



POSITION DESCRIPTION

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| POSITION TITLE: | SOCIAL WORKER – RENAL HEALTH |
| DEPARTMENT: | ACUTE CARE – RENAL HEALTH PROMOTION |
| CLASSIFICATION: | SOCIAL WORKER |
| UNION: | MGEU – TECHNICAL PROFESSIONAL |

REPORTING RELATIONSHIPS

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| POSITION REPORTS TO: | CLINICAL TEAM MANAGER – ACUTE CARE, HODGSON AND BEREN’S RIVER RENAL HEALTH CENTRES |
| POSITIONS SUPERVISED: | NOT APPLICABLE |

POSITION SUMMARY

The Social Worker– Renal Health is responsible for the the understanding and treatment of the social, psychological, emotional, spiritual, and functional needs of people coping with chronic kidney disease and its treatment; at all stages of the trajectory from prevention through to bereavement. Work involves professional activities such as assessment, individual, couples and small group counseling, crisis intervention, environmental resources assistance, patient advocacy, patient and public education and professional development. The Social Worker – Renal Health will empower patients and their families, utilizing a whole person approach to care that addresses a range of human needs to improve or optimize the best possible quality of life. The Social Worker – Renal Health promotes community wellness, builds individual and community capacity, and facilitates access and equality in health within the region. The responsibilities of this position will require travel throughout the region and to local centre renal health/ dialysis sites. The Social Worker – Renal Health will work in a collaborative, shared care model with the Interlake-Eastern Regional Health Authority (IERHA) and the Manitoba Renal Program-(MRP). The incumbent may also contribute to research and education. The position of Social Worker – Renal Health functions in a manner consistent with, and supports the Mission, Vision and Values of the Interlake-Eastern Regional Health Authority.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

1. Direct Service to Patients and Families

- Collaborates with the renal health team in the identification of patients/families requiring psychosocial services.
- Assesses patients' and families' psychosocial needs and develops a treatment plan, in conjunction with the patient, family, and health care team, to address those needs and to enhance, promote and maintain optimal psychosocial functioning of the patient and family.
- Helps the patient cope with the emotional, psychological, social, and spiritual and functional aspects of chronic kidney disease and its treatment.
- Recognizing their scope of practice, acquires a basic professional understanding of renal health care.
- Promotes patient and family empowerment and reinforces a sense of autonomy and self determination.
- Plans and coordinates interventions, provides counseling services based on accepted best practice standards.
- Communicates plan to interdisciplinary patient care team and evaluates effectiveness of interventions for identified patients and families.
- Provides information and referral re: financial assistance, transportation, accommodations and other environmental resources as well as all supportive care services locally, at RHA Renal Health Programs and at local centre dialysis sites.

2. Program and Service Delivery

- Fosters relationships with the individual and community organizations, to help build renal health capacity.
- Contributes to professional development regarding psychosocial care and supportive care resources.
- Demonstrates proper use of available communication tools/materials for effective communication and understands how the culture(s) of patient populations can affect communication, collaboration, and the provisions of care, treatment and services.
- Expands partnerships with other stakeholders to foster prevention, screening and early diagnosis, pre- and post-treatment survivorship and/or bereavement care.
- Engages communities to develop community-based renal health and wellness initiatives and prevention programs acceptable to them and responsive to their needs.
- Ensures compliance with reporting requirements and appropriate documentation as identified by department policy and regulatory requirements.

3. Liaison and Advocate

- Supports individuals and communities respectfully in their choice to access complementary and/or traditional care.
- Works in partnership when appropriate with the Manitoba Renal Program (MRP), MRP Social Work, regional local centre dialysis units, community agencies, and First Nations health services and agencies.
- May contribute facilitation, presentation skills to community renal health support groups and programs.
- Assists with the development of a database of local, regional and provincial programs and services to be utilized by patients, families and communities.

- Participates in the development of psychosocial and supportive renal health care services in the RHA.

4. Professional Practice

- Seeks individual clinical mentorship. -Regularly attends professional development educational events including the psycho-social aspect of chronic illness on patients, families and communities.
- Demonstrates a commitment to service, organization values and professionalism through appropriate conduct and demeanor at all times.
- Demonstrates professional responsibility and accountability, while practicing with a high degree of autonomy when providing services.
- Seeks and participates in activities which promote professional development.
- Helps prevent compassion fatigue and promotes compassion satisfaction amongst colleagues.
- Functions within standards, policies and legislation governing the profession.
- Demonstrates respect for the patient and family to support maintaining confidentiality of patient information and sensitive data at all times.
- Maintains professional boundaries and appropriately negotiates an end to the relationship when the goals have been achieved.
- May participate in research when opportunities arise and generate research ideas.
- Identifies gaps in service delivery.
- Plans, coordinates and oversees projects related to psychosocial renal health in a shared care partnership with MRP, regional Wellness and Primary Care programs.
- Maintains appropriate documentation and month end statistics.

OTHER

- Performs other duties as assigned.

RESPONSIBILITIES AND ACCOUNTABILITIES ARE ASSIGNED IN BROAD ORGANIZATIONAL OBJECTIVES. THE POSITION IS SUBJECT TO REVIEW OF GENERAL EFFECTIVENESS AND ATTAINMENT OF OBJECTIVES THROUGH PERFORMANCE MEASUREMENTS.

PERFORMANCE MEASUREMENTS:

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QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Bachelor's degree in social work from an accredited university program required.
- Eligible for licensure with the Manitoba Institute of Registered Social Workers required.

REQUIRED KNOWLEDGE:

- Working knowledge of computers required.

EXPERIENCE REQUIRED:

- Minimum of three (3) years related clinical practice required.
- Experience in a healthcare setting preferred.
- Experience in adult education principles and research methods preferred.
- Experience working with First Nations and Aboriginal communities required.
- Familiarity with aboriginal history, practices and issues required.

SKILLS/COMPETENCIES:

- Demonstrated competence in clinical skills including psychosocial assessments and counseling intervention preferred.
 - Advanced level of communication (verbal and written), facilitation, and presentation skills.
 - Ability to work with minimal supervision and in multiple environments.
 - Demonstrated ability to practice in a culturally responsive manner.
 - Ability to work with the multidisciplinary team at regional and tertiary-care dialysis sites, maintain a positive working relationship, on a flexible schedule as some evening and weekend work may be required.
 - Good physical and mental health to meet the demands of the position.
 - Up to date immunization record.
 - Manitoba Class 5 driver's license and access to a reliable vehicle required.
 - Willing to travel in small aircraft to remote communities and travel on unpaved secondary roads.
 - Completes and maintains a satisfactory pre-employment security check.
 - Satisfactory employment record.
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WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
 - Will be required to travel throughout the region as duties may require.
 - Require a road worthy vehicle, a valid driver's license and liability insurance of at least \$1,000,000.00.
 - No hazardous or significantly unpleasant conditions.
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WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.

- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.
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Created: April 2014
Date

Revised: _____
Date

Approved by: _____
Regional Manager/ Supervisor _____ Date

Approved by: _____
Vice President/ CEO _____ Date

Reviewed by: _____
Executive Director, Human Resources _____ Date

Job descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.