

**Specific Professional Competency Framework  
for Rehabilitation Social Workers  
(Tripartite, three-tier eight domains and 58 aspects)**

**(HKASW, 2024)**



\* Unique items in PCF for Rehabilitation Social Worker, others are included in General PCF

^ Expanded items from General PCF



### 1.1 Emphasize Humanity

- Balance autonomy and protection^
- Respect for the inherent worth, uniqueness and dignity
- Embrace diversity
- Believe in client's potential to change
- Empathy\*
- Work towards organizational, and client goals for quality rehabilitation outcomes\*
- User participation\*

### 1.2 Promote Justice

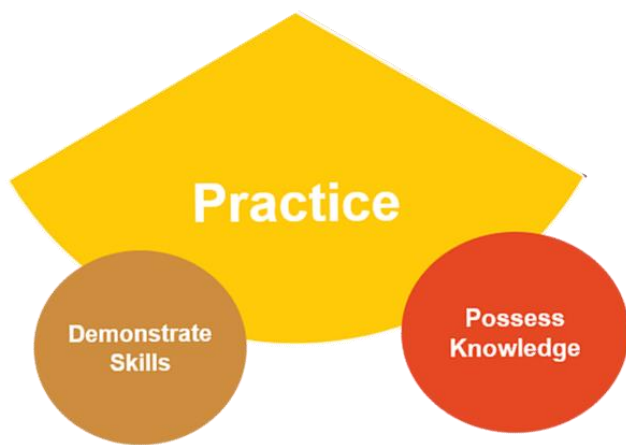
- Promote social justice
- Promote economic justice
- Promote environmental justice
- Facilitate social inclusion

### 1.3 Demonstrate Commitment

- Enhance whole-person development and human well-being^
- Improve global well-being
- Enhance service quality
- Develop and advocate for rehabilitation-related policies^
- Build healthy human relationships
- Meet Diverse Needs\*

### 1.4 Adhere to Professional Ethics

- Practice with the social work professional code of ethics
- Make ethical decisions in the social work process
- Uphold professional integrity
- Protect service users' right

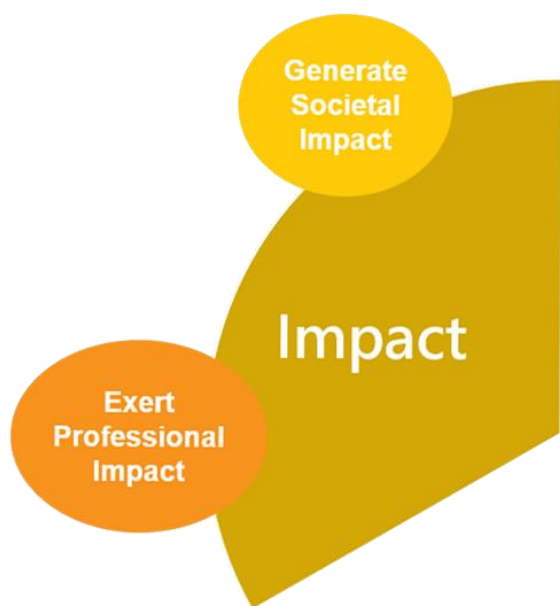


## 2.1 Possess Knowledge

- Use knowledge-based assessment
- Use of multi-disciplinary theories in planning and intervention^
- Apply diverse theories to work with service users with special needs and their carers^
- Understand legal requirements and statutory protective measures relevant to rehabilitation practice^
- Understand legal protection to the underprivileged and discriminated\*
- Able to use available community resources and referral systems^
- Possess up-to-date professional and disability core knowledge^
- Sustain understanding of socio-economic-political conditions of the society
- Apply knowledge on research with available data
- Maintain professionalism
- Apply a strength-based perspective and enhancing service users' independence^
- Work to strengthen evidence for rehabilitation\*

## 2.2 Demonstrate Skills

- Engage service users and carers with effective interpersonal and dynamics skills^
- Conduct assessment systematically and accurately
- Demonstrate advocacy skills with user participation^
- Carry out knowledge-informed or evidence-based practice
- Offer gender and culturally-sensitive practice for local communities^
- Implement critical evaluation of intervention
- Engage in reflective practice to advance professional performance
- Manage crisis and the unexpected
- Proficient at task, time, administrative and people management
- Utilize proper information and assistive technology in intervention^
- Promote community participation, integration and inclusion^
- Maintain physical, psychological, emotional and social well-being to deliver best practice
- Demonstrate appropriate use of self in practice
- Place the person and/or their family at the centre of practice\*



- Communicate effectively with the person, their family, and their health-care team\*
- Adopt life-span development approach in practice\*
- Adopt recovery and well-being focus in practice\*
- Apply business management skills in vocational rehabilitation practice\*

### 3.1 Generate Societal Impact

- Build social capital for the users, their families and the caring system^
- Advocate for institutional and policy change\*
- Develop innovative interventions
- Promote human equity, dignity and global justice^

### 3.2 Exert Professional Impact

- Contribute professional expertise in inter-disciplinary collaboration
- Expand new knowledge to advance professional practice
- Conduct knowledge transfer in related systems^

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To be reviewed in 2027