

Position Number: **Benchmark Job #222**

Ministry: BC Mental Health Society

Branch: Social Work Services

Location: Riverview Hospital

Working Title: **Psychiatric Social Worker**

Level: Range 24

NOC Code: 4152

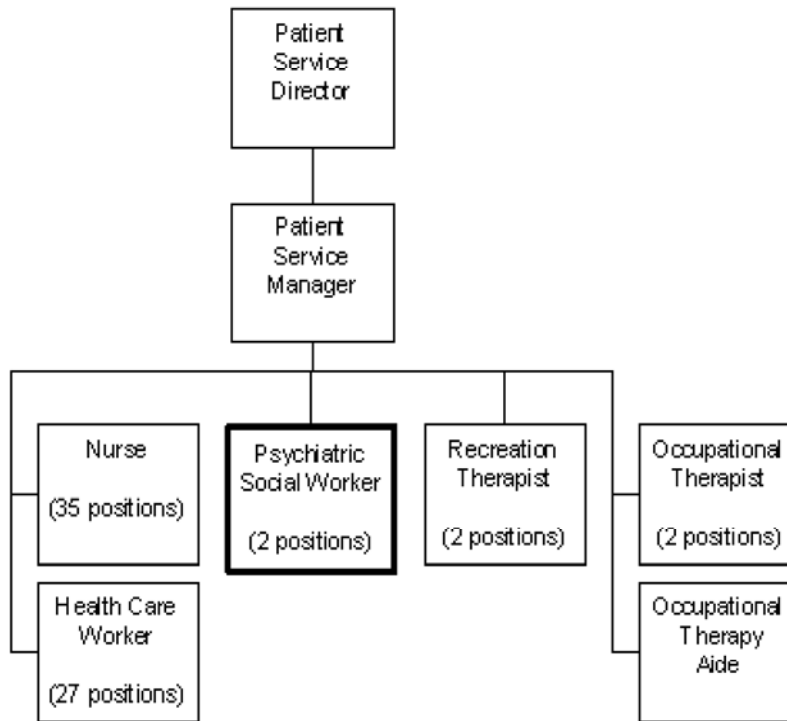
PRIMARY FUNCTION

To provide direct social work services for patients and family members with a focus on community reintegration.

JOB DUTIES AND TASKS

1. Completes the intake and social assessment process for new patients
 - a. gathers and reviews referral information and case history to assess patient needs
 - b. gathers bio-psycho-social information, including conducting interviews with patients and family and other caregivers, professionals and community agencies
 - c. prepares a detailed social assessment of the patient including family history, achievements, physical and psychiatric illness, work history and other relevant information
 - d. assumes primary responsibility for coordination and implementation of discharge planning in conjunction with the Interdisciplinary Team, patient, family, significant others and the community
 - e. determines the degree of impact upon the individual and family including social functioning and stressors and determines risk factors for abuse, violence and/or suicide
 - f. collaborates as part of the Interdisciplinary Team to assess the suitability for treatment, continuing hospitalization, and community referral
 - g. assists patients with issues relating to housing and income and exchanges information with other social agencies such as the Public Trustee's Office regarding patient needs and requirements
 - h. assists patients with financial and legal issues such as completing applications for comfort allowance and other benefits, securing identification documents or dealing with citizenship or court issues
2. Plans and provides a variety of therapeutic treatments, interventions and program adaptations to improve patients' social functioning and problem solving abilities and to maximize their strengths
 - a. collaborates with Interdisciplinary Team to identify and prioritize treatment and rehabilitation goals and develop service plans for each patient
 - b. provides supportive counselling to patients and families using appropriate therapeutic modality and other appropriate therapies such as group and family therapy sessions, one-on-one help with problem solving and goal setting, life skills training and group support for substance abuse
 - c. advocates on behalf of patients and families within the hospital and in the community
 - d. intervenes in situations that may result in a negative patient/family outcome
 - e. facilitates referral to alternate treatment agencies, community support services or social agencies (e.g., income assistance, aboriginal community treatment programs, family or financial counselling)
 - f. plans and provides follow-up services for discharged patients in the community ensuring after-care planning is in place for patients at time of discharge

- g. assists patients to access community support services such as subsidized housing and social services
 - h. exchanges information with family on patient progress and involves them in therapeutic process on behalf of the treatment team
 - i. counsels patients and family members when the most appropriate care for the patient is in the community or long-term care facilities
3. Performs other related duties
- a. prepares reports and maintains client records, forms, case notes and other related documents
 - b. participates in ward rounds and on various hospital or community committees
 - c. provides input on local service standards and planning issues through discipline practice council
 - d. assigns, monitors and examines the work of assigned social work students and completes student assessments for educational institutions
 - e. participates in research to improve program evaluation or clinical interventions
 - f. drives light vehicle to escort patients into the community



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p>JOB KNOWLEDGE</p> <p>Understand the theory of psychiatric social work to review patient referral information and case history to assess patient needs, plan and provide a variety of therapeutic treatments and interventions; determine risk factors for abuse, violence and/or suicide and plan and provide follow-up services for discharged patients.</p>	H	280
2	<p>MENTAL DEMANDS</p>	G	200

	Judgement to modify treatment techniques in working with psychiatric patients to assess patient needs and plan and provide a variety of therapeutic treatments and interventions including individual, group and family counselling sessions and plan follow-up services for discharged patients.		
3	INTERPERSONAL COMMUNICATION SKILLS Influence and formal counselling skills required to provide therapy to initiate behaviour change with psychiatric patients where the parties are not cooperative.	E	60
4	PHYSICAL COORDINATION AND DEXTERITY Moderate coordination and dexterity required to drive vehicle while escorting patients to various community services for clinical purposes or for discharge planning.	C	15
5	RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by general policies and psychiatric social work standards, plan social work services for patients, assess patient needs and counsel patients and their families, develop treatment plans and interventions, and plan follow-up services for discharged patients.	F	160
6	RESPONSIBILITY FOR FINANCIAL RESOURCES Limited financial responsibility to complete patient applications for comfort allowance.	B	10

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
7	RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Moderate responsibility to drive a light vehicle while escorting patients to various community services for clinical purposes or for discharge planning.	C	15
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to assign, monitor and examine the work of assigned social work students, as a typical recurring task of the job and complete student assessments for educational institutions.	C	13
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Considerable care and attention to provide direct assessment, counselling and treatment services to institutionalized mentally ill patients and their families.	E	40
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused sensory concentration to frequently observe and listen to mentally ill patients while conducting interviews and in counselling sessions.	C	12
11	PHYSICAL EFFORT Moderate physical effort to frequently focus visual attention to computer screen or printed material while reviewing and preparing patient information, case notes and documentation.	C	12
12	SURROUNDINGS Exposure to frequent involvement with institutionalized mentally ill patients.	C	6
13	HAZARDS Significant exposure to hazards from frequently working around mentally ill patients who may react violently.	D	9

Total Points: 832

Level: Range 24