UNIVERSITY OF ROCHESTER MEDICAL CENTER

SOCIAL WORK DIVISION

POSITION DESCRIPTION

POSITION TITLE: CLINICAL SOCIAL WORKER (LMSW, LCSW, LCSW-R)

FULL-TIME

DEPARTMENT: PSYCHIATRY, STRONG BEHAVIORAL HEALTH

CLINICAL AREAS: PROACTIVE BEHAVIORAL HEALTH CONSULTATION TEAM (PILOT UNITS 612, 616, 636)

Description of Patient Population:

 \_\_\_ Pediatric(s) \_\_\_\_\_\_\_\_\_\_\_\_ X Adult(s) 19 – 65

 (age range) (age range)

 Adolescent(s) \_\_\_\_\_\_\_\_\_\_\_\_\_ X Geriatric(s) 65+\_\_\_\_\_

 (age range) (age range)

I. GENERAL DESCRIPTION:

 The Social Worker is an integral member of the Proactive Behavioral Health Consultation Team. The social worker who occupies this position provides clinical social work services to identified patients and their families, admitted to specific Medicine and Surgical units for inpatient Services. Priority assignment will be on units 612, 616, 636. When consulted, the clinical social worker, as part of the BHCT, assists in identifying active mental illness and substance abuse disorder at the earliest possible time during hospitalization. Information is obtained through screening via chart review and informal discussion with unit clinical staff, including medical social workers and nursing. The clinical social worker will provide intervention and support to mitigate the effects of mental or substance abuse disorders on patient’s physical health care while hospitalized. This support involves performing a broad range of social work services with the full spectrum of the patient population served. He/she completes and responds to patient and family needs identified from psychosocial and family assessments. The clinical social worker, in collaboration with the medical social worker, provides recommendations for the discharge plan of care related to behavioral health needs, which is completed with patient, interdisciplinary team, and identified formal and informal supports. The social worker may provide interventions in modalities of, but not limited to, individual sessions, rounding, family sessions, agency meetings, groups, and/or phone conferences. The social worker develops and maintains relationships with community and outpatient providers to facilitate a fluid transition and continuity of care of behavioral health needs for identified patients discharged from medical inpatient units 612, 616, and 636.

A. Administrative (5%)

E. 1. Ensure that Hospital, Department, and Social Work Division policies and procedures are implemented with regard to patient care, discharge planning, and professional practice.

E. 2. Comply with Social Work Division and Departmental quality improvement and staff development activities.

 E. 3. Participate in activities of the Social Work Division including timely completion of time reporting and other Hospital or Division forms; Hospital and Division mandatory in-service training programs and UHS reviews.

 E. 4. Attend Social Work Division and Program Staff meetings, as required.

 E. 5. Subscribe to the Departmental goal of creating a culturally competent environment by treating patient, families, trainees, and co-workers in a sensitive manner with appropriate attention to cultural differences.

B. Clinical (95%)

E. 1. Assumes social work role on Behavioral Health Consultation Team.

 E. 2. In collaboration with the assigned unit medical social worker, completes psychosocial and/or family assessments for patients on the consult service if not completed in ED and/or consultation services. Provides ongoing psychosocial risk assessment during patient’s admission.

 E. 3. Complete specific assessments and screens, such as child abuse, partner abuse, elder abuse, and/or substance abuse as needed.

 E. 4. Identify and coordinate safe and timely discharge plan with treatment team members, patients and families and execute a comprehensive discharge plan as consulted and in conjunction with the assigned unit medical social worker.

 E. 5. Provide interventions in response to psychosocial risks, which may impede progress with patient/family services treatment, continuity of care, and/or delay discharge.

 E. 6. Identify, contact and coordinate with outpatient mental health providers/agencies to facilitate involvement for patient and family plan of care and discharge planning for continuity of care.

 E. 7. Provide education to patient and family about community resources and referrals, advocate and support patients and family in their efforts to interact with complex social service agencies, specifically around behavioral health services.

 E. 8. Provide support and guidance to patient and family as needed when navigating our internal health system and financial resources.

 E. 10. Complete documentation for interventions, assessments, patient/family/agency meetings, and/or referrals, in patient’s electronic medical record to ensure compliance with Division, Department and Hospital policy.

C. Teaching (TBD)

E 1. Provide consultation and education to treatment team members, residents, trainees, medical students, and/or interns assigned to unit as needed, within scope of social work practice, and clinical indicated regarding issues, such as, domestic violence, adult and child protective services, and/or guardianship, and community resources.

NE 2. The social worker may also function as a field supervisor in the social work intern program for social work students in graduate and/or undergraduate programs with direct supervisor approval

1. Research (TBD)

NE. 1. The social worker may participate in social work and/or interdisciplinary research endeavors as determined by the social work supervisor, in consultation with the Social Work Clinical Manager in Psychiatry.

II. PROFESSIONAL SUPERVISION, ACCOUNTABILITY, AND EVALUATION:

A. Supervision/Consultation

1. The Social Work Division supervisor providing direct supervision is licensed by the State of New York (LCSW).
2. The social worker will participate in regular supervision as scheduled with his/her social work supervisor.

B. Accountability

 1. The social worker is accountable administratively and clinically to the Social Work Division Clinical Manager in Psychiatry for provision of social work services, and adherence to Social Work policies, procedures, and standards of professional conduct. The social worker’s job performance must conform to the expectations set forth in the position description.

 2. The social worker is accountable to the Director of the Proactive Behavioral Health Consultation Team for providing professional social work services in accordance with the policies and standards established by the Department of Psychiatry, the Social Work Division, and University of Rochester Medical Center.

C. Evaluation

Social Worker evaluation is conducted annually by social work supervisor, with commentary from the Director of the Proactive Behavioral Health Consultation Team. Annual salary and promotional recommendations are made by the social worker’s supervisor in consultation with appropriate Social Work Division personnel. Salary increases and professional promotional recommendations are subject to guidelines established by the Social Work Division, University of Rochester Medical Center.

III. POSITION QUALIFICATIONS:

The social worker who occupies this position must have a MSW from an accredited social work graduate program. They must be licensed by the State of New York (LMSW, LCSW, LCSW-R) They must possess competency in providing cognitive and behavioral interventions.

V. POSITION DESCRIPTION MAINTENANCE:

This position description is reviewed annually by the social worker and his/her supervisor. Position review provides opportunity for comment from the Acute Services Leadership, and for updating, as needed. Similarly, if a new social worker is hired, a review and update of the position description should occur. The supervisor recommended position description changes, in consultation with Director of the Proactive Behavioral Health Consultation Team. The Social Work Division Clinical Manager authorizes any position description modification for Psychiatry.

BHCT-SW

5/18