



UNION JOB DESCRIPTION

JD1680

JOB TITLE:	Social Worker	JOB DESCRIPTION NO.:	P.CI.50100.002
CLASSIFICATION:	Social Worker P1	GRID/PAY LEVEL:	H-I-P1
COLLECTIVE AGREEMENT:	Health Science Professionals	HSCIS NO.:	50901
UNION:	HSA	JOB/CLASS CODE:	50901
PROGRAM/DEPARTMENT:	Rehabilitation Services; Child, Youth & Family Health Services	BENCHMARKS (If Applicable):	
REPORTING TO:	Clinical Lead Social Worker (clinical & administrative) and Program Director, as assigned (program service delivery)		
FACILITY/SITE:	Cowichan District Hospital (Quw'utsun Valley Hospital) (CDH), Nanaimo General Hospital (NRGH), North Island Hospital (Comox Valley Campus)		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority, patient safety is a priority and a responsibility shared by everyone at VIHA; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Under the general supervision of the Clinical Lead Social Worker, and as a member of a multidisciplinary health care team providing patient-centered care, the Social Worker provides assessment, care planning, intervention, consultation, and referral for services where the social, economic, emotional or psychological circumstances of the patient presents barriers to care and/or an optimum level of function.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. As a member of the multidisciplinary care team, provides service in assigned areas/programs by:
 - Screening referrals through the intake process to ensure patients meet area/program mandate;
 - Providing assessments of social, financial and cultural patient needs presenting barriers to recovery and adaptation;
 - Participating in the development of a patient plan of care in partnership and coordinated with the patient/family and the multidisciplinary team;
 - Utilizing a variety of treatment modalities for individuals, caregivers and families, cooperating and collaborating with other members of the health care team in the provision of quality, patient-centered care;
 - Providing therapeutic clinical counseling services as appropriate;
 - Facilitates access to programs and community support services, making referrals as appropriate;
 - Promoting and facilitating effective communication between the health care team and the patient, caregivers/families;
 - Promoting and facilitating patient independence;
 - Acting as patient advocate;
 - Promoting and providing culturally sensitive care and services;

- Documenting observations, interventions and care/treatment outcomes in patient records;
 - Reviewing patient records to monitor and evaluate care/treatment outcomes;
 - Participating in designated hospital routines, committees, support groups; and
 - Maintaining required statistical documentation.
2. Provides and facilitates services that are continuous in all phases of care, treatment and support by:
 - Participating in discharge planning as required for the purpose of compiling joint assessments and planning care/treatment for patients;
 - Assisting other care providers on the multidisciplinary team by providing input and feedback;
 - Attending at various areas of the hospital, and in the community, including private homes, as required; and
 - Developing support components to care/treatment plans that maximize the patient's inclusion and collaboration with patient, caregivers, family, contracted support services, community agencies, and other sources of support for the patient.
 3. Utilizes computerized systems to maintain patient and hospital records, including obtaining and entering patient demographics, histories and charts as required, in accordance with department policies, procedures and professional practice standards.
 4. Acts as a resource person by collegially sharing, demonstrating and providing guidance regarding social work services and interventions to other social workers, students, and other members of the multidisciplinary health care team.
 5. In collaboration with other social workers, the Clinical Lead, and the assigned Program Director, participates in the development of goals and objectives for program and service delivery which incorporate the mission, vision, goals, objectives, values, philosophy, policies, and standards of the Vancouver Island Health Authority.
 6. Participates in Continuous Quality Improvement by conducting audits, completing appropriate reports, monitoring clinical indicators and satisfaction surveys, providing feedback and following up on risk factors and making recommendations for improvements.
 7. Demonstrates personal initiative in maintaining professional currency and skills by participating in relevant educational activities, as required.
 8. Ensures a safe and healthy working environment by observing universal precautions and infection control procedures; removing obvious hazards; reporting faulty equipment, accidents, injuries and near misses; and adhering to and enforcing rules regarding safety.
 9. Performs other related duties, as required.

QUALIFICATIONS:

Education, Training And Experience

Bachelor of Social Work degree from a recognised university.

Current full registration with the BC College of Social Workers ; post-degree preparation in program specific areas, such as Mental Health, Child Youth & Family, Palliative Care, Rehabilitation preferred; and one (1) year recent, related experience; or an equivalent combination of education, training and experience.

Skills And Abilities

- Demonstrate a working knowledge of applicable legislation.
- Demonstrate a working knowledge of community resources, such as social, health and welfare programs, acts and policies.
- Demonstrate a comprehensive knowledge and understanding of emotional and mental health issues related to illness and injury and patient/family cultural dynamics.

- Demonstrate comprehensive counseling skills, including crisis counseling, brief therapeutic interventions and methodologies, and loss and grief.
- Educate and provide consultation to patients/families, support groups, and other health care professionals, including development and coordination of in-services, presentations and facilitation skills.
- Meet deadlines.
- Determine and deal with emergent situations.
- Organize, prioritize and coordinate workload in a complex environment.
- Demonstrate an understanding of the frameworks of other health care disciplines.
- Establish and maintain effective working relationships with patients, staff and other health care providers.
- Communicate effectively, both verbally and in writing.
- Foster good public relations.
- Work independently and as a member of, and/or provide leadership to, a multidisciplinary health care team.
- Problem-solve.
- Resolve conflict.
- Operate related equipment, including computerized systems.
- Keyboard at 30 wpm.
- Initiate, develop and carry out research activities.
- Physically and emotionally perform the duties of the position.