

# Specific Professional Competency Framework for Family and Children Social Workers

(Tripartite, three-tier eight domains and 69 aspects)

(HKASW, 2022)





### 1.1 Emphasize Humanity

- Honor people's autonomy to choose
- Respect for the inherent worth, uniqueness and dignity of human beings
- Embrace diversity
- Believe in people's potential to change
- Respect for the views of the child\*

### 1.2 Promote Justice

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

### 1.3 Demonstrate Commitment

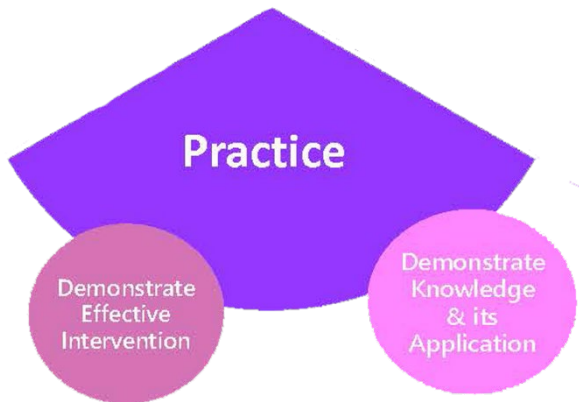
- Commit to enhance well-being of individuals through different methods of social work practice
- Commit to develop quality professional service
- Commit to analyze, formulate, and advocate for policies that promote social well-being
- Commit to promote the importance of human relationships
- Commit to safeguard the safety and wellbeing of children and individual family members\*

### 1.4 Adhere to Professional Ethics

- Understand and comply with the social work professional code of ethics
- Able to make ethical reflections in the social work process
- Uphold professional integrity
- Maintain Professional Boundaries\*

\* Unique items in PCF for Family and Children Social Worker, others are included in General PCF

^ Expanded items from General PCF



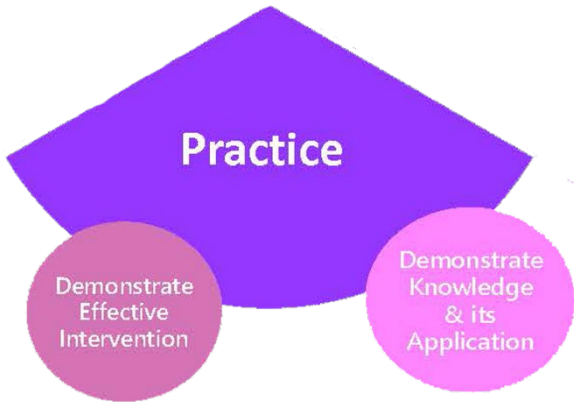
## 2.1 Demonstrate Knowledge and its Application

- Use appropriate knowledge base for assessment of children and family^
- Understand and use of theories of children and family in the planning and intervention process^
- Apply specialized theories to help service users specific to children and family service settings^
- Understand and show respect to the diversity in family\*
- Possess up-to-date professional knowledge and skills related to children and family^
- Have knowledge on purposes of children and family social work\*
- Understand legal requirements implied in direct social work practice with children and family^
- Apply person-in-environment perspective\*
- Recognize risk indicators (resilience, adversity, vulnerability and protective factors) of individuals and families\*
- Apprehend knowledge on mental and physical illness, domestic violence, family crisis, trauma and special needs\*
- Have knowledge of adoption and residential care services for children\*
- Adopt lifespan and developmental framework in understanding children and family\*
- Understand the availability of community resources
- Keep abreast of socio-economic political conditions of the society^
- Able to behave and perform in a professional manner
- Understand Culturally specific needs of

children and Family\*

## 2.2 Demonstrate Effective Intervention

- Sensitive to interpersonal dynamics in engaging with target service users effectively
- Conduct assessment systematically and accurately
- Demonstrate gender and cultural sensitivity\*
- Demonstrate skills in advocacy
- Carry out knowledge-informed or evidence-based practice
- Provide family-centered services and support to children and family\*
- Possess competence in collaboration, facilitating autonomy, and communicating empathy\*
- Support developmental needs of children, youth and family\*
- Offer indigenized practice to meet service users' specific and emerging needs
- Possess collaborative skills in community networking\*
- Implement evaluation of outcomes and process of intervention^
- Always engage in reflective practice to advance professional performance
- Manage crisis and unprecedented incidents
- Perform mandatory guardian duties\*
- Support family in transition\*
- Enhance parenting capacity and family functioning\*
- Ensure effective use of resources\*
- Proficient at task, time, administrative and people management
- Possess professional writing skills\*
- Utilize up-to-date information technology



appropriately^

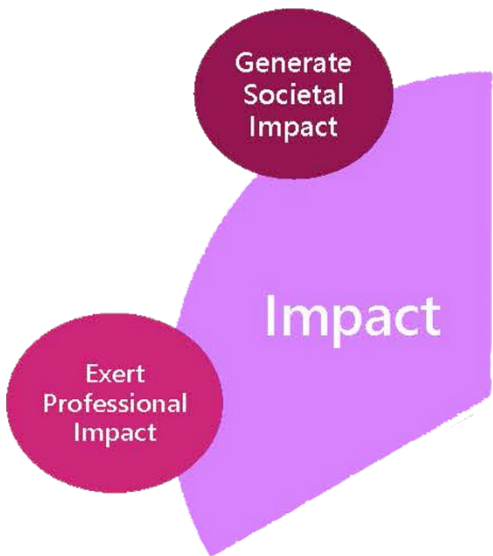
- Maintain physical, psychological, emotional and spiritual, social wellbeing of oneself for provision of best service
- Recognize the limitations of the profession\*
- Maintain regular clinical supervisions\*
- Advocate for the right of children\*

### 3.1 Generate Societal Impact

- Build social capital
- Advocate for policy change for the betterment of Children and Family^
- Promote service innovation\*
- Create an equal and just society for children and family\*
- Enhance family well-being\*
- Develop a family-friendly environment in our society\*

### 3.2 Exert Professional Impact

- Demonstrate professional expertise when participating in inter-disciplinary collaboration
- Contribute to knowledge expansion^
- Develop innovative practice^
- Conduct knowledge transfer
- Cultivate leadership and mentorship\*



Prepared in March, 2022

To be reviewed in February, 2025