



Position Title:	Social Worker
Position Summary:	As a member of the interdisciplinary team, provides direct care to meet the needs of patients and families in home care in accordance with the interdisciplinary plan of care. Provides consultation to team members in area of psychosocial care.
Minimum Education:	Licensed Masters degree in social work from an accredited program
Minimum Experience:	Minimum of two years of social work in a health care setting
Licensure/Certification/Registration Requirements:	Current Licensed Master Social Worker in NY State.
Reporting Relationship:	Patient Care Manager
FLSA Status:	Exempt

Qualifications:

- Ability to work with & function as a team member of an interdisciplinary team at all levels within the organization
- Ability to respect the dignity of all who serve and are served
- Ability to represent the Agency effectively in a variety of settings and with diverse communities
- Possess a valid drivers license, reliable transportation and ability to travel within a defined geographic area
- Adheres to NASW Code of Ethics of professional practice
- Knowledge and skills re dynamics of family systems
- Sensitive to ethnic, cultural and lifestyle differences

Job Duties:

Responsible for the delivery of care through the application of fundamental concepts, practices and procedures within established guidelines as an interdisciplinary team member and under general supervision/direction:

- Completes preassessments, assessments and provides medical social work, bereavement and supportive services for hospice patients and their families
- Serves as primary psychosocial staff for designated caseload
- Addresses psychosocial needs of patients/families in the home care setting
- Develops, revises, reviews and initiates the social work plan of care: identifies problems and needs, receives input from the interdisciplinary team, patient, and family, identifies scope and frequency of services and interventions
- Assists patients and families in identifying problems and alternatives solutions
- Assists in identifying and gathering data and information
- Utilizes non directive communication skills, listens and assesses problems
- Responsible for responding to suicide/euthanasia concerns
- Responsible for responding to adult/child abuse and/or neglect concerns
- Participates in psychosocial oncall rotation. May work flexible hours to meet needs of clients
- Meets all productivity and caseload standards
- Provides back-up coverage for other social workers during absences and peak periods
- Documents care provided in the patient/family record in a timely, accurate and complete manner in accordance with the Policy and Procedure manual
- Completes all necessary admission paperwork and consent forms per agency and Medicare guidelines.
- Evaluates social work care plan and outcome of interventions

Interacts with others to analyze data, provide advice, opinions and counsel utilizing problem solving skills:

- Participates in weekly care planning & review meetings of the hospice interdisciplinary team as appropriate

- Maintains high standard of interdisciplinary communication regarding complex cases
- Serves as a resource for the education of professionals, other hospices, volunteers and the community.
- Serves as a clinical resource to the team
- Provides information and referral to patients/families
- Serves as a liaison to community agencies
- Develops and utilizes networks with community agencies and resources
- Participates in the development of patient/family care policies and procedures
- Attends and participates in agency workgroups and meetings
- Meets agency productivity and documentation standards

Provides input on employment decisions

- Participates in team interviews and selection process
- Contributes to the orientation of new staff

Supports the organization's mission, vision and values

Demonstrates a commitment to the hospice philosophy of care

Demonstrates sensitivity to and understanding of death, dying and bereavement

Demonstrates ethical conduct and follows practices outlined in Corporate Compliance Plan

Demonstrates knowledge and understanding of Agency policy and procedures outlined in the Employee Handbook and Patient and Family Policy and Procedure Manual

Complies with the health and safety requirements of federal, state and local laws

Attends, participates in continuing education, workshops, conferences for professional development

Completes comprehensive orientation training post hire and annually completes mandatory inservice requirements outlined in the Employee Handbook

Respects and protects the confidentiality of all Agency information

Maintains flexibility in assignments to meet agency needs; accepts other duties as appropriate

Physical Requirements:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the various tasks of this job, the employee is regularly required to do intermittent physical activity including walk, stand, sit, bend, squat, and climb stairs. In addition, lift, support, turn and position patients, as well as lift, pull, push and manipulate equipment, use of reach with hands and arms, and talking or hearing. Specific vision abilities required by this job include close vision, distance vision, depth perception, and ability to adjust focus. The ability to make visual perceptions to evaluate patient and environmental conditions is also required. The employee will have exposure to inside and outside environmental conditions.

PLEASE SEND RESUMES TO:

Email: HumanResources@HospiceCNY.org

Fax: 315-766-1120