

JOB DESCRIPTION
Social Worker

REPORTING RELATIONSHIP:

Supervised by: Director of Special Programs, Medical Director
Positions Supervised: N/A
Interrelationships: Patients, family, IDT and other health care team members

JOB SUMMARY:

To deliver varied social work services to Hospice patients and their families. To provide initial emotional, spiritual, psychosocial assessments, ongoing counseling, bereavement services and community education, outreach and referral. The Hospice social worker is an integral part of the Hospice IDT.

QUALIFICATIONS:

Educational/Degree and A Hospice Social Worker must be licensed under Chapter 4757 of the Ohio Revised Code to practice as a social worker or independent social worker in the state of Ohio AND must meet at least meet one of the following options:

1. *Preferred* - Have an MSW degree from a school of social work accredited by the Council on Social Work Education (CSWE), and one year of experience in a health care setting.
2. Have a baccalaureate degree in social work (BSW) from a school of social work accredited by the CSWE, and one year of experience in a health care setting and be supervised by a MSW from a school of social work accredited by the CSWE and who has one year of experience in a health care setting. *If social worker is not a MSW, social work supervision by MSW must be arranged to be provided either by an employee of or individual contracted by the Hospice.*

Knowledge/Skills/Ability: Ability to work independently, make accurate, and at times, quick judgments. Ability to respond appropriately to crisis outside of a hospital setting. Acceptance of and adaptability to different social, racial, cultural and religious modes.

Experience: Minimum 2 years of experience as a social worker, preferred.
Active patient contact within the past three years, preferred.

JOB FACTORS:

Physical Requirements:

Requires minimal physical effort most of the day including kneeling, squatting, reaching, twisting, climbing, walking, exposure to temperature and humidity changes and minimal assist in lifting and/or transferring of a 200-pound patient. Must possess sight/hearing senses or use appropriate adaptive devices that will enable senses to function at a level required to meet the essential duties of the position. Must provide evidence of annual TB test and other state-required tests or examinations.

Mental Requirements:

Must be able to work independently, make judgments based on assessments and data available and act accordingly. Must be flexible, innovative and possess good interpersonal skills. Must be able to cope with mental and emotional stress and demonstrate emotional stability.

Working Conditions:

Be able to tolerate exposure to elements including, but not limited to, odors, blood, body fluids and excrements, adverse environmental conditions and hazardous materials.

Transportation:

Must have a current valid driver's license, auto liability insurance and reliable transportation.

ESSENTIAL FUNCTIONS:

1. Performs initial psychosocial, emotional, spiritual and bereavement assessments.
2. Conducts ongoing reassessments of patient/family needs and counseling as required.
3. Provides short term crisis intervention and individual or family counseling when indicated.
4. Provides services, under the direction of a physician (who approves plan of care).
5. Participates as a member of the Bereavement Team as assigned.
6. Observes, assesses and brings to IDT conferences information regarding psychosocial, emotional, spiritual, physical and financial conditions affecting the patient and family.
7. Assumes the active role of advocate for the patient/family unit.
8. Develops and maintains contact with appropriate community agencies and services to promote interagency cooperation and to facilitate related referrals.
9. Assists in coordination of respite stays.
10. Documents comprehensive psychosocial, emotional and spiritual assessment clearly and concisely in a timely manner.
11. All patient/family visits, telephone contacts and referral actions are recorded in the patient record per policy.
12. Provides ongoing counseling related to issues of death and dying to the patient and family as needed.
13. Attends staff meetings, IDT and other meetings as assigned and appropriate.
14. Participates in the orientation program as assigned.
15. Adheres to all Hospice policies.
16. Assumes responsibility for own personal and professional development and maintenance of skills in social work.
17. Exhibits Hospice philosophy in all job-related roles.
18. Ability to efficiently and effectively utilize iPad, laptop, PC, and Brightree system, among other technological components of job.
19. Other duties as assigned by the Director of Special Programs.

I have read the above job description and understand the duties and responsibilities associated with the position. I can perform the essential functions of this position without specific accommodations.

Employee Signature

Date