

SOCIAL WORKER SENIOR

KIND OF WORK:

Intermediate, professional social work.

NATURE AND PURPOSE:

Under general supervision employees in this class provide professional social work services to clients within the state system, and/or their families, and other affected/interested parties. They may provide case liaison and consulting services to external community and governmental agencies or provide consultative, regulatory or administrative review services which include conducting audits, interviewing clients, recommending treatment plans, and disseminating information. They may be involved as a member of the multi-disciplinary team and provide direction for treatment and/or discharge plans. Employees perform other related work as required.

When the position is responsible for providing full range social services, the special needs of the client, the complicating treatment/program factors and the operating environment differentiate between this classification and the Social Work Specialist classification. The operating environment for Social Worker Seniors is relatively process contained and defined, limited in either diversity, complexity or administration. The standards, processes and informational resources are well established. Positions with discharge and aftercare planning have responsibilities for social service programs that are moderately complex. Incumbents must have a sufficient grasp of involved practices and precedents, or of intermediate to advanced principles of the social work field of knowledge, needed to conduct and improve work processes.

Social Worker Seniors and the Social Worker Specialists may have leadership, administrative and/or admissions responsibilities; however, performance of these job duties does not, in and of itself, differentiate between the classifications.

Incumbents may assume responsibility for a moderate to high degree of direct client service and administrative and program implementation. Incumbents operate within clearly defined agency/facility policies and principles within the discipline, and have technical latitude which is sufficient to ensure the dependable regular use of professional skill.

EXAMPLES OF WORK: (A position may not include all the work examples given nor does the list include all that may be assigned.)

Evaluates social service client needs to provide social service recommendations to the multi-disciplinary team for admissions, treatment and discharge by interviewing, collecting and reviewing client data.

Collaborates with multi-disciplinary team members so that an appropriate care plan is developed by collecting and providing information and participating in team meetings.

Counsels clients so that they are better able to cope with problems by instructing, coaching, modeling, providing feedback and assisting with problem solving.

Documents assessments, service recommendations, services rendered, client outcomes and service revision recommendations so that social service records are accurate and adequate.

Coordinates and arranges discharge plans and aftercare for clients so that appropriate client placements are implemented by collecting and disseminating information, advocating and negotiating using knowledge of community resource alternatives and legal parameters.

Identifies resources so that referral information is available for the clients, family members and agency to enhance options for care of the client.

Consults, advises and educates staff, families, clients and/or other agencies to facilitate enhanced responses to client care needs so that clients and families understand and/or use the options and services available to them by using social work knowledge base, knowledge of client population needs, hospital and community resources.

Recommends revisions and/or development of social services policy to ensure that current standards of practice, client care, and regulatory standards are maintained and improved.

Assists in the orientation and professional development of other social workers and social work practicum students or interns so that work performed meets standards, learning opportunities are maximized and professional growth is enhanced by using academic and organizational protocols.

Conducts on-site audits to determine if the care needs of residents in facilities are being met by observing, interviewing, and otherwise gathering information from clients, staff and care providers and medical records.

Ensures that statutory requirements are met so that long term care facilities are reviewed and audited by scheduling and completing administrative and review activities.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of:

The social work content area sufficient to develop, implement and deliver social service programs for clients and their families.

The social work field sufficient to effectively communicate social work practice and theory to professionals within the discipline of social work and in other disciplines.

Basic theories and methods of case work or group work and methods of assessment, intervention and treatment.

The client population(s) and corresponding service delivery systems and available community resources associated with the field or program for the specific position.

Local, state, and federal laws and regulations affecting social and health services relating to the position sufficient to understand how they affect the client and other internal and external stakeholders.

Ethical standards and practices of professional social work.

Skill in:

Social work assessments sufficient to evaluate social service client needs.

Ability to:

Maintain effective working relationships with other staff, clients and community groups.

Ability to represent the discipline of professional social work within an interdisciplinary setting.

Est: 6/61
Rev: 7/67, 07/96

Former Title: Hospital Social Worker