

L787

(Rev. 210; Issued:02-03-23; Effective:02-03-23; Implementation:02-03-23)

§418.114(b)(3) Social worker. A person who—

- (i) (A) **Has a Master of Social Work (MSW) degree from a school of social work accredited by the Council on Social Work Education; or**
 - (B) **Has a baccalaureate degree in social work from an institution accredited by the Council on Social Work Education; or a baccalaureate degree in psychology, sociology, or other field related to social work and is supervised by an MSW as described in paragraph (b)(3)(i)(A) of this section; and**
- (ii) **Has one year of social work experience in a health care setting; or**
- (iii) **Has a baccalaureate degree from a school of social work accredited by the Council on Social Work Education, is employed by the hospice before December 2, 2008, and is not required to be supervised by an MSW.**

Interpretive Guidelines §418.114(b)(3)

A hospice social worker must at least meet one of the following options:

1. Have an MSW degree from a school of social work accredited by the Council on Social Work Education (CSWE), and one year of experience in a health care setting.
2. Have a baccalaureate degree in social work (BSW) from a school of social work accredited by the CSWE, and one year of experience in a health care setting and be supervised by a MSW from a school of social work accredited by the CSWE and who has one year of experience in a health care setting. If the BSW is employed by the hospice before December 2, 2008, he/she is exempted from the MSW supervision requirement.
3. Have a baccalaureate degree in psychology, sociology, or other field related to social work, and at least one year of social work experience in a health care setting and be supervised by a MSW from a school of social work accredited by the CSWE and who has one year of experience in a health care setting.

The hospice must also defer to State law regarding social work requirements. If State requirements are more stringent, the hospice must comply with the State requirements. For example, if the State requires a social worker to have a BSW or an MSW, the hospice may not employ a person with a baccalaureate degree in psychology, sociology, or other field related to social work to work as a hospice social worker.

Each hospice must employ or contract with at least one MSW to serve in the supervisor role as an active advisor, consulting with the BSW on assessing the needs of patients and families, developing and updating the social work portion of the plan of care, and delivering care to patients and families. This supervision may occur in person, over the telephone, through electronic communication, or any combination thereof. The hospice must allow time for this supervision to happen on a regular basis and provide documentation as to the nature and scope of supervision. The hospice must also ensure that non-social work trained bachelor's prepared employees filling the role of social worker are supervised by a MSW who graduated from a school of social work accredited by the CSWE, and who has at least one year of experience in a health care setting.

Social workers with a baccalaureate degree from a school of social work accredited by the CSWE and who are employed by the hospice before December 2, 2008, are exempted from the MSW supervision requirement. If a hospice hires a new social worker with a baccalaureate degree and one year of experience in a health care setting after December 2, 2008, then the baccalaureate social worker must be supervised by an MSW who has one year of experience in a health care setting.