

**PERTH AND SMITHS FALLS DISTRICT HOSPITAL
INTERNAL JOB POSTING
OPSEU 2026-32**

DATE: February 11, 2026

DEPARTMENT: DISCHARGE PLANNING/PATIENT FLOW

POSITION: CLINICAL SOCIAL WORKER - MSW
PERMANENT FULL TIME (M-F 8-4 pm)

SUMMARY OF DUTIES:

The clinical social worker in a hospital discharge planning unit is the bridge between medical care *inside* the hospital and real life *after* the patient leaves. Your job is to make sure patients can safely continue care and don't fall through the cracks once they're discharged.

- Work as part of a Multidisciplinary Patient Flow and Discharge Planning Team to support and enable patients and families to make timely transitions through the hospital system as well as attendance in multidisciplinary rounds
- Understanding the Flow and Capacity challenges of a hospital system and works to ensure that patients are in the right place, at the right time, receiving the right care.
- Being one of the key points of contact for discharge planning to formulate, facilitate and coordinate discharge plans focused on the needs and goals of the patient and their family system.
- Collaborates with Ontario Health at Home for discharge planning
- Facilitating discharge planning commencing in the Emergency department.
- Facilitating a timely transition to the community.
- Identifying safety gaps/challenges and addressing all barriers using most appropriate resources in partnership with internal and external partners.
- Conduct comprehensive assessments, including psychosocial, crisis, suicide risk and other relevant assessments and develop an appropriate treatment plan.
- Consult with hospital personnel, family physicians, police services, community agencies, family members, and members of the agency's multidisciplinary team as necessary.
- Provide information, referral service, education, advocacy, and service facilitation to clients and significant others relevant to client needs.
- Develop and provide in-service training, educational resources, and presentations to colleagues, partner agencies, and the community at large.
- Maintain clinical records according to policies and procedures outlined by the agency and by the Ontario College of Social Workers and Social Service Workers.
- Attend staff meetings and participate on agency committees as required.
- Participate in the orientation of new colleagues and students.
- Flexibility to work at different sites based upon client needs

REQUIREMENTS

- Master's degree in Social Work (MSW).

- Registration with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) or the College of Registered Psychotherapists (CRPO).
- Adherence to policies and procedures related to confidentiality, including current legislation.
- 2-5 years clinical experience in an acute care hospital setting
- Experience in Discharge Planning is essential
- Demonstrated ability to conduct psychosocial assessments and counselling
- Demonstrated excellence in interview skills and ability
- Current knowledge of community resources and initiative to proactively search for new resources
- Extensive knowledge on how to effectively serve an increasingly aging and diverse population with complex medical, functional, cognitive and psychosocial needs
- Expert communication, collaboration, organizational and problem-solving skills

ASSETS:

- Experience with legislation that governs Public Hospitals (Public Hospitals Act, Substitute Decisions Act, Consent to Treatment Act, Mental Health Act, etc.)
- Comprehensive knowledge of the impact of social determinants of health on discharge planning, hospital LOS, Patient Flow and hospital system capacity
- Ability to work independently as well as with an interdisciplinary team.
- Demonstrated ability to set priorities.
- Adherence to occupational health and safety procedures, including knowledge of the Occupational Health and Safety Act.
- Knowledge of the impact of systemic marginalization, including sexism, racism, poverty, homophobia, transphobia, and disability, and a commitment to service provision within a feminist, anti-oppressive framework
- Knowledge of best practice models, substance use/harm reduction, risk management and safety planning
- Additional training / experience in Narrative Therapy, DBT, CBT, EMDR, attachment, mindfulness, Brief Therapies (i.e. Solution-Focused), and/or other current best practice models in the theory/treatment of trauma would be an asset
- Ability to establish positive and supportive relationships with clients.
- Awareness of “best practice” service models related to crisis and short-term intervention and stabilization.
- Demonstrates a commitment to a healthy and safe workplace for self and others (staff, patients, families, etc.) by taking all reasonable precautions and working in compliance with hospital related policies, health and safety legislation and best practices and completing relevant mandatory education as required.
- Performance of duties in support of, and in compliance with, professional standards set by the Ontario College of Social Workers and Social Service Workers.
- A valid driver’s license and access to own vehicle is essential.
- Clear vulnerable sector check conducted within the last six months or willing to obtain a current one.

SALARY: \$44.67 - \$47.10 - \$49.55 - \$52.00 - \$54.45 - \$57.90

CLOSING DATE: February 18, 2026 at 4:00 PM

How to apply: *Please submit a resume and cover letter to HR@psfdh.on.ca.*

Be advised that the Perth and Smiths Falls District Hospital has a vaccination policy located on PDMS. Proof of vaccination will be required as a condition of employment, subject to exemptions contained in the policy.

Perth and Smiths Falls District Hospital is an equal opportunity employer committed to meeting needs under the Canadian Charter of Rights and Freedom and the Ontario Human Rights Code. Our recruitment process follows the Accessibility for Ontarians with Disabilities Act in order to provide a fair and equitable process for all candidates. Applicants requiring accommodation through the recruitment/interview process are encouraged to contact the Human Resources Department at 613-283-2330 ext. 1132 for assistance.

We thank all interested candidates for their response, however, only those chosen for an interview will be contacted.