



## UNION JOB DESCRIPTION

JD1992

<b>JOB TITLE:</b>	Social Worker	<b>JOB DESCRIPTION NO.:</b>	P.NI.50300.001/P.Cl.50300.006
<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; CUPE	<b>JOB/CLASS CODE:</b>	50901
<b>PROGRAM/DEPARTMENT:</b>	Home & Community Care; Rural Health Services	<b>BENCHMARKS (If Applicable):</b>	
<b>REPORTING TO:</b>	Manager		
<b>FACILITY/SITE:</b>	VIHA Central Island Health Services Delivery Area; North Island Health Services Delivery Area - BCGEU; VIHA South Island Health Services Delivery Area - CUPE		

### 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.

Working without general supervision as a member of a multidisciplinary health care team providing client-centered care for a multi-site operation, the Social Worker provides assessment, care planning, intervention, consultation, and referral for services to clients and their caregivers/families where the social, economic, emotional or psychological circumstances of the client 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 services at various sites/facilities, and in the community, by:
  - Screening referrals through the intake process to ensure clients meet program mandates;
  - Providing assessments of social, financial and cultural client needs presenting barriers to recovery and adaptation;
  - Participating in the development of a client plan of care in partnership and coordinated with the clients/caregivers/families and the multidisciplinary team;
  - Utilizing a variety of treatment modalities for clients, caregivers and families, cooperating and collaborating with other members of the health care team in the provision of quality, client-centered care;
  - Providing therapeutic clinical counseling services as appropriate;
  - Facilitating 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 teams, 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 clients;
  - Assisting other care providers on the multidisciplinary team by providing input and feedback;
  - Attending at various sites/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 clients/caregivers/families, 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 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 the Manager and other members of the multidisciplinary 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.
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 Gerontology or Palliative Care, preferred; Working knowledge and familiarity with 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 Drivers License.

### **Skills And Abilities**

- Demonstrate a working knowledge of applicable legislation.
- Demonstrate counseling skills, including crisis, loss and grief counseling.
- Educate and provide consultation to clients/caregivers/families, support groups, and other health care professionals, including development and coordination of inservices, presentations and facilitation skills.
- Meet deadlines.

- Determine and deal with emergent situations.
- Organize, prioritize and coordinate workload in a complex environment.
- Establish and maintain effective working relationships with clients, 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.
- Physically and emotionally perform the duties of the position.
- Use personal vehicle.