



POSITION DESCRIPTION

POSITION TITLE:	SOCIAL WORKER – INDIGENOUS HEALTH
DEPARTMENT:	INDIGENOUS HEALTH
CLASSIFICATION:	SOCIAL WORKER
UNION:	MGEU – TECHNICAL PROFESSIONAL

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	REGIONAL MANAGER PATIENT RELATIONS & SOCIAL WORK, REGIONAL MANAGER INDIGENOUS HEALTH
POSITIONS SUPERVISED:	Not Applicable

POSITION SUMMARY

The Social Worker – Indigenous Health plays a vital role within the interdisciplinary healthcare team, focusing on psychosocial assessments and interventions to support patients and families with personal, familial, or social challenges linked to illness. Guided by an Indigenous cultural perspective, this role involves providing counseling, consultation, education, and advocacy for both patients and families. Additionally, the role includes educating staff and volunteers as needed to foster a culturally sensitive environment.

Key responsibilities include acting as a liaison between patients, families, Indigenous communities, and healthcare and community agencies, ensuring cohesive support. Direction is provided by the Regional Manager of Indigenous Health to ensure an Indigenous cultural approach is consistently applied. Operational support and general social work oversight, including time-off requests, scheduling, etc. fall under the purview of the Manager of Patient Relations & Social Work.

The position of Social Worker – Indigenous Health functions in a manner consistent with, and supports the mission, vision and values of the Interlake-Eastern Regional Health Authority, whilst aligning their practice with the IERHA Regional Indigenous Health Strategy.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

The Social Worker – Indigenous Health functions in a complex and dynamic inpatient and emergency care environment. Within a health services team of diverse professionals, the Social Worker – Indigenous Health acts as a member of the team to identify those clients appropriate for Indigenous Health Social Work services and provides the following principal functions:

Duties Related to Administration

- Maintains confidentiality of patients and staff to ensure that individual rights are protected in accordance with FIPPA and PHIA legislation.
- Serves on committees as directed by the Manager Indigenous Health / Manager Patient Relations & Social Work.
- Acts as a resource person and provides assistance to staff for referral services as appropriate.
- Maintains up-to-date records of pertinent information regarding patients and the delivery of social work services, including documentation on patients' health records.
- Documents care and observation using approved charting guidelines.
- Organizes and prioritizes work according to patient needs and assigned tasks.
- Maintains statistics as per direction of the Manager Patient Relations & Social Work.

Responsibilities to Patients and Families

- Identifies clients who would benefit from Indigenous Health Social Work services and receives referrals from other members of the inpatient care programs.
- Engages clients in therapeutic relationships from an Indigenous cultural lens.
- Assesses clients for family and general support systems.
- Determines clinical priority on referral information and assessment.
- Assists clients with access to fundamental needs for housing, financial and supportive resources to promote optimal functioning following completion of the hospitalization.
- Establishes effective linkages to Indigenous communities, resources, agencies, and service providers to maximize functioning and improvement/maintenance of quality of life.
- Supports client's right to receive care that is culturally appropriate and safe using an Indigenous lens. Promotes client's self-reliance and autonomy, and advocates, as appropriate, on behalf of the client to obtain required services.
- Provides assistance and guidance in dealing with legal, financial and other issues relevant to the needs of patient/family.
- Links with services and resources within and external to the IERHA as needed with the goal of facilitating patient-centered service delivery that can best meet their individual needs.
- Collaborates with related health team members to assist with case management planning and service delivery decisions, ensuring that the patient, families, appropriate Indigenous communities, services or agencies are consulted in the process.
- Works with the health care team, remembering that the patient, family, and often the community should be a part of this process, to assess patients' supports and needs related to discharge planning, which may include discharge to home, Personal Care Home or alternatives.

Responsibilities to the Interdisciplinary Team

- Ensures a coordinated, culturally safe response to patient care through collaboration with interdisciplinary team members.
- Facilitates and/or contributes to family conferences with particular emphasis on safe and appropriate discharge planning.
- Participates in team meetings and other facility and regional activities as required.
- Serves as a resource to staff through one-on-one consultation, attendance at family conferences, and presentations at planned in-services, for the purpose of increasing awareness of Indigenous cultural and psychosocial needs of patients.
- Provides support to the Indigenous Health Skaabes.
- Assists with Patient Relations.

Maintains Accountability

- Adheres to established policies and procedures of the Interlake-Eastern Regional Health authority and the inpatient program.
- Participates in quality improvement and risk management activities.
- Keeps up-to-date with best practice and makes recommendations for changes to current practice as applicable.

Education and Development

- Participates in in-services and workshops at the site, regional or provincial level as required.
- Pursuant to the Regional Health Authority Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

OTHER

- Performs other duties as assigned.

QUALIFICATIONS**EDUCATION/CERTIFICATION:**

- A Bachelor of Social Work Degree from an accredited university.
- Current and continued Registration with the College of Social Workers Manitoba.

REQUIRED KNOWLEDGE:

- Knowledge of Indigenous culture and worldviews.
- Must be of Indigenous ancestry.
- Knowledge of the impacts of colonization on Indigenous people's health, including barriers to receiving culturally appropriate and safe care along the health care continuum.
- Knowledge of the Truth and Reconciliation Calls to Action, Calls to Justice and The United Nations Declaration on the Rights of Indigenous People.
- Excellent knowledge of Indigenous specific community resources, supports, and services typically used by Indigenous clients.

- Ability to provide standard Social Work services including assessments and consultation, case management, psychosocial counselling, crisis intervention and discharge planning, and referral through an Indigenous cultural lens.
- Familiarity with evidence-based practice and continuous quality improvement environments.
- Knowledge of and understanding of Indigenous cultural and spiritual sensitivity, including the Medicine Wheel and 7 Sacred Teachings.

EXPERIENCE REQUIRED:

- Experience working with Indigenous clients, families and/or communities is an asset.
- Two years of experience in Health and/or Social Services.
- Must have demonstrated competence in clinical skills, including psychosocial assessments, counseling intervention, and ability to work within an interdisciplinary team approach.

SKILLS/COMPETENCIES:

- Must have the ability to communicate effectively both verbally and in writing with professional and nonprofessional staff, patients and their families.
 - Must possess computer skills including Microsoft Office applications.
 - Must have excellent organizational and professional skills.
 - Must be committed to continuing professional development.
 - Valid Manitoba driver's license and access to a reliable vehicle.
 - Mental and physical ability to meet the demands of the position.
 - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
 - Proficiency of both official languages is essential for target and designated bilingual positions.
 - Completes and maintains a satisfactory pre-employment security check.
 - Satisfactory employment record.
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WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
 - Will be required to travel throughout the region as duties may require.
 - No hazardous or significantly unpleasant conditions.
 - All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
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WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules

and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.

- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's' Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follow all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.

Created: November 2024
Date

Revised: _____
Date

Approved by: Katherine Podaima Dec 3/24
Regional Manager/ Supervisor Date

Approved by: _____
Executive Lead/ CEO Date

Reviewed by: [Signature] December 4, 2024
Executive Lead, Human Resources Date

Position 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 position 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.