

Social Work	Psychosocial Clinician I	Social Worker (BSW)	Social Worker (MSW)	Psychosocial Clinician II	Clinical Service Lead - Social Work	Stat Therapist	Supportive Care Coordinator
Top of Scale Wage	52,900		55,749		58,383		
Education	Bachelor's Degree required: Social Work, clinical counseling or associated disciplines	Bachelor's Degree in Social Work required	Master's Degree in Social Work required	Master's Degree required: Social Work, clinical counseling or associated disciplines	Master's Degree in Social Work required	Master's Degree in Social Work OR entry-to-practice academic credential in Occupational Therapy required.	Master's Degree in Social Work, Educational Psychology, Nursing or PhD in Psychology OR an equivalent combination of training and/or experience
	Clinical internship/field placement from an accredited program			Clinical internship/field placement from an accredited program	Postgraduate training in specialized clinical services, and continued education in management preferred.		
Professional Registration	YES	YES	YES	YES	YES	YES	YES
Experience	3 years	2 years	3-4 years	3 years	3-5 years	5 years	5 years
	Clinical counselling/consultation experience required			Clinical counselling / consultation experience required	Supervisory experience preferred/required	Experience providing individual and group therapy in a mental health setting required	Clinical experience in psychosocial oncology or related field.
Assessment: Provides professional, skilled psychosocial assessment of individuals, families and groups coping with or adapting to health-related issues.	YES – services are oncology-specific and include consultations.	YES	YES	YES – services are oncology-specific and include consultations.	YES (partial caseload)	YES – patients who are in crisis or have personality disorders.	YES
Intervention plan development: Works with the client, family, and team to develop a plan designed to improve or resolve issues identified in assessment.	YES – treatment intervention plan will maintain optimal level of psychosocial functioning of patient and family.	N/A	N/A	YES – treatment intervention plan will maintain optimal level of psychosocial functioning of patient and family.	N/A	YES – develops working diagnosis with a team and formulates a treatment plan in the context of a brief admission. Implements, assesses, and revises the ongoing treatment plan for short-term and long-term individual, group or family therapy.	N/A
Implements interventions as outlined in the treatment plan:	Counselling services, information and referral as required.	Crisis intervention; adjustment and supportive clinical interventions; resource management or referral and follow-up as indicated.	Individual counselling to individuals and couples, and family therapy where indicated.	Counselling services, information and referral as required.	Individual counselling to individuals and couples, and family therapy where indicated.	Crisis intervention skills, assesses for immediate suicidal/homicidal potential/intention. Leading or co-leading psycho-educational and psychotherapy groups.	Clinical counselling for patients and families. Monitors symptoms and side effects of the pharmacologic aspect of the treatment plan in conjunction with the supervising physician.
System Navigation: Helps clients navigate the healthcare system and other social systems effectively and efficiently, advocating for, assisting in developing, or establishing resources to meet client needs when gaps in service exist.	YES	YES	YES	N/A	YES	N/A	N/A
Consultation to other health care providers:	YES – consultation on the psychosocial, environmental, and cultural factors affecting oncology care.	N/A	N/A	YES – consultation on the psychosocial, environmental, and cultural factors affecting oncology care. Consults with patient's primary care provider.	N/A	N/A	N/A
Teaching and supervision responsibilities:	N/A	May be requested to assist in providing instruction to students and new staff.	Clinical teaching and supervision of SW students, and students/colleagues from other professions. Develops client educational materials, providing client education, facilitating group work and participating in professional and research programs.	Limited task instruction to colleagues and establishing/maintaining quality standards.	Clinical teaching and supervision of SW students, and students/colleagues from other professions.	Clinical fieldwork supervision and evaluation of discipline-specific students.	Develops and provides training, skill development, mentorship, and evaluation to psychosocial oncology clinicians.
Program planning responsibilities:	Participates in the planning, execution and delivery of educational, research, and community engagement programs.	N/A	Program and community development, evaluation, promoting advocacy, financial and administrative management, and leadership activities.	Participates in the planning, execution and delivery of interdisciplinary education and research activities, and community engagement programs.	Assists in recruitment and coordinating clinical work schedules, caseloads and service rotations.	Caseload management for outpatients and day hospital patients. Coordinates medical investigations, consultations and referrals as well as discharge planning.	YES - works with others to create communities of practice (rural HCP) to build regional capacity for province-wide psychosocial oncology services. Helps ensure program activities align with national standards and addresses psychosocial oncology needs.
Contributes to the delivery of quality SW services by examining, developing, refining and evaluating the body of knowledge and clinical practices and assisting in program planning and development.	N/A	N/A	N/A	N/A	YES - Oversees daily clinical service delivery and environmental/operational issues in a designated service area to ensure optimum client care.	N/A	N/A
Certification in Non-Violent Crisis Intervention required	N/A	N/A	N/A	N/A	N/A	N/A	YES