



## UNION JOB DESCRIPTION

**JD766**

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| <b>JOB TITLE:</b>            | Social Worker (Bachelor), Long-Term Care  | <b>JOB DESCRIPTION NO.:</b>        | 60261  |
| <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>                | HSA   | <b>JOB/CLASS CODE:</b>             | 50901  |
| <b>PROGRAM/DEPARTMENT:</b>   | Long-Term Care  | <b>BENCHMARKS (If Applicable):</b> |        |
| <b>REPORTING TO:</b>         | Clinical Coordinator or Social Work Manager   |                                    |        |
| <b>FACILITY/SITE:</b>        | Yucalta Lodge, Cumberland Lodge, Trillium Lodge, Eagle Park, Dufferin Place, Chemainus Health Care Centre, Cairnsmore Place, Aberdeen Hospital, Glengarry Hospital, The Summit at Quadra Village, The Priory Hospital, Gorge Road Hospital, Saanich Peninsula Hospital; Brentwood House; Sluggett House |                                    |        |

### JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the 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 Clinical Coordinator or Social Work Manager, the Social Worker provides assessments and services to meet the emotional and social needs for an assigned group of residents and their families. Working collaboratively with other health care providers and the multidisciplinary team, the Social Worker provides direct psychosocial care, system navigation and advocacy. The Social Worker is responsible for providing and developing social work services to maintain or improve the health and social well-being and functioning of the residents.

### TYPICAL DUTIES AND RESPONSIBILITIES:

1. Provides direct social work services and care coordination to individuals, families and groups by:
  - Reviewing and Screening applications and coordinating admissions to designated units
  - Obtaining and documenting personal and family histories upon admission
  - Orientating residents/families to the facility
  - Participating in the development of a resident plan of care in partnership and coordinated with the resident/caregivers/families and the multidisciplinary team
  - Preparing for and participates in the resident review conferences
  - Providing therapeutic clinical counseling as appropriate
  - Acting as resident advocate where appropriate
  - Promoting and providing culturally sensitive care and services
  - Responding to abuse and neglect concerns: providing assessments; direct counselling; developing support and assistance plans for vulnerable adults; and maintaining confidential records of reports and investigation

- Conducting and participating in incapability assessments
  - Referring to community resources/ supports as appropriate for residents and families
  - Liaising and referring to other government agencies such as the Office of the Public Guardian and Trustee as appropriate
  - Leading or participating in Resident and Family Councils, procedures and professional practice standards
2. Maintains client records by methods such as documenting client assessments, social histories, care/treatment plans, preparing progress notes/interventions and reports in accordance with established standards, policies and procedures to meet regulatory requirement and documenting for future reference.
  3. Maintains a variety of records such as workload statistics
  4. Acts as a resource person to the multidisciplinary/program teams and other health professionals
  5. Participates on committees as directed to promote formulation, implementation and evaluation of Continuous Quality Improvement initiatives and align with accreditation standards.
  6. Demonstrates personal initiative in maintaining professional currency and skills by participating in relevant educational activities as required by the BCCSW.
  7. Participates in a variety of meetings, committees and conferences, as required.
  8. Performs other related duties as assigned.

## **QUALIFICATIONS:**

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

- Bachelor's Degree in Social Work from an accredited university; and
- Registered and in good standing with the British Columbia College of Social Workers; and
- Two years' experience in a health care setting, preferably in the areas of Gerontology or Chronic Diseases; and
- Must have a working knowledge of health care-related legislation and community resources and programs.

An equivalent combination of training and experience may be considered.

### **Skills And Abilities**

**Assessment and Treatment:** Demonstrated ability to complete initial and ongoing client assessments (clinical and diagnostic reasoning) through appropriate/prescribed technical, therapeutic, safety type interventions.

**Teaching:** Ability to teach clients and others both one-on-one and in groups.

**Knowledge Integration:** Integrates best practice and current research evidence to support professional practice decisions and actions.

**Communication:** Demonstrated ability to communicate effectively with clients, families, the public, medical staff and members of the interdisciplinary team using verbal, written, computer communication means. Ability to effectively apply conflict resolution skills..

**Critical Thinking:** Demonstrated ability to integrate and evaluate pertinent data (from multiple sources) to problem-solve and make decisions effectively. Applies the problem solving process demonstrating critical thinking and decision making skills using a systems approach.

**Human Caring and Relationship Centered Practice:** Ability to promote client-focused care that demonstrates care for and with clients and significant others, sensitivity to diverse cultures and preferences, client advocacy and social justice concerns.

**Management:** Demonstrated ability to organize work, set objectives and establish priorities. Manages time and resources, implements activities to promote cooperation among the interdisciplinary team and collaborates across

disciplines.

Leadership: Demonstrates creative planning for change and innovation, implementation of IH policies or other protocols, and ongoing professional development of self and others.

Teamwork: Demonstrated ability to foster teamwork and a commitment to excellence in the provision of client care.

Equipment: Demonstrated computer skills including windows based programs. Demonstrated ability in the use of e-mail and word processing. Ability to operate other related equipment as required in the specific practice area.

Physical ability to perform the duties of the position.