

## **SOCIAL WORKER I**

**Job Ref:** 21960

**Talent Area:** Social Work

**Location:** Houston Methodist Sugar Land Hospital, Sugar Land, TX 77479

**Area/Department:** Case Mgmt&Social Work

**Employment Type:** Regular

**Job Type:** Full-Time

**Organization:** Houston Methodist

Work Shift: DAY

Work Week: M - F

**Apply HERE:** <http://www.houstonmethodistcareers.org/job/19672/social-worker-i/>

### **Questions? Contact:**

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### **Company Profile**

Since 1998, Houston Methodist Sugar Land Hospital has been serving Fort Bend and the surrounding counties. Residents have come to rely on a level of compassionate care and leading-edge technology that was once available only in the Texas Medical Center. With 243 licensed beds, 18 operating rooms and over 1,600 employees, Houston Methodist Sugar Land Hospital was designed to provide comprehensive, personalized care for the community.

### **Job Summary**

#### **POSITION SUMMARY**

As an entry level Social Worker I (SW I), with the support of more tenured Social Workers, comprehensively provides clinical social work and complex discharge planning to patients and their families of a targeted patient population on a designated unit(s). Works with the physicians and multidisciplinary care team to facilitate efficient quality care and achievement of desired treatment outcomes. Holds joint accountability with Case Manager for discharge planning and continuity of care. Assures that psychosocial issues are addressed and treated as needed across the continuum of care.

#### **ICARE VALUES**

System and department specific ICARE values

**INTEGRITY:** We are honest and ethical in all we say and do.

**COMPASSION:** We embrace the whole person including emotional, ethical, physical, and spiritual needs.

**ACCOUNTABILITY:** We hold ourselves accountable for all our actions.

**RESPECT:** We treat every individual as a person of worth, dignity, and value.

**EXCELLENCE:** We strive to be the best at what we do and a model for others to emulate.

#### **JOB RESPONSIBILITIES**

Duties and Responsibilities are cross-referenced to the hospital's Pillars of Excellence and will be transferred to Performance Evaluation.

#### **PEOPLE**

1. Identifies leadership opportunities for professional growth of peers.
2. Communicates in an active, positive and effective manner to all health care team members and reports pertinent patient care and family data in a comprehensive and unbiased manner, listens and responds to the ideas of others.
3. Uses downtime efficiently, aware of team members workload, consistently offers assistance, and responds positively to requests for assistance from other team members.
4. Participates in staff education specific to patient populations and unit processes.

#### **FINANCE**

1. Contributes to meeting departmental financial target on scorecard, with focus on length of stay.

#### QUALITY/SAFETY

1. Modifies care based on continuous evaluation of the patient's condition, demonstrates problem-solving and critical thinking, and makes decisions using evidence-based analytical approach.
2. Works with case manager for routine discharge and anticipates/prevents and manages/elevates emergent situations. Specific focus given to discharge plan and elimination of psychosocial barriers.
3. Contributes to meeting departmental targets for quality and safety measures on scorecard.
4. Uses a structured format for regular communication with patients and families.
5. Reports near misses as well as errors promptly and consistently to improve systems and processes and identify trends.
6. Collaborates with staff from the interdisciplinary team concerning safety data to improve outcomes and the safe transition of care through effective patient handoffs.
7. Implements unit and hospital initiatives to achieve National Patient Safety Goals.
8. Identifies opportunity for practice changes. Researches the change and presents options to shared governance and leadership.
9. Assures that designated core measures are met in providing care.
10. Manages usual patient assignment and other unit demands, completes responsibilities in timely manner with accurate documentation, organizes multiple priorities and anticipates/plans for potential problems.

#### SERVICE

1. Maintains individual competencies around critical Social Work functions including; payer rules and regulations, psycho-social assessments and discharge planning methods.
2. Serves as a unit-based leader for comprehensive case management activities including assessing high-risk patients and leading team to identify at-risk patients, participating in daily Care Coordination Rounds, and identifying and leading resolution to barriers of efficient patient throughput.
3. Uses clinical expertise and high risk screening tools to identify need for case management and/or social work intervention. Screening is accomplished by patient/family interview, review of the medical record including previous episodes of care, H&P, lab and other test results/findings, plan of care, physician orders, nursing and progress notes.
4. Completes full assessment based on the social work assessment high-risk screening tool.
5. Continuously reviews the total picture of the patient for opportunities for care facilitation and needs for discharge planning.
6. Applies crisis intervention theory in the practice setting.
7. Documentation reflects, completed patient screening/assessment and reassessment upon admission and concurrently as needed. This is documented in MethOD.
8. Facilitates discharge planning activities for assigned patients and collaborates with the case manager and other members of the interdisciplinary team, as well as patient and family, on complex discharges. Maintains ownership of the psychosocial component of the discharge planning process on assigned units.
9. Establishes mutual educational goals with patient and family, provides appropriate resources, incorporating planning for care after discharge.
10. Supports patients and families in preventing/resolving clinical or ethical issues.
11. Contributes to meeting target for patient satisfaction on scorecard, with focus on discharge domain.
12. Uses knowledge of levels of care to ensure discharge disposition is to the appropriate level and facilitates transfers to SNFs, hospice, ALF or PCH. Working with patient and family, assesses psychosocial needs associated with transition to alternative levels of care. Provides brief, goal-directed counseling services to assist patients/families to cope more effectively with the transition.
13. Uses therapeutic communication to establish a relationship with patients and families and communicates the discharge plan.

#### GROWTH/INNOVATION

1. Provides education to unit-based physicians, nurses, and other healthcare providers on community resources and psychosocial impact on care needs.
2. Identifies and presents areas for improvement in patient care or unit operations and offers solutions by participating in unit projects and activities.
3. Supportive of change initiatives. Adapts to unexpected changes.

4. Identifies areas for improvement based on understanding of evidence-based practice literature. Initiates evidence-based practice/performance improvement projects based on these observations.
5. Identifies own learning needs, consults with healthcare team experts and seeks continuing education opportunities to meet those needs.

#### EDUCATION REQUIREMENTS

Master's Degree in Social Work from accredited University

#### EXPERIENCE REQUIREMENTS

New graduate with hospital based internship

1 year hospital social work experience preferred

#### CERTIFICATES, LICENSES AND REGISTRATIONS REQUIRED

LMSW license in State of Texas

#### SPECIAL KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

- Works independently with minimal supervision
- Strong assessment, organizational and problem solving skill
- Knowledge of community resources (acquired within 6 months of hire)
- Knowledge of health care financial and payer issues, and eligibility for state, local and federal programs (acquired within 6 months of hire)
- Computer skills
- Advanced oral and written communication skills
- Collaboration, negotiation, and mediation skills
- Time management and prioritization skills
- Critical Thinking

#### Equal Employment Opportunity

Houston Methodist is an Equal Opportunity Employer.

[Equal employment opportunity](#) is a sound and just concept to which Houston Methodist is firmly bound. Houston Methodist will not engage in discrimination against or harassment of any person employed or seeking employment with Houston Methodist on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, status as a protected veteran or other characteristics protected by law.

VEVRAA Federal Contractor – priority referral Protected Veterans requested.