

## Classification Level P1 – Working Professional

Professional Grouping:

**SOCIAL SERVICE AND COUNSELLING**

*Professions: \*Disciplines Allied to Social Work (including but not limited to Addictions/Substance Use Counsellor, Applied Behaviour Analyst, Child & Youth Counsellor, Clinical Counsellor, Mental Health Counsellor, positions formerly classified as Social Program Officer) Genetic Counsellor, Social Worker, Vocational Counsellor*

**NATURE OF WORK:**

Jobs matched to this profile perform a wide range of social work, counselling, social program development, or vocational rehabilitation work within professional scope of practice and established policies, procedures and standards in a variety of healthcare environments (e.g. acute care, long term care, home and community health services, primary health care, etc.) and in individual and/or group settings. These jobs utilize technical and scientific knowledge and proficiency gained through required post-secondary qualifications for the referenced professions. This includes additional specific certifications required to perform the full scope of the job as described by the job description, and within professional scope of practice as determined by the relevant college, accrediting body, or professional association.

**Illustrative Responsibilities:****Consistent with professional scope of practice performs some or all of the following:**

- Exercises independent judgment in decision making related to social work, counselling, social program development, or vocational rehabilitation work.
- Performs work in accordance with established standards of practice, Employer policies, and work-related processes, procedures and guidelines, including patient safety and quality protocols.
- Screens referrals and completes intake.
- Conducts assessments, interviews/gathers information from patient/client/resident/family and/or other team members, reviews patient/client/resident health record including test and assessment results to determine, develop and implement care/treatment plans and/or coordinate services for clients; evaluates and prioritizes interventions including diagnostic and other testing procedures to support diagnosis, treatment and/or care delivery. Considers patient/client/resident family goals and preferences.
- Provides counselling, therapy or support in individual or group settings; implements support groups and workshops.
- Supports patient/client/resident in the development of life and employment skills, social, emotional, intellectual and physical development and/or rehabilitation using a variety of therapeutic modalities, techniques and methods.
- Monitors patient/client/resident progress, evaluates outcomes/goals and reassesses and/or modifies care/treatment plan as required and/or refers to other resources in health/community resources/government.
- Identifies patient/client/resident/family learning needs and provides related instruction, guidance and/or education materials and/or facilitates training and education opportunities. Advocates on behalf of patient/client/resident and family/caregiver. Assists with patient/client/resident navigation through health care, government, judicial and other environments.
- Provides advice on social policy legislation; participates in program planning and community development work; and prevention programs.
- Collaborates with multi-disciplinary care teams, practice leaders, patient/client, family and other stakeholders in the provision of care across the continuum; provides clinical work direction to designated care providers and volunteers; and coordinates administrative tasks related to the provision of care.
- Provides consultation and/or assistance with planning discharge and/or placement with other health care/community resources and supports.
- Participates in employer programs and initiatives such as clinical rounds, research activities, quality improvement, team conferences, meetings, and the development of new policies, procedures and standards for care/program delivery. Contributes to discussions; reports back on decisions, outcomes and recommendations.
- Utilizes, maintains, and participates in the evaluation of work-related systems, tools, supplies, and equipment in the provision of care/treatment. Gathers, enters, reviews, and maintains patient/client information in health systems. Meets organizational and regulatory clinical record/documentation standards. Compiles/prepares reports.
- Provides orientation, guidance, and collegial information or demonstration of equipment or work methods and processes to others including peers, new staff, and students. Provides instruction and/or supervision to students; evaluates and provides feedback on student progress. Provides work direction to support staff.

**Additional Profession Specific Details:****Disciplines Allied to Social Work Professions:\***

*\* Positions where the qualifications are not exclusive to any one discipline and where the position provides a counselling, education, prevention, referral, or advocacy service to individuals, families or groups with mental health, addiction or chronic medical concerns.*

*Addictions/Substance Use Counsellor:*

- Work primarily involves assessment and counselling of individuals with eating disorders or addictions (e.g., drugs, alcohol, sex, gambling) through various stages of recovery using appropriate intervention strategies and treatment.

*Applied Behaviour Analyst:*

- Work primarily involves assessment and treatment of individuals using a variety of specialized therapies and consultation to

patients/clients, families, and hospital/community personnel regarding the management of behaviour, adjustment, and psychological disorders as well as cognitive impairment consequent to nervous system disorder.

*Child and Youth Counsellor:*

- Work primarily involves assessment and short term interventions including crisis intervention and counselling, individual and family counselling, as well as providing consultations to caregivers on referral or discharge for children and youth treated in Emergency for psychiatric problems, suicide threats, or substance abuse.

*Clinical Counsellor:*

- Work primarily involves assessment and clinical counselling of individuals with complex mental health conditions, such as mood, anxiety, personality, trauma, anxiety, depression and substance related disorders. Provides individual and group counselling services; plans, designs, and delivers individual and various modalities of group psychotherapy to mental health patients.

*Mental Health Counsellor:*

- Work primarily involves assessment and short term interventions including crisis intervention and counselling, individual and family counselling, as well as providing consultations to caregivers on referral or discharge for adults and treated in Emergency for psychiatric problems, suicide threats, or substance abuse.

*Genetic Counsellor:*

- Work primarily involves genetic counselling and support to patients and family members by providing families with information about particular genetic disorders, inheritance patterns, genetic risk, genetic testing options, and available support groups, in addition to assisting patients/families in coping with emotional stress associated with genetic diagnosis.

*Social Worker:*

- Work primarily involves the assessment, diagnosis, treatment and evaluation of individual, interpersonal and societal issues through the use of social work theory, interventions and strategies, to assist individuals, couples, families, groups, organizations and communities to achieve optimum psychological and social functioning. Manages client cases and discharge needs. When necessary and within designated professional scope of practice, investigates cases of child or vulnerable adult abuse or neglect and takes authorized protective action, in accordance with established legislative and regulatory requirements.
- Coordinates referrals, admission, waitlists and placement for clients in specific types of care facilities.

*Vocational Counsellor:*

- Work primarily involves providing counselling, guidance and direction to assist individuals on how to enter or return to the workforce by methods such as determining clients' interests/goals, guiding labour market research, identifying barriers/solutions, and suggesting potential career paths and relevant education/training programs.