

LICENSED SOCIAL WORKER

MAIN PURPOSE:

FLSA: Exempt

Provides supportive services to hospice and palliative home health patients/families and is responsible for consultation to other personnel in the area of psychosocial services.

REPORTING RELATIONSHIP:

Accountable and reports directly to the Director of Support Services.

ESSENTIAL FUNCTIONS:

Psychosocial Care:

- Assesses hospice patient and family on psychosocial responses to terminal illness and develops an initial Plan of Care within 5 days of hospice admission.
- Participates in the ongoing planning and implementation of the Plan of Care through the IDT process every 14 days.
- Evaluates and assists with strengthening patient/family coping skills.
- Completes an average of 25 visits per week.
- Explores, evaluates, and assists in utilization of community resources with patient/family situations while supporting the patient's unique spiritual and cultural beliefs.
- Helps to maintain the dignity of the dying patient.
- Reports abuse and neglect in accordance with agency policy.
- Provides emotional support and counseling to patients and families.
- Participates in the On Call and Holiday rotation.

Documentation:

- Accurately records and reports pertinent information regarding patients and families at the time of the visit or immediately after the visit.
- Helps to provide continuity of care between team members by ensuring verbal and written reports are clear, concise and timely.
- Documentation is individualized and includes all required elements.

Education/Community Service:

- Demonstrates a willingness to participate in community education by giving presentations and in-services on psychosocial issues related to death and dying.
- Provides supervision to social work students involved in field education as requested.
- Serves as a liaison with social and community agencies used by CHC.
- Assists agency staff and volunteers with understanding psychosocial factors related to terminal care.

ADDITIONAL FUNCTIONS:

- Committed to Agency resolution against fraud and abuse.
- Knowledgeable in hospice philosophy and state and federal rules and regulations.
- Arrives to work and meetings on time and ready to work.

Additional Functions (continued):

- Respects confidentiality of patients/families and other Agency employees.
- Attends educational meetings/conferences for professional growth as required.
- Sees change as an opportunity and maintains a level of flexibility, which allows for adaptation to new ways of performing.
- Follows directions and policies that allow for an organizational commitment to working under time pressures without sacrificing quality.
- Performs other duties that may be assigned.

JOB REQUIREMENTS:

- Possesses the ability to perform the following tasks for varying periods of time: standing, walking, sitting, lifting objects up to 75 lbs., pushing/pulling objects up to 200 lbs., climbing stairs, stooping, kneeling, twisting, bending, reaching overhead and in front of body, simultaneous use of both hands, wrists, and fingers.
- Possesses the ability to perform the following tasks for varying periods of time: speak in conversational tones utilizing the English/American Language, hear conversations as well as bodily function sounds with various medical or non-medical devices, observe patients via touch sensitivity that is strong enough to palpate various areas on the human body and allow an accurate reporting of a pulse, see with vision acuity: near, 20 inches or less, and far, 20 inches or more, with or without corrective devices such as glasses or contacts, have a depth perception of three dimensions, and a sharpness of vision/focus with adequate peripheral vision to allow an acute awareness of surroundings.
- Possesses the ability to work in a variety of environmental conditions that include, but are not limited to the following: adverse weather conditions, dust, fumes, tobacco smoke, noise, closed-in spaces or rooms, and locations with poor or improper lighting and glare.
- May be required to work in shifts that may be steady or rotating.
- Possesses the ability to operate and drive an automobile while maintaining a valid driver's license and current automobile insurance. Requires use of personal vehicle.

QUALIFICATIONS:

- Must be licensed by State of Indiana as an LSW.
- Have at least one to five years of supervised experience in the health field.
- Hospice and palliative home health experience preferred.
- Good written and oral communication skills.

Employee Signature

Date