

CITY OF HAMILTON

HEALTHY & SAFE COMMUNITIES DEPARTMENT (MACASSA LODGE – LOCATION – 701 UPPER SHERMAN AVE.)

SOCIAL WORKER - CUPE 5167 (LODGES UNIT)

SUMMARY OF DUTIES

Report to the Director of Nursing. Provide counselling and assistance to residents and families to enhance their psychological well-being; work collaboratively with other members of the care team to deliver resident focused care that supports and enhances quality of life of residents.

GENERAL DUTIES

Provides counselling and assistance to the residents and their families.

Working alongside a multidisciplinary team, provides crisis intervention with residents who may be experiencing adjustment issues, family dynamics, change in health or other sources of possible psychological. Initiates appropriate referrals to outside agencies as necessary, ie. bereavement counselling for families

Participates in established therapeutic group programmes for residents and their families such as Resident and Family Councils.

Provides therapeutic interventions based on individual needs and in keeping with best practices.

Administers psychosocial and cognitive tests for assessments.

Liaises with care team and families for services.

Offers support to residents and ensures they are aware of their rights under the Resident Bill of Rights.

Provides on-going communication between resident, the facility, families and community professionals.

Participates fully in the development, delivery and evaluation of resident plan of care

Participates in the RAI MDS process on admission, quarterly and as significant changes are identified.

Document in the resident clinical record according to established policies and procedures

Provides assessment information for post admission and annual care conferences on residents. Acts as facilitator or clinical summary writer for care conferences

Co-ordinates residents' discharge and transfer to other facilities in consultation with the resident care team.

Responsible for discharge planning and accessing appropriate community programs and funding for residents.

Analyzes residents' problems and issues, problem solves effectively and develops appropriate plan of action.

Promotes the communication of treatment approaches and team recommendations to the resident and their family members.

Receives and answers inquiries from staff, public, residents and health care personnel.

Participates as a member of several interdisciplinary teams and committees in the development of new lodge policies and the review of existing policies. Assists in policy implementation and in the development of new lodge programs.

Provides instruction to social work students from universities or colleges.

Responds to emergency evacuation procedures by transporting abled and disabled persons.

Performs other duties as assigned which are directly related to the major responsibilities of the job.

QUALIFICATIONS

1. Demonstrated knowledge and experience in assessment methodologies and counselling skills normally acquired through the completion of a Bachelor's Degree in Social Work.
2. A current member (in good standing) with the College of Social Workers.
3. Previous experience working with elderly populations.
4. Demonstrated extended knowledge base in geriatrics.
5. Experience and competency in conducting assessments, consultations and counselling with individuals, families and groups.
6. Demonstrated ability in interviewing skills, flexibility in adapting to change, interpersonal relationships and case management.
7. Demonstrated ability to work independently and in collaboration with a multi-disciplinary team.
8. Demonstrated ability to relate with all levels of the community.
9. Effective communication skills and demonstrated ability to relate to peers, residents, families and groups.
10. Working knowledge of computer software applications (Windows XP, Microsoft Outlook) and medical charting software.
11. Working knowledge and experience with RAI MDS (Coding, RAPS) and Point click Care would be considered an asset.
12. Highly effective facilitation, communication, presentation, interpersonal and organizational skills.
13. Must be physically able to transport residents.

THE INCUMBENT SHALL COMPLY WITH ALL HEALTH AND SAFETY POLICIES AND PRACTICES FOR THIS POSITION AND THE WORKPLACE.