



POSITION DESCRIPTION

POSITION TITLE: Psychosocial Oncology Clinician **DEPARTMENT:** Cancer Care Hub Navigation
CLASSIFICATION: Social Worker **APPROVED BY:** Regional Lead – Human Resources
UNION: MGEU Professional Technical **DATE APPROVED:** October 2016

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Direct out of Scope Supervisor

POSITIONS SUPERVISED: None

POSITION PURPOSE

The Psychosocial Oncology Clinician provides under supervision, basic consultation, clinical assessment, treatment, referral and counseling services for cancer patients and families. The Clinician participates as a member of an interdisciplinary team providing comprehensive, people-centered cancer care to patients and their families along the cancer trajectory. The Clinician provides psychosocial oncology and supportive care education to patients/families, staff and community groups as required. The Clinician maintains strong professional links with provincial psychosocial oncology practitioners and is aware of national practice standards. The Clinician supports program evaluation as required and will participate in research and educational programs as possible.

The Clinician exercises the appropriate level of initiative and independent judgment in determining work priorities, work methods to be employed and action to be taken on unusual matters. The position functions in a manner that is consistent with the mission, vision and values; and the policies of Southern Health-Santé Sud.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

Duties and functions include but are not limited to the following:

- Collaborates with the cancer care team in the identification of cancer patients requiring psychosocial oncology and supportive care services throughout the cancer continuum from pre-diagnosis to bereavement or survivorship/rehabilitation.
- Meets with patients and families to assess psychosocial and supportive care needs and develops a plan of care to address those needs and to enhance, promote and maintain optimal psychosocial functioning of the patient and family.
- Communicates plan to interdisciplinary patient care team and evaluates effectiveness of interventions.

- Collaborates with Community Cancer Program (CCP) and CancerCare Manitoba (CCMB) teams and community resources in addressing patients care needs.
- Assists and supports the patients and families indirectly through collaboration /consultation with primary care providers, CCP, and CCMB colleagues.
- Provides psychosocial oncology care to patients and families through a range of interventions, including but not limited to individual, family and small group counseling, information sharing and referral to other resources as needed.
- Documents in the CCMB Electronic Health Record services provided.
- Responsible for communicating effectively, consulting and collaborating with members of the health care team.
- Provides consultation to other care providers and community groups regarding psychosocial and supportive care needs and resources.
- Collaborates with Nurse Navigators to facilitate navigation through the system, advocating for patients and families, and guiding them to available programs and services.
- Establishes and maintains effective interpersonal relationships with patients, families and members of the care team.
- Initiates and participates in case conferences and staff meetings.
- Actively participates in the planning and delivery of educational and supportive care programs to patients, the public and other health care providers.
- Acts as a clinical resource consultant to colleagues regarding psychosocial and supportive cancer care.
- Participates in Rural Manitoba Supportive Care Network and PSO clinical rounds via Manitoba Telehealth.
- Knowledgeable about national standards and guidelines of practice and committed to ensuring high quality oncology care.
- Assumes responsibility for own professional growth and development.
- Adheres to regional and organizational policies, procedures and guidelines.
- Adheres to policies, procedures and guidelines set out by CCMB as it relates to the role of psychosocial oncology.
- Contributes to making the organization safe for patients, residents, clients and staff, and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.
- Pursuant to the Regional Health Authority Act, Southern Health-Santé Sud is designated bilingual (English/French). All employees accept responsibility to support clients in their official language of choice.
- Performs other duties as assigned.

RESPONSIBILITIES AND ACCOUNTABILITIES ARE ASSIGNED IN BROAD ORGANIZATIONAL OBJECTIVES. THE POSITION IS SUBJECT TO REVIEW OF GENERAL EFFECTIVENESS AND ATTAINMENT OF OBJECTIVES THROUGH PERFORMANCE MEASUREMENTS.

PERFORMANCE MEASUREMENTS

1. Achievement of essential functions and basic duties outlined above.
2. Achievement of professional goals as documented at time of performance appraisal.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Bachelor's Degree in Social Work or BN(RN), BPSN (RPN) or equivalent in a related mental health

specialty or other appropriate clinical counselling profession and a clinical internship/field placement from an accredited program.

- Masters prepared preferred.
- Possess, or be eligible for, licensure in the appropriate provincial licensing body.

REQUIRED KNOWLEDGE:

- Knowledge of Regional and Provincial CancerCare services and resources an asset.
- Proficiency in Microsoft Office Applications and Outlook.

EXPERIENCE REQUIRED:

- Minimum three (3) years related clinical practice experience.
- Minimum three (3) to five (5) years clinical counseling and experience in a health care setting.

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- Excellent written, verbal and presentation communication skills and ability to work effectively in a team environment.
- Good physical and mental health in order to perform the position on a regular basis.
- Demonstrated competence in clinical skills including psychosocial assessments and counseling intervention.
- Demonstrates professional responsibility and accountability while practicing with a high degree of autonomy when providing services.
- Demonstrate Southern Health-Santé Sud Core Competencies and/or Management & Leadership competencies.
- Good work and attendance record.
- Given the cultural diversity of our region, the ability to respect and promote a culturally diverse population is required.
- Proficiency of both official languages is essential for target and designated bilingual positions.
- Demonstrated ability to respect confidentiality including paper, electronic formats and other mediums.
- Demonstrated ability to meet the physical and mental demands of the job.
- Good work and attendance record.
- Completes and maintains a satisfactory Criminal Record Check, Vulnerable Sector Search, Adult Abuse Registry Check and Child Abuse Registry Check, as appropriate.
- All Health Care workers are required to be immunized as a condition of employment in accordance with Southern Health-Santé Sud policy.
- Requires a valid Class 5 driver's license, an all purpose insured vehicle and liability insurance of at least \$1,000,000.00.

WORK CONDITIONS:

- No hazardous or significantly unpleasant conditions.
 - May work occasionally evenings and weekends as necessary.
 - Will be required to travel to other regional facilities as the position duties may require.
 - Will be required to make home visits as appropriate.
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SALARY SCALE:

As per MGEU Professional Technical Collective Agreement Salary Scale.

Job descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.