

UW HEALTH JOB DESCRIPTION

Social Worker - Transplant

Job Code: 540036	FLSA Status: Exempt	Mgt. Approval: P. Smith	Date: June 2022
Department : Transplant		HR Approval: K. Fleming	Date: June 2022

JOB SUMMARY

The UW Health Social Worker – Transplant assesses psychosocial need and applies comprehensive interventions in order to support the medical treatment plan. The social worker will utilize interventions to enhance patient and family functioning and emotional well-being, and access appropriate and agreed upon services. They are responsible for collaborating and coordinating care to enhance the patient experience from the date of initial referral through transplant hospitalization and for the duration of the post-transplant period and the achievement of collaborative goals. They collaboratively develop patient goals, monitor progress, address barriers to goal achievement, and evaluate outcomes of individualized care plans. This role provides training, patient education, referrals to community agencies, multidisciplinary team coordination, guidance, and mentors staff and physicians on management of complex psychosocial patient issues, in line with organizational academic mission.

MAJOR RESPONSIBILITIES

ASSESSMENT

- Evaluate complex patient and family situations which have legal, ethical and psychosocial components.
- Collaboratively develops patient goals, monitors progress, addresses barriers to goal achievement and evaluates outcomes of individualized care plans.
- Consider barriers including coping with chronic illness, mental health history/symptoms, cognitive development, adverse developmental events, resistance to treatment, health system impediments, lack of social support and vulnerability.
- Assessment will reflect interdisciplinary collaboration, which are comprehensive in relation to the patient's age, diagnosis, support systems, and extent of intervention anticipated.
- The psychosocial evaluation contributes to the overall transplant evaluation and helps establish specific patient care plans to maximize optimal transplant recovery and rehabilitation and to ensure to the best possible transplant outcome, while reducing the impact of known psychosocial risk factors and must include for transplant:
 - a. Social History and Support System
 - b. Understanding/Comprehension of Transplant Process
 - c. Self-Management with Medical Treatment (Compliance)
 - d. Lifestyle Factors
 - e. Mental and Psychiatric Status/Past and Current
 - f. Substance Use History
 - g. Financial/Insurance/Work History
 - h. Relocation/Lodging
 - i. Motivation for Transplant

COORDINATION OF SERVICES

- Network proactively with and demonstrate a working knowledge of community resources
- Demonstrates and applies knowledge of State rules and Federal regulations that ensure safety, quality of life, and protection of patient rights.
- Recommend consultation requests as appropriate.

PROVIDE SUPPORT AND EDUCATION

- Engage patient/family in the treatment and decision-making process with respect to patient rights, principles of confidentiality, respect for patient privacy, and right to self-determination.
- Utilizes crisis intervention, conflict resolution, and mediation to address patient/family concerns.
- Provide age specific education and information to patient/family, particularly related to coping, community resources and advocacy.
- Provide interventions which demonstrate knowledge of, and sensitivity toward cultural diversity and the spiritual, developmental, and educational backgrounds of the population served.

INNOVATION

- Take creative problem-solving approaches to address complex situations.
- Utilize critical thinking and conflict resolution skills to effectively balance competing needs and responsibilities.

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COMMUNICATION

- Document and verbally communicates all assessments, interventions, and clinical services provided to reflect case activity.
- Demonstrates professionalism and good interpersonal skills in communicating with all customers. Utilize negotiation skills, which effectively promote constructive solutions.
- Utilizes appropriate communication style and techniques in regards to the age, developmental stage and educational needs of the patient and family or audience.

PROFESSIONALISM

- Enhances professional and departmental growth through active participation in professional organizations, department activities and community groups.
- Monitors and improves quality of services provided to patients/families through participation in quality improvement activities.
- Applies principles of interdisciplinary teamwork and maintain a working knowledge of the roles of other healthcare professionals.
 - a. Respect other professions and seek opportunities for collaboration.
 - b. Solicits and applies feedback.

OTHER DUTIES

- Mandatory CMS participation in transplant care team conference and selection committee meetings
- Active participation in transplant-related and social work professional organizations (I.e. OPO, NASW, STSW))
- Professional presentations and/or research projects
- Required to supervise any SW interns or students and have ultimate responsibility for the transplant recipient's/LD's eval or any social work interaction with transplant recipients and LDs.
 - a. Any interactions an intern or student has with a recipient or LD must be reviewed and cosigned by the SW.

All duties and requirements must be performed consistent with the UW Health Organizational Performance Standards.

JOB REQUIREMENTS

Education	Minimum	Master's Degree in Social Work
	Preferred	
Work Experience	Minimum	
	Preferred	Transplant experience
Licenses & Certifications	Minimum	Licensed in the State of Wisconsin with one of the following within 90 days of hire: <ul style="list-style-type: none"> • Certified Advanced Practice Social Worker (CAPSW); or • Certified Independent Social Worker (CISW); or • Licensed Clinical Social Worker (LCSW)
	Preferred	Certified Clinical Transplant Social Worker (CCTSW)
Required Skills, Knowledge, and Abilities		
<ul style="list-style-type: none"> • Assessment and evaluation skills • Ability to work independently, while collaborating effectively as a team member with other health professional team members • Proven skills in identification of stressors affecting patients and their families • Knowledge of and ability to work within a complex health care system • Skill in verbal and written communication • Expertise in conflict mediation, abuse and neglect, advance directives, crisis intervention, government programs, end of life issues • Role of state and federal government agencies as it relates to health care 		

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

	Infants (Birth – 11 months)		Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)		Young Adult (20 – 40 years)
	Preschool (4 – 5 years)		Middle Adult (41 – 65 years)

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	School Age (6 – 12 years)		Older Adult (Over 65 years)
JOB FUNCTIONS			
Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.			
PHYSICAL REQUIREMENTS			
Indicate the appropriate physical requirements of this job in the course of a shift. <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>			
Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time
Constant 67%-100% of the time			
X	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls
	Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	20-50#	10-25#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#
List any other physical requirements or bona fide occupational qualifications:			

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.