them throughout Dorset. This care is given in the comfort of patients own homes by Weldmar Community Nurses, via Day Services held across the county or as patients at our Inpatient Unit in Dorchester. Our team of dedicated staff and volunteers ensure that we can continue to support patients through one of life's most difficult journeys. We work closely with other health care providers including the NHS to ensure that our patients receive the highest possible care.

We do receive some funding from the NHS but the majority of our income is generated by our fundraising and retail teams, which plays a vital part in securing income to fund our care, both now and in the future.

### Job Purpose

- Provide up to Level 3 Psychological Support to patients, families and carers.
- Support the Counsellor and Bereavement Lead in ensuring the development and quality of the psychological support service in line with NICE Guidance on Cancer Care Services, Improving Supportive and Palliative Care for Adults.



- Accept and respond to referrals allocated from external triage process and the Counsellor and Bereavement Lead; ensuring appropriate and consistent responses are provided in line with NICE Guidance and BACP guidelines.
- Assess and provide psychological support at the appropriate recommended NICE levels of Psychological Support.

## Scope and Limits of Authority

Reporting to the Counsellor and Bereavement Lead the Post Holder is responsible for:

- Planning, organising and delivering day-to-day work in meeting the demands of the Adult Bereavement Strategy and in partnership with the bereavement lead, ensure regular evaluation of Weldmar's adult bereavement service.
- Making decisions in relation to day-to-day management of caseload.
- Presenting clinical caseload updates within 1:1 Line Management meetings and in own clinical supervision sessions, ensuring all interventions are based on ethical and safe practice and that the Adult Bereavement Strategy is being delivered effectively.
- Providing time limited bereavement support to adults (and children if appropriate) determined by their assessed level of need and within the parameters outlined in the Bereavement Strategy.
- Working as an integral member of Family Support Service, as appropriate, liaise closely with other members of Weldmar's psychosocial services and other professionals as needed

## Job tasks

- Undertake assessments of all referrals (for psychological input in line with NICE levels of psychological input).
- Ensure appropriate and consistent responses are provided in line with the most up to date models of practice for working with patients and relatives pre and post bereavement which fosters resilience in living life with an end of life diagnosis or loss.
- To find ways of remembering the person who has died, whilst coping with the challenge of adjusting to a changed life.
- Deliver an appropriate and equitable response across the Bereavement Service.
- Deliver high quality counselling and time limited therapeutic interventions to adults (and/or children if appropriate) who have been assessed as requiring this level of support.



- Identify, assess and respond to any element of risk and ensure all actions are taken to minimise/manage those risks, e.g. referring to Safeguarding etc.
- To maintain appropriate records according to Weldmar Polices and Data Protection legislation.
- Understand the emotional and psychological needs of people in relation to pre and post bereavement.
- Be creative in using both individual and group work approaches.
- Work as a member of a multi-disciplinary team and attend multi-disciplinary meetings as appropriate.
- To attend psychological support service meetings, ensuring shared understanding, learning, and best approaches are thought about to effectively manage caseloads.
- Liaise with and make referrals to other agencies, including those offering more specialist interventions, e.g. CMH, Social Services, G.P's, to ensure the most appropriate service response and help to specific individual needs.
- Maintain adequate records of all interventions and services within established record keeping and confidentiality policies.
- To assist the Counsellor and Bereavement Lead in the strategic and operational development of the service in response to identified need.
- Dependent on the capacity within the bereavement service, having firstly prioritised direct support to patients and relatives, deliver Clinical Supervision to a number of staff members in accordance with Weldmar's Clinical Supervision Policy.
- Support all members of the Multi-Disciplinary Team by contributing to education and training opportunities for staff specifically in relation to loss and grief.
- Assist with the recruitment, training, supervision and utilisation of Bereavement Support Volunteers.
- Attend appropriate meetings and contribute effectively and positively to staff supervision and Operation Team meetings.
- Work effectively as a team player and constructively with colleagues, maintaining a high level of professional approach.

## Personal and Professional Development

- Maintain the standards of professional accountability in practice as determined by BACP and any other the relevant professional body, including taking responsibility for meeting BACP requirements of a minimum of 1 ½ hours a month clinical supervision.
- To become a member of relevant Professional / Hospice Association (e.g. ABSCO)



## PERSON SPECIFICATION

### **Qualifications and Knowledge**

- Essential - A First Degree and a Post Graduate Diploma in Counselling as a minimum, and in depth knowledge of counselling theory and research.
- Essential - Accreditation with the British Association for Counselling and Psychotherapy (BACP) or UKCP or other relevant body.
- Desirable - Accreditation or certification in Clinical Supervision
- In depth knowledge of attachment and loss theory and current bereavement thinking and research.
- A clear understanding of assessment work including risk.
- Good understanding of Safeguarding policies and procedures.
- Good understanding of complex family dynamics.
- Understanding of palliative care and the NICE recommended levels of psychological support in palliative and end of life care

### **Experience**

- Experience of supporting people through loss and bereavement
- Experience of assessing level of psychological need and when appropriate referring or signposting to other appropriate agencies.
- Experience of delivering psychological support at level 2 and 3 of the NICE guidelines of psychological support.
- Experience of facilitating/leading groups
- Experience of providing direct time limited and empowering therapeutic interventions to patients and relatives pre and post bereavement.
- Experience of working with Volunteers
- Experience of facilitating / leading groups
- Experience of working as part of a multi-disciplinary team

### **Skills and Abilities**

- Highly developed interpersonal skills, including listening, empathy, and motivational skills.
- The ability to work with issues of loss and grief and to provide pre and post bereavement support work.
- The ability to provide appropriate therapeutic and practical interventions to adults (and if appropriate, children) using a person centred approach.
- Confidence and ability to use initiative and creative problem solving.
- Good written communication skills particularly with regard to record keeping.



- Good team working skills and commitment to working effectively within a multi-disciplinary community.
- Ability to work independently and be able to evidence self-motivation.
- Ability to plan and facilitate activities and events.
- Ability to contribute to the development and delivery of training and educational sessions in relation to own areas of expertise.
- Good planning and organisational skills
- IT and computer literate
- Ability to work flexibly, proactively and collaboratively.
- Ability to recognise personal limitations and identify appropriate support mechanisms

### **Other Requirements**

- Commitment to the values and ethos of Weldmar Hospicecare
- Act as an advocate and ambassador for the Charity
- Commitment to and understanding of equality and diversity and how this translates into good practice
- Understands and conforms to Weldmar Hospicecare infection prevention and health and safety policies and actively promotes best practice at all times.
- Commitment to own continued professional and personal development
- Ability to travel which requires a full valid driving licence and business insurance

