

Mental Health Social Workers Standards

Purpose: It is the objective of these standards to establish criteria for the hiring and retention of professional social workers consistent with accepted standards of practice as set by the North Carolina Certification and Licensure Board for Social Work and the National Association of Social Workers. Applicants must be graduates of CSWE accredited schools of social work.

Goal: Social Workers in Mental health will provide comprehensive, timely, appropriate, cost-effective and necessary social work services to meet the needs of the inmate population, the Department of Correction, the facility, and the staff.

Implementation: These standards will be effective the date of approval as policy. Provision is made for those persons currently employed as social workers within Mental Health Services in the Department of Correction/Division of Prisons to retain their employment as long as performance standards are maintained. It is expected that, as these positions become vacant, the new hires will meet the standards outlined below.

I. Education and Experience Requirements:

- A. Social Work Intern:** CMSW preferred license
MSW Student, 2nd year or advanced standing ONLY
- B. Social Worker I:** CSW preferred license
BSW w/0 yr. exp. preferred
Human Service Degree w/2 yr. exp. acceptable after BSW
- C. Social Worker II:** CMSW preferred license
MSW w/0 yr. exp. preferred
BSW w/2 yr. exp. acceptable after MSW
Human Service Degree w/4 yr. exp. acceptable after BSW
- D. Social Worker III:** CMSW preferred license
MSW w/2 yr. exp. preferred
BSW w/4 yr. exp. acceptable after MSW
Human Service Degree w/6 yr. exp. acceptable after BSW
- E. Clinical Social Worker:** LCSW license required
MSW w/LCSW preferred
LCSW (Grandfathered) acceptable after MSW w/LCSW
- F. Social Work Supervisor:** LCSW license required
MSW w/LCSW required
- G. Contract Social Workers:**
 - 1. Clinical Social Worker:
Same as Clinical Social Worker described above
 - 2. Generalist Social Worker:
Same as SWIII described above

II. Essential Job Functions:

A: Social Work Intern:

Same as SWIII.

B. Social Worker I:

Basic Social Work interventions at the Generalist practitioner level. This SW will act as the facilitator, mediator, mobilizer, advocate, teacher, evaluator, planner, data manager, and consultant. Basic job function is aftercare planning.

C. Social Worker II:

Same as SWI plus aftercare planning, oversight of the Special Needs Case Management Program for assigned facility/facilities/region, consultation, participating member of multidisciplinary treatment team, crisis/emergency **intervention**, DD treatment plan development and management, group counseling, individual counseling, family intervention, screening referrals, social histories, treatment summaries, case progress notes, community resource development, community referrals, nursing home/rest home/group home/family care home/halfway house/three-quarter house/shelter placements, development and facilitation of social skills groups. Presentation of Special Needs case management training 2XQYr.

D. Social Worker III:

Same as SWII plus inpatient, outpatient or substance abuse (voluntary or involuntary) civil commitments, guardianship procedures, case formulations, transfer summaries, mental health assessments, comprehensive social histories, development and facilitation of psychosocial-educational-recreational groups

E. Clinical Social Worker:

Same as SWIII plus knowledge of therapy modalities and ability to utilize chosen modality in therapeutic interventions with individuals, groups or families. Participation in treatment of special populations i.e. youth, sexual offenders, substance abusers, DD/MR, etc. Diagnosis, treatment and/or prevention of mental illness, emotional disorders and/or mental retardation. Development and facilitation of anger management groups.

F. Social Work Supervisor:

Same as Clinical Social Worker plus supervision for licensure of provisionally licensed clinical social workers.

G. Contract Social Workers:

1. Clinical Social Worker:
Same as Clinical Social Worker described above
2. Generalist Social Worker:
Same as SWIII described above

Legend of Terminology:

CMSW= Certified Master of Social Work, requires a Masters Degree in Social Work

MSW= Master's Degree in Social Work

CSW= Certified Social Worker, requires a Bachelor's Degree in Social Work

BSW= Bachelor's Degree in Social Work

LCSW= Licensed Clinical Social Worker, requires a Master's Degree in Social Work + 100 hours of clinical supervision at 1 hr/week over 100 weeks + 1,000 hours of paid clinical work experience under supervision + examination by the NC Certification and Licensure Board for Social Work

Exception: certain persons are grandfathered into LCSW status. They enjoy all of the privileges of a fully licensed LCSW except they cannot clinically supervise a provisionally licensed clinical social worker.

LCSW-P= Provisionally licensed clinical social worker. This person has completed their MSW and is working towards completion of the balance of the requirements for full licensure. This person must work under the clinical supervision of a fully licensed LCSW.