



## UNION JOB DESCRIPTION

JD1681

<b>JOB TITLE:</b>	Social Worker	<b>JOB DESCRIPTION NO.:</b>	P.CI.50100.004
<b>CLASSIFICATION:</b>	Social Worker P1	<b>GRID/PAY LEVEL:</b>	H-I-P1
<b>COLLECTIVE AGREEMENT:</b>	Health Science Professionals	<b>HSCIS NO.:</b>	50901
<b>UNION:</b>	BCGEU	<b>JOB/CLASS CODE:</b>	50901
<b>PROGRAM/DEPARTMENT:</b>	Mental Health & Substance Use	<b>BENCHMARKS (If Applicable):</b>	
<b>REPORTING TO:</b>	Coordinator		
<b>FACILITY/SITE:</b>	VIHA South, Central and North Island Health Services Delivery Areas		

### JOB SUMMARY:

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

Under the direction of the Coordinator, and as a member of a multidisciplinary health care team providing client-centered care, the Social Worker provides assessment, intervention, consultation and referral for services to clients and their caregiver/families where social, economic, emotional or psychological circumstances present barriers to care and an optimum level of function

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of Island Health in accordance with the service assignment and may require the use of a personal vehicle.

### TYPICAL DUTIES AND RESPONSIBILITIES:

1. As a member of the multidisciplinary care team, provides service:

- Screening referrals through the intake process to ensure clients meet area/program mandate;
- Providing assessments of social, financial and cultural client needs presenting barriers to recovery and adaptation;
- Developing of a written plan of care/treatment in partnership and coordinated with the client and caregiver/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, client-centered care;
- Facilitates access to programs and community support services, making referrals as appropriate;
- Promoting and facilitating effective communication between the health care team and the client, caregivers/families;
- Promoting and facilitating client independence;
- Acting as client advocate;
- Promoting and providing culturally sensitive care and services;
- Documenting observations, interventions and care/treatment outcomes in client records;
- Reviewing client records to monitor and evaluate care/treatment outcomes;

- Participating in designated 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 facility discharge planning as required for the purpose of compiling joint assessments and planning care/treatment for clients;
- Assisting other care providers on the multidisciplinary team by providing input and feedback;
- Attending at various facilities, and in the community, including private homes, as required; and
- Developing support components to care/treatment plans that maximize the client's inclusion and collaboration with client, caregivers, family, contracted support services, community agencies, and other sources of support for the client.

3. Utilizes computerized systems to maintain client records, including obtaining and entering client demographics, histories and charts as required, in accordance with program policies, procedures and professional practice standards.

4. In collaboration with the Director, the Coordinator, and other members of the multidisciplinary health care team, 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.

5. 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.

6. 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.

7. 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.

8. Demonstrates personal initiative in maintaining professional currency and skills by participating in relevant educational activities, as required.

9. Performs other related duties, as required.

## **QUALIFICATIONS:**

### **Education, Training And Experience**

Bachelor of Social Work degree from a recognized university. Current full registration with the BC College of Social Workers. Post-degree preparation in care for the seriously and persistently mentally ill and/or significant substance use (concurrent disorders), such as psychosocial rehabilitation, chronic mental illnesses, treatment of major mental illnesses and psychiatric treatment strategies; familiarity with and working knowledge of applicable legislation such as the Mental Health Act and the Guardianship Act; familiarity with and working knowledge of various community based health and human services; and two (2) years' recent, related experience; or an equivalent combination of education, training and experience.

Valid BC Driver's License.

### **Skills And Abilities**

- Determine and deal with emergent situations.
- Meet deadlines.
- Organize, prioritize and coordinate workload.

- Establish and maintain effective working relationships with patients, staff and other health care providers.
- Work as a member of a multidisciplinary health care team.
- Problem solve.
- Resolve conflict.
- Foster good public relations.
- Operate related equipment, including computerized systems.
- Keyboard at 30 wpm.
- Communicate effectively, both verbally and in writing.
- Physical ability to perform the duties of the position.