



DIVISION SCOPE OF SERVICE

Division: CAPITAL

Classification: LICENSED CLINICAL SOCIAL WORKER

Applicant Name:

Licensed Clinical Social Worker:

The Licensed Clinical Social Worker must have equivalent qualifications and competence as employed individuals performing the same or similar services at the facility.

Definition of Care or Service:

The Licensed Clinical Social Worker collaborates with hospital's case management and interdisciplinary healthcare team in an effort to meet facility resource management expectations and enhance patient outcomes. Utilizes professional social work knowledge, relationship skills and interdisciplinary collaboration to assess and intervene in psychosocial issues significant to patient/families and the healthcare team's management of illness, injury and disability. They will work on counseling and helping their clients with whatever issues they may be having. Scope of service may include:

- Establish and maintain a relationship of mutual respect, acceptance, and trust
- Gather and interpret social, personal, environmental, and health information
- Evaluate and treat problems within their scope of practice
- Establish achievable treatment goals with the client
- Facilitate cognitive, affective, and behavioral changes consistent with treatment goals
- Evaluate the effectiveness of treatment services provided to the client
- Identify appropriate resources and assessment instruments, crisis intervention and supportive counseling as needed
- Advocate for client services
- Collaborate effectively with other social work or allied professionals, when appropriate.
- Advocacy and protective work-whenver there are issues of abuse, neglect, or violence
- Discharge planning-arranging transfers for individuals, either home with services or to other hospitals or rehab facilities
- Demonstrates Clinical and Service excellence behaviors to include code of HCA Healthcare conduct core fundamentals in daily interactions with patients, families, co-workers and physicians.

Setting(s):

- Healthcare facilities including but not limited to hospitals or outpatient treatment facilities

Supervision:

- Indirect supervision by the Director of Case Management

Evaluator:

- Department director of Case Management or designee

Tier Level: 2

eSAF Access Required: YES

Qualifications:

- Master's Degree or higher in Social Work
- Current active License as a Clinical Social Worker

NOTE: Where education may not be defined in qualifications area of the Scope, HCA Healthcare requires the highest level of education completed (not training or courses) confirmed on your background check.



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State Requirements:

- Licensed Clinical Social Worker in the state of practice.

Experience:

- N/A

Preferred Experience:

- Minimum of two years or three thousand hours of supervised clinical experience preferred

Competencies:

The Licensed Clinical Social Worker will demonstrate:

- Knowledge and skills necessary to assist/provide services to patients in relation to growth and development over the life span including the ability to assist in the identification of requirements relative to age-specific and handicapped needs.
- Possesses knowledge of crisis intervention techniques.
- Conducts individual, group, and family therapy/counseling as needed.
- Possesses comprehensive knowledge of community resources and mechanisms for referring individual patient and family to these resources.
- Possesses comprehensive knowledge regarding Medicare and other third-party payer regulations regarding hospital services and post-discharge services.
- Possesses knowledge of resources available for ethical concerns and makes appropriate referrals.
- Utilizes verbal and written communication skills with a high degree of effectiveness in meeting position responsibilities.
- Consistently documents activities in the patient's medical record.
- Identifies education needs of patient/family/significant other and assists with the development of an appropriate plan to meet those needs.
- Ensures implementation of operational standards which promote the maintenance of patient rights which apply to patients of all ages and their families, including, but not limited:
 - Informed consent.
 - Clarification of patient expectations.
 - Explanation of treatment processes.
 - Maintenance of confidentiality of patient information.
 - Ethical considerations.
 - Handling of patient complaints.
- Infection Prevention
 - Practices consistent hand hygiene
 - Uses personal protective equipment (PPE) when required
 - Required immunizations per Division requirements
 - Complies with Isolation precautions
 - Maintains sterile field

References:

- National Association of Social Workers (NASW): <https://www.socialworkers.org/>
- Difference Between Clinical and Non-Clinical Social Work: <https://www.socialworkdegree.net/what-is-the-difference-between-clinical-and-non-clinical-social-work/>
- Association of Social Works Licensing:
 - Indiana - <https://mylicense.in.gov/everification/Search.aspx>
 - Kentucky - <https://secure.kentucky.gov/formservices/BSW/LicenseVerification/search>
 - New Hampshire - <https://nhlicenses.nh.gov/verification/Search.aspx>



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- Virginia - <https://dhp.virginiainteractive.org/Lookup/Index>

Document Control:

- Previously named Social Work - Licensed
- Content updates 8/22/2019

Your signature confirms you will be able to comply with the Qualifications and Competencies listed within this Scope of Service and that you will confirm education via your background check.

Applicant Printed Name: _____

Signature: _____

Date: _____