



Internal/External Job Posting

#06012023A

Job Title: Social Worker – Community Health Centre

Grid Level: Paraprofessional Grid 14 BCGEU Community and Social Services

Hours: Regular Full Time

Description:

The Social Worker (SW) provides care coordination and addresses interrelated medical, social, developmental, behavioral, educational, and financial needs to achieve optimal health and wellness outcomes. The SW works with the client's family/caregiver(s), Primary Care Provider, and the primary care team to coordinate care and support clients and their families/caregivers through an integrated system.

Qualifications:

Bachelor's degree in social work from an accredited university and current registration with the BC College of Social Workers.

A minimum of 1 year experience as a social worker, or related, in a health care setting

Posting date: June 1, 2023

Closing date: Until filled.

Please submit resume, cover letter, by email to sradford@pcfsa.org

This position is open to all applicants and requires Union membership.



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JOB DESCRIPTION

Social Worker

Grid Level: 14P JJEP

Reporting to the Director of Integrated Services, as an integral member the Primary Care multidisciplinary team, the Social Worker (SW) serves as the primary point of contact for the health care team for complex client access to appropriate services in a seamless and coordinated fashion.

Care coordination addresses interrelated medical, social, developmental, behavioural, educational, and financial needs to achieve optimal health and wellness outcomes. The Social Worker works with the client's family/caregiver(s), Primary Care Provider, and the primary care team to coordinate care and support clients and their families/caregivers through an integrated system. The Social Worker works in collaboration with the Community Health Workers and other social service care providers. This position will be paid at grid level 14 Paraprofessional BCGEU wage grid.

Primary Duties & Responsibilities

- Works closely with all service providers at PCFSA and in community, including the primary health care team and counselling and social service programs.
- Develops, implements, and evaluates the social determinants of health needs of the identified population. Case finding may occur through chart review, team conversations, or referrals.
- Provides social work services, within their scope of practice, focusing on social justice, health equity, coordination of care, intervention, assessment, treatment, and consultation within the community/primary care setting by:
 - Reviewing primary care provider's charts to capture the identified client population.
 - Perform assessment of client needs to determine a treatment plan and eligibility for services; selects and administers appropriate screening and responds as appropriate; participates in advance care planning.
 - Participating in care plan development by assessing and planning to address social determinants of health needs that present barriers to recovery and health.
 - Developing support components to care plans that maximize the client's inclusion, collaboration and communication with clients/caregivers/families, community agencies, and the team.
 - Facilitating access to a variety of community support services, making referrals as appropriate and providing input and feedback as required.
 - Establishes therapeutic relationships with clients and caregivers using a variety of interpersonal skills and engages with the client to establish a therapeutic working relationship.
 - Responds to risk indicators identifying a need for clinical or legal intervention to ensure safety and well-being of an individual or others.
 - Respond to issues and concerns and advocates on behalf of the client/family and/or caregiver to support their choices and needs while utilizing practices aligning with current and



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recognized care management competencies. Identify problems and seek creative solutions or approaches maximizing client autonomy and choice.

- Facilitate care conferencing to review client care plans, in collaboration with the multidisciplinary team, to determine timing and referral to services and interventions to improve client outcomes.
- Maintain related records, document observations, interventions, and outcomes on the Electronic Medical Record (EMR).
- Performs outreach services as required.
- Contributes to the development and revision of standards of care, policies and procedures and advocates for improvements in clinical practice, health care, and health care services.
- Contributes to a healthy and safe working environment by observing and promoting universal precautions and infection control procedures; removing obvious hazards; reporting faulty equipment, accidents, injuries, and near misses.
- Demonstrates personal initiative in identifying own learning goals and maintains and updates clinical competence and knowledge.
- Preceptors and mentors assigned new employees and students to guide the clinical experience and provide feedback to mentees and leadership as requested.
- Performs other related duties as required.

Qualifications

Education

- Bachelor's degree in social work from an accredited university.
- Current registration with the BC College of Social Workers.
- Valid First Aid and CPR Certification.

Experience

- A minimum of 1 year experience as a social worker, or related, working with medically complex clients, with concurrent disorders, including, knowledge of chronic health challenges, geriatrics, community health principles, human development, and family/group dynamics; working knowledge of applicable legislation, available programs and services, their interrelationships, and function in delivering care in the community.

Knowledge, Skills, and Abilities

- Working knowledge of clinic office routines, health system issues, primary care models, and community health care resources.
- Demonstrates clinical competence and the ability to provide client-focused, trauma informed and culturally safe care.
- Demonstrates effective written, electronic, and verbal communication.

encourage possibilities



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- Utilizes sound judgment, good observation and assessment skills, and empathy. Demonstrates ability to find, use, apply, and integrate supported, peer-reviewed information, research, and evidence-based best practice to support decisions and actions.
- Demonstrates conflict resolution, critical thinking, and problem-solving skills.
- Demonstrates ability to manage time and resources effectively, ability to prioritize and organize.
- Ability to perform the duties of the position and operate related equipment and technology.

Additional Information

- This position may involve work in stressful circumstances, often working with individuals and families in crisis situations. The ability to function independently and frequently under pressure, including managing emergencies, is an ongoing expectation of this position.