



POSITION DESCRIPTION

SECTION A: Position Identification POSITION TITLE: Social Worker (BSW)		CLASSIFICATION	
DEPARTMENT		DIVISION	
POSITION #	MANAGEMENT	EXCLUDED	BARGAINING UNIT

SECTION B: Reporting Structure

Your Supervisor's Title:

His/Her Supervisor's Title:

Other positions that report to your immediate supervisor:

SECTION C: Program/Functional Area

SECTION D: Position Summary

The Practice of Social Work: (*Social Workers Act*, 1993) is the assessment, remediation and prevention of social problems and the enhancement of social functioning of individuals, families, groups and communities by providing direct counselling services, development, promotion and delivery of human service programs or the development and promotion of social policies aimed at improving social conditions and promoting social equality.

The Health Care Social Worker is a member of the interdisciplinary health care team providing collaborative, holistic care on the primary to quaternary care continuum. Social Workers are primarily concerned with the relationships between people and their environments, which are integral to psychosocial, emotional and spiritual wellbeing. The social determinants of health are embedded in social work theory and practice and are the focus for the dynamic and interactive process of engagement, assessment, planning, intervention and evaluation. Social Workers build upon the strengths of patients/clients by focusing on existing coping strategies and problem solving skills, past successes, and personal resources.

SECTION E: MAJOR RESPONSIBILITIES:

1. **Psychosocial Assessment:** as a member of the interdisciplinary care team, the BSW completes an initial and on-going bio-psychosocial assessment to identify strengths and challenges that will influence optimal health outcomes and determine psycho-social risks for recurrent illness, disability and health distress.
2. **Therapeutic Modalities/Interventions:** as a member of the interdisciplinary care team, and based upon information gathered through the psychosocial assessment, the BSW will determine appropriate therapeutic interventions to address the following, but not limited to:
 - trauma
 - suicide and crisis
 - psycho-educational needs
 - addictions
 - grief and loss
 - resource needs
 - stress management
 - life altering transitions
 - mental health issues
3. **Case Management and Discharge Planning:** working collaboratively with the healthcare team, the BSW creates a comprehensive plan for risk reduction and timely transition through assessment, planning, intervention and evaluation.
4. **Psycho-Education:** the BSW develops and facilitates psycho-educational activities/groups for patients, clients and families to increase self-care and self-management.
5. **Community Development:** the BSW works collaboratively with stakeholders to develop, enhance and support individual and community strengths and capacity.
6. **Education and Training:** the BSW provides orientation to students, develops and delivers

presentations on pertinent topics and provides formal and informal peer mentorship.

7. **Interprofessional Collaboration:** the BSW develops collaborative partnerships with community and government partners to identify and address systemic barriers enabling the patients/ clients, families and stakeholders they work with to enhance their health and wellness.

POSITION SPECIFICATIONS

SECTION F: MINIMUM FORMAL EDUCATION:

Bachelor of Social Work

SECTION G: CERTIFICATION/REGISTRATION/DESIGNATION

Registration with the Nova Scotia Association of Social Workers

SECTION H: SPECIAL KNOWLEDGE & SKILLS: the BSW is expected to have working knowledge and skills in:

- theoretical frameworks and skill in at least one therapeutic modality;
- the social determinants of health and the risk factors and social consequences associated with diverse populations
- human behaviour, family systems and dynamics
- conflict resolution skills
- problem solving skills
- medical terminology
- basic knowledge of diagnostic tools including DSM
- community resources and skill in navigating systems
- relevant legislation e.g. Protection of Persons in Care Act, Personal Directives Act
- cultural awareness & sensitivity

SECTION I: NATURE AND AMOUNT OF EXPERIENCE:

2 years related clinical experience

SECTION J: JUDGEMENT & INITIATIVE:

Human rights, social justice and critical reflection are the philosophical foundations of Social Work.

The BSW requires a comprehensive understanding of the impact of physical, mental, emotional and psychological illness on patients/clients. The BSW requires the abilities to:

- interpret assessment findings to the healthcare team so that patients/clients' psychosocial context and experiences are understood
- determine appropriate clinical intervention
- develop partnerships and collaborate with key stakeholders in the delivery of care
- identify patient/client behaviours that may impact on ability to benefit from services
- continuous monitoring, adjustment and evaluation of the care plan, in collaboration with the healthcare team, to ensure it meets patients/clients goals and needs
- critical analyses of social, economic, political and cultural factors that influence health and

wellness and deconstructing fundamental assumptions, values and beliefs that influence professional judgement

- negotiate and advocate for resources to implement plans
- document all relevant social work interventions on the health record in accordance with social work standards and employer requirements
- navigate health and community services delivery systems
- understand and maintain professional boundaries
- engage in ethical decision-making

SECTION K: TYPE AND LEVEL OF SUPERVISION EXERCISED:

- orientation, supervision and evaluation of BSW students
- provides feedback on other healthcare students in clinical setting
- formal and informal peer mentorship to discipline or healthcare colleagues
- orientation of discipline to interprofessional colleagues within the healthcare team

SECTION L: KEY RELATIONSHIPS:

Consultation is provided at patient/client, team/program, organizational and community levels to promote holistic, patient centred care. Key partners include:

- patients/ clients, families, community supports
- members of the interdisciplinary healthcare team
- ethno-cultural and religious organizations
- government and community service organizations
- schools and recreation organizations
- primary care

SECTION M: DEGREE OF RESPONSIBILITY FOR DECISIONS ON FINANCIAL, HUMAN AND MATERIAL RESOURCES: assess and recommend/approve patients/clients for in-house resources e.g. special funds with specific criteria

SECTION N: PHYSICAL DEMAND:

- sitting for extended periods with patients/families, at team and family meetings and using the phone or computer
- keyboarding
- moving between sites for meetings
- off site visits
-

SECTION O: MENTAL & VISUAL DEMAND:

- frequent observation, interviewing, active listening and provision of therapeutic interventions with patients/clients & families;
- consultation with interdisciplinary team members, government and community agencies
- frequent and lengthy telephone use for consultation and locating & arranging resources
- computer use to review health record, locate information & resources, report writing and complete statistics
- regular documentation, letter and report writing

- formal and in formal mentoring of social work and interdisciplinary colleagues, supervision of students
- maintaining work life balance

SECTION P: WORKING ENVIRONMENT and UNAVOIDABLE HAZARDS:

- fast paced working environment frequently needing to quickly transition patients when there is a code census
- multiple and competing demands and deadlines
- travel between and off sites
- noisy environment
- exposure to viruses and communicable diseases necessitating the wearing of protective clothing
- interruptions to work; urgent requests

SECTION Q: SAFETY (patient, worker & workplace)

The successful applicant will demonstrate good stewardship in the identification, reporting & mitigation of unsafe Acts or conditions.

Prepared by: _____ Date: _____

Signature

Name (Please Print)

Approved by: _____ Date: _____

Signature

Name (Please Print)

VP Approval: _____ Date: _____

Signature

Name (Please Print)

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Human Resources Services Department