



UNION JOB DESCRIPTION

JD5635

JOB TITLE:	Palliative Care Psychosocial Consultant	JOB DESCRIPTION NO.:	5635
CLASSIFICATION:	Social Worker P1	GRID/PAY LEVEL:	H-I-P1
COLLECTIVE AGREEMENT:	Health Science Professionals	HSCIS NO.:	50901
UNION:	BCGEU; CUPE	JOB/CLASS CODE:	50901
PROGRAM/DEPARTMENT:	Palliative and End of Life Care	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager of Palliative and End of Life Care		
FACILITY/SITE:	Royal Jubilee Hospital; Saanich Peninsula Hospital; North Island Health Services Delivery Area - Comox Valley; Campbell River; Central Island Health Services Delivery Area - Parksville, Oceanside; Port Alberni; Nanaimo; South Island Health Services Delivery Area – Saanich; Esquimalt/Westshore Health Unit; Oak Bay/Gordon Head Health Unit; Victoria Health Unit; Peninsula Health Unit		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of Vancouver Island Health Authority (Island Health), patient and staff 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.

Reporting to the Manager of Palliative and End of Life Care (P&EOLC), and as a member of the P&EOLC specialty consult team, the Palliative Care Psychosocial Consultant provides consultation and collaborates with interdisciplinary teams across the care continuum to achieve excellence in psychosocial palliative and end of life care. This will be accomplished through clinical consultation, practice support, education, assessments, counselling interventions and evaluating services. The Palliative Care Psychosocial Consultant will provide leadership and initiative on psychosocial care through research, education, resource and program development, mentorship, and advocacy. Records appropriate client information and collects required program statistics. Maintains knowledge of, and contributes to, current theory and practice in Palliative and End of Life Care.

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

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Clinical Consultation:

- Conferring with clinical teams in all care settings (Community Health Services, Long Term Care and Hospice, Acute Care) for complex psychosocial issues related to clients with palliative care needs. Includes Island Health teams as well as community partners such as BC Cancer Agency and Hospice Societies, etc.
- Joint visits with clinician and/or P&EOLC specialty consult team members to support difficult conversations, complex family dynamics, advance care planning, and end of life plans.
- Supporting clinicians: debrief, plan for challenging situations, explore potential resources, and provide emotional support.

- Promoting continuity of palliative care specialty services between community, acute and hospice and long term care through supporting complex transitions between care setting, triaging requests for specialty palliative care services in community and in client settings.
- Acts as a resource person by collegially sharing, demonstrating and providing guidance regarding interventions and services for the psychosocial care of the dying and bereaved to other social workers, students, and other members of the multidisciplinary health care team.

2. Education:

- Provide psychosocial clinical and self-care support, education, and training for clinicians, and others as required.
- Provide palliative orientation for new clinicians, and ongoing education
- Just-in-time learning/support/debrief for clinicians and other staff
- Education related to regional and local palliative care processes/practices (e.g. consent for hospice bed)

3. Resource and Program Development:

- Contribute to the development of Best Practice client/client-centered palliative care standards, policies, procedures, protocols and research.
- Participate on committees to improve palliative services, e.g. creating new, inter-agency working group to address palliative care service needs in remote coastal communities and facilitating monthly meetings.
- In collaboration with P&EOL 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 Island Health.
- 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.

4. Demonstrates personal initiative in maintaining professional competency and skills by participating in relevant educational activities in Palliative Care and End of Life Care, as required.

5. 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.

6. Engages in ongoing self-reflective practice with attention to the personal impact of work in Palliative & End of Life Care. Provides support and leadership for interdisciplinary team to do the same.

7. Clinical Practice /Direct Care:

- May become directly involved in very complex situations in which multifaceted palliative care issues are impacting the delivery of care to the client.
- Provides therapeutic and clinical counselling services including grief and bereavement services to clients and families referred to the palliative consultation team or on the palliative care unit.
- Conducts social and psychosocial assessment of clients and families and interprets the information using a variety of modalities in accordance with professional standards and clinical practice.
- Participates with clients, families, community supports and multidisciplinary care teams to coordinate services, manage cases and facilitate meetings related to the client's illness.

8. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

- Master's Degree in Social Work from an approved School of Social Work.

- Current full registration with the BC College of Social Workers.
- Recognized post-basic education in palliative care.
- Two (2) year's recent related experience in palliative care, or an equivalent combination of social work education, training and experience.
- Knowledge of health care programs, services and resources relevant to palliative care in both the community and facility setting; program planning, development and evaluation; current trends in palliative care; and principles of adult teaching/learning; and
- Valid BC driver's license.

Skills And Abilities

- Demonstrated specialized expert knowledge in the field of palliative care
- Ability to provide leadership to the interdisciplinary team with care planning in complex client situations
- Demonstrated ability to conduct social and psychosocial assessments
- Comprehensive knowledge and understanding of counselling skills and clinical practice models as it relates to individuals, families and groups.
- Comprehensive knowledge of approaches related to grief, harm reduction and trauma informed practice.
- Ability to work effectively with others including working effectively in a multicultural environment
- Ability to work collaboratively as part of an interdisciplinary team, and understanding the scope of practice of other health care disciplines
- Ability to make effective referrals, reflecting in-depth knowledge of community resources and strong collaborative skills in working with other community agencies
- Demonstrated ability to communicate effectively both verbally and in writing with clients, families, other members of the health care team, and community agencies
- Demonstrated ability to effectively deal with conflict
- Ability to facilitate group meetings, processes and decision making
- Ability to operate related equipment included related computer software
- Physical ability to perform the duties of the position