

Renal Care Consultants

Job Description

Job Title: Social Worker

Reports to: Medical Director and Clinic Administrator

Summary: Conducts psycho-social evaluations, participates in team review of patient's progress, recommends changes in treatment based on the patient's current psychosocial needs, provides casework and group work services to patients and their families in dealing with the special problems associated with End Stage Renal Disease (ESRD), identifies community social agencies and other resources, and assists patients and families to utilize them [Federal Register, Vol. 41, No. 1 08, 405.2163 (b) I] by performing the following duties.

Essential duties and responsibilities:

- Gathers information about the patient's social, psychological, cultural, environmental, and financial situation and utilizes this information for an initial psychosocial assessment and treatment plan, ensuring compliance with the ESRD Network, regulatory agencies, CQI Program, and the individual clinic's requirements, including:
 - Interviews and writes an initial note on each new patient within 10 days of the first outpatient dialysis.
- Completes a psycho-social assessment within 30 days of initial treatment, which includes:
 1. Identifying data
 2. Family composition, household members, living situation, type of housing
 3. Environmental setting including assessment of resources available in area
 4. Social history, reaction and acceptance of illness, patient's prior coping ability
 5. Quality of interpersonal relationships, marriage adjustments, etc.
 6. Family and community support systems
 7. Family interest and ability to participate in care plans
 8. Income, financial benefits, and resources
 9. Initial social assessment
 10. Tentative plan to include treatment goals and anticipated long term problems
- Provides documents in a timely manner, which includes:
 1. Initial psycho-social should be completed on all new ESRD patients within thirty (30) working days of the first inpatient dialysis.
 2. An initial brief assessment will be recorded in the Progress Notes within ten (10) working days of the first inpatient dialysis.
 3. Each patient will have an updated psychosocial every six (6) months.

4. If a patient's condition is unstable, then the social worker will document monthly including a formal review, evaluation, and updated Social Work section of the Patient Care Plan.

Unstable: Should a patient manifest or report difficulties in one or more:

1. Non-compliance to diet and treatment
2. Disruption in loss of interpersonal relationships (marital, parent-child, significant others) resulting in divorce, separation, school problems, difficulty in community.
3. Financial instability resulting in relocation from primary residence.
4. Loss of job either through dismissal or early retirement.
5. Withdrawal from previously enjoyed hobbies, interests, activities that do not interfere with treatment or not recommended by physician.
6. Self-reported tension or anxiety associated with treatment procedures and/or illness.

Problems should continue to be reviewed monthly until resolution.

Stable: Compliance with medical treatment and no reported or apparent difficulties in the above mentioned areas.

- Counsels patients and families regarding the adjustment to their illness, treatment, and lifestyle changes, and to deal with the adjustment effectively.
- Provides continuing education to patients and their family regarding treatment modalities, psychosocial adjustment to treatment, etc. (may involve phone consultation with family members)
- Develops and maintains support groups with counseling directed toward helping patients and their families deal with specifically identified problems and goals.
- Provides information and assistance to the patient and their family in order to meet the patient's needs. This includes, but is not limited to, the following areas:
 1. Community and private resources available and facilitating agency referrals as needed in order to ensure patient access to appropriate resources (e.g. complete applications on behalf of patient, conferences and visits to agencies on behalf of patients, represent patient and their interest directly to community agencies and private resources).
 2. Transportation arrangements for dialysis appointments.
 3. Arrangement of dialysis services during travel.
- Participates in administrative and staff programs as required; includes, but is not limited to, attending staff meetings and in-services. Serves on the CQI Committee, CKD Committee (if one exists), Patient Care Committee, Risk Management Committee, Infection Control Committee and any other designated patient care committees.

- Participates in patient care planning by providing evaluation of patient's psychosocial problems and procedures, or services required in development of total care plan as necessary to meet regulatory and clinic requirements. This includes home visits for home patients as needed.
- Collaborates with staff regarding a change in patient's modality and in facilitating a patient transfer in or out of treatment facility.
- Acts as a liaison between the hospital social worker and the patient concerning the patient's problem(s) directly related to post-hospital care in order to provide continuity of care.
- Assesses patient population to determine unmet needs, investigates and channels information about patient care problems to appropriate departments, identifies and makes recommendations for changes in clinic policies and procedures as related to patient/family needs and rights.
- Coordinates patients' funding information with both the Administrative Office and other agencies to determine eligibility with Medicare, State Medicaid, and private insurance carriers.
- Participates in new staff orientation and ongoing education regarding the role of the social worker in care of the patient. Maintains social work record keeping and statistics as per regulations and participates in QA activities.

Job Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily:

- Capacity to form and maintain therapeutic relationships with patients with chronic/terminal illness and their families
- Sensitivity to racial and cultural diversity; advanced assessment and treatment skills, including individual, couple, and family therapy
- Ability to manage a large clinical caseload and set priorities under pressure
- Capacity to form and maintain effective working relationships with interdisciplinary team members
- Refined collaborative skills
- Ability to assess needs and develop resource information and problems
- Ability to develop educational materials and to teach in-service sessions
- Excellent verbal and written communication skills
- Sound judgment
- Commitment to social work values and code of ethics

The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions:

Education/Experience

Masters Degree in Social Work (MSW) from a graduate school of social work accredited by the Council on Social Work Education, or as otherwise qualified by federal regulations [Federal Register, Vol. 41, No. 108, 405.21 02(t)].

CERTIFICATES, LICENSES, REGISTRATIONS:

Must possess and maintain a current license to practice social work in the state of employment.

LANGUAGE SKILLS

Ability to read, analyze, and interpret common scientific and technical journals, financial reports, and legal documents; ability to respond to common inquiries or complaints from patients, regulatory agencies, or members of the business community; ability to effectively present information and respond to questions from physicians, managers, patients, and staff members.

MATHEMATICAL SKILLS

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals.

REASONING ABILITY

Ability to apply principles of logical or scientific thinking to a wide range of intellectual and practical problems; ability to deal with a variety of abstract and concrete variables.

PHYSICAL DEMANDS

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:

Since this is a healthcare environment, there is the possibility of exposure to infectious/contagious diseases, hazardous chemicals and materials, needle sticks, and blood and bodily fluids. Further information regarding the position's specific work environment and exposure category are provided during orientation.

WORK HOURS

The unit reserves the right to alter your work hours and schedule in order to accommodate patient and staffing needs.