

Social Worker

The Social Worker as part of the interdisciplinary team assists in the primary care functions and participates in the development, implementation, monitoring and evaluation of programs and services of the North Simcoe Family Health Team for patients, families and North Simcoe community. The Social Worker provides counseling/therapy and other therapeutic functions for patients, families and the community as described within their college. The Social Worker will share expertise and knowledge of disease prevention, health promotion and chronic disease management with patients their families, as well as other health care professionals.

Roles and Responsibilities**Assessment**

The Social Worker will practice within their scope and according to the standards of practice as outlined in the following documents:

- Ontario College of Social Work & Social Service Workers (OCSWSSW)
- Regulated Health Professions Act (1991)

Treatment/Management/Planning

- In collaboration with Physicians, Nurse Practitioners and other Allied Health Professionals implement and discuss appropriate individualized care plans with the patient/family care giver based on best evidenced practices
- Facilitate coordinated access to services in areas such as assistance with daily living, treatment, health promotion and prevention
- Facilitate linkages with appropriate services, supports, and resources
- Evaluate the achievement of patient goals
- Personal effectiveness: problem -solving, decision making, communication and interpersonal skills, goal setting, time management
- Community integration: use of transit, social/recreational, peer support and other services
- Health and wellness: support clinical plan including medication, appointments, healthy choices and lifestyle
- Employment/service: support maximum involvement in volunteer, community service or paid employment
- Housing support: finding and maintaining adequate housing, liaison/support to landlord and families.
- Documents using patient health records refer to and arranges follow-up as necessary

Education/Advisory

- Advocacy: support appropriate use of available community public services and programs
- Advocate for patient's civil and legal rights

Referrals/Collaboration

- Collaborate with other health care providers regarding after care plan
- Facilitate linkages with resources

Reporting:

Updated: April 2018

Job Description

- Prepare statistical reports for the Ministry of Health and Long Term Care or as required by the North Simcoe Family Health Team
- Works in collaboration with management on workload measurement reporting and follows processes to ensure accurate data collection

Organizational Role:

- Maintaining current knowledge of policy manuals, reading minutes of meetings and keeping up to date with organizational happenings
- Contributing to the efficient functioning of the organization and the attainment of goals
- Basing practice on sound theoretical knowledge
- Arranging priorities as necessary to perform tasks
- Knowing established work and administrative procedures

Confidentiality Information

- Ensures adherence to the freedom of information and protection of privacy
- Exercises reasonable care with caution in protecting confidential and sensitive information related to patients and personnel

Team Development

- Works effectively within an interdisciplinary team, in varied practice settings, to improve access to primary care for the residents of North Simcoe Family Health Team.
- Provides case study, conducts in-services and workshops for team members, other health professionals and community partners as appropriate
- Promotes awareness of the Corporation's services and programs
- Actively participates in staff, team and committee meetings
- Provides leadership and mentorship to social work students that enter the FHT on a placement
- Participates in the education of other health professional students
- Participates in the development, planning and evaluation of treatment, education, counselling and health promotion activities of the FHT.

Professional Development

- Maintains and develops professional competence through ongoing professional development
- Stays current and aware of opportunities to implement new, evidenced-based methods of patient assessment, treatment and programming
- Participates in self-directed learning to ensure that practice remains relevant by attending professional conferences, e-learning and journal reviews
- Participates on interdisciplinary committees to promote professional / interpersonal development
- Participates in clinical projects/studies as required.

Communication

- Communicates effectively with health care team members to create a cohesive team and seamless services to the community
- Communicates effectively with all patients, families, peers, other health care professionals and community partners.
- Participates in interdisciplinary meetings as required.

Related Duties

- Models the values and philosophy of the Corporation;
- Exhibits a commitment to life-long learning;
- Maintains confidentiality of team, personnel and patient information;
- Facilitates appropriate in-house and external education sessions;
- Assists with planning and attend special events; and
- Performs other associated duties as required.

SPECIFICATIONS

Education/Experience:

- Graduate degree in Social Work from a recognized university (required)
- Masters of Social Work from a recognized university (preferred/required)
- Registration with the Ontario College of Social Work & Social Service Workers (OCSWSSW)
- Additional supervised clinical training
- Three to five years counseling/therapy experience: preferable in a primary care and/or community setting
- Proficiencies in assessment, psychotherapy and psychological counseling techniques for working with individuals, couples. Families/communities
- Experience in program development, implementation, monitoring and evaluation (preferred)
- Current Ontario Driver's License (preferred)

Skills/Abilities:

- Knowledge and proficiency in current, evidenced-based methods and practices of primary care delivery, with an emphasis on health promotion and risk reduction
- Superior leadership, organization, research, evaluation, time management, communication and interpersonal skills
- Proficiency in the use of the computer hardware and software, particularly in Microsoft Word, Excel, Outlook and Electronic Medical Record
- Multi-tasking skills related to the delivery of efficient primary care including the ability to share information and teach/train while treating a patient
- Excellent verbal and written communication skills
- Exhibit an ability to be open and non-judgemental
- Knowledge of the goals and structure of the organization, the policies and procedures and the programs