

Position Description

Position Title:	Grade 2 Mental Health Social Worker
EBA / Award:	Victorian Public Mental Health Services Enterprise Agreement 2021-2024;
Classification:	YC42-YC45
Reports to:	Operational: Team Leader Towards Change Organisational: TBA Professional: Social Worker Clinical Leader, Adult & Older Adult, Mental Health and Wellbeing program, Eastern Health
Primary Site:	Yarra Ranges - Lilydale
Last updated:	November 2023

Be part of a major boost to mental health and wellbeing in Victoria!

The Mental Health and Wellbeing Locals are an important part of Victoria's reformed mental health and wellbeing system. The Victorian Government has committed to establishing 50 Mental Health and Wellbeing Locals.

In the Yarra Ranges, Wellways, Eastern Health, Inspiro Health, and Oonah are working together to offer an easy way to access care and support for people aged 26 years and over who are experiencing mental health concerns – including people with co-occurring alcohol and drug support and care needs and their family, carers, and supporters.

Mental Health and Wellbeing Locals are free, voluntary, and easy to access, with no referral required. Importantly, these new services will be delivered on the basis of *'how can we help?'* and a *'no wrong door'* approach, focused on giving choice and control over how the participant wants to receive support.

This new service will make it easier for the participant to access the support they need, closer to home and family, carers, and support networks.

Most importantly, Mental Health and Wellbeing Locals are safe spaces for everyone.

Commitment to Reconciliation

The Mental Health and Wellbeing Local knows that Aboriginal and Torres Strait Islander people have not always been well-served by mental health and disability organisations. Their social and emotional wellbeing has been impacted by generations of trauma, injustice and deprivation. As partner organisations, we recognise our responsibility in addressing these issues of injustice,

inequality and stigma as part of ensuring our services are both welcoming and helpful for people and their families. As part of our commitment to reconciliation, we are working to create culturally aware and safe services for First Nations Community Members.

Working together - how we will deliver services

The Mental Health and Wellbeing Local is community-led and integrated through partnership that shares power, creating a responsive, flexible and helpful service.

The Local will operate seven days a week, with extended operating hours to support a flexible and responsive service. The Local service model will provide integrated clinical support, care, and wellbeing support to participants and their family members or carers. The provided services will be in response to participants experiencing a mental health challenge and co-occurring substance use or addiction. This approach will improve the capacity of individuals to engage in our community and respond to any future psychological distress.



Community

The Mental Health and Wellbeing Local services will be community-led, and co-production will ensure a diverse range of perspectives are included in the design, delivery, and governance of the Local services, ensuring it reflects, responds and is accountable to the local community it supports.

Connected

An integrated service system connected through governance (partnership, operational and clinical) systems and workforce ensures people can access the right support at the right time.

Creating capacity for citizenship

Our model of care and governance structure has been designed to create capacity. Our workforce, individuals, and their natural supports recognise and respond to psychological distress and address barriers that prevent people from participating in their community and leading meaningful lives.

Team

The Social Worker is part of the Towards Change team and is a crucial part of the Victorian mental health reform work that Wellways and its partners are undertaking. This role will be part of a growing service system that places the community in the centre of the Local Mental Health and Wellbeing network across Victoria.

Role Purpose

The Social Worker, employed by Eastern Health will provide services to people experiencing a range of mental health and wellbeing challenges. Services will be provided within a strength based, person centred, trauma informed, goal and recovery-oriented framework. The Social Worker will work alongside the individual consumers and their carers with an individual plan designed to promote, foster and sustain personal recovery.

How you will make a difference

You will play a vital role in ensuring that participants, carers, and their families receive valuable and supportive mental health care. You will be part of a multidisciplinary team of mental health and wellbeing clinicians to provide a “new front door” service to all adults seeking mental health interventions within the Yarra Ranges Government area. You will play an integral role in changing and shaping the way mental health and wellbeing services and supports are delivered to the community.

Now is your chance to shape the future of mental health and wellbeing in Victoria to ensure that everyone is supported and included.

Key areas of accountability

Effective, high quality, recovery-oriented service delivery	<ul style="list-style-type: none"> • Be responsive to the needs and concerns of consumers, families and carers. • Provide personalised supported crisis response and activities for engagement. • Undertake comprehensive mental state and psychosocial assessment. • Demonstrated understanding of the MARAM framework and experience using the FVISS and CISS to uphold the safety of adults and children • Develop, implement, monitor and review treatment plans in partnership with consumers and collaboration with Locals staff ensuring they are reflective of individual preference and need • Actively participate in multi-disciplinary group programs. • Provide formal/informal supervision and mentoring to Grade One Social Work and social work students. • Coordinate/ participate in case conferencing, case coordination, and case reviews • Provide education regarding support services available on discharge from the Local (with service user's informed consent) • Facilitate connections and referrals to additional services and resources that align with the participants needs and goals and ensuring that any referrals are made with the participants full understanding and agreement • Demonstrate a comprehensive understanding of relevant Social Work theory and its relationship to clinical practice
Record keeping	<ul style="list-style-type: none"> • Collect and disclose relevant information about participants in accordance with relevant legislation and service guidelines. • Keep accurate and timely case notes utilising nominated client software (eg MMEX)
Professional development	<ul style="list-style-type: none"> • Participate in individual and group supervision, team meetings, clinical reviews, actively participate in skill building activities

Key Requirements

Area	Description
Qualification/registration	<ul style="list-style-type: none"> • Holds a degree qualification in Social Work that has been approved by the Australian Association of Social Workers (AASW) for membership as a social worker. Maintains compliance with the AASW Continuing Professional Development Policy in order to meet the Eastern Health Allied Health credentialing standard.
Experience/knowledge	<ul style="list-style-type: none"> • A strong commitment to high quality, person centred care, that respects and upholds the human rights of individuals, in accordance with the Mental Health and Wellbeing Act 2022 and other pertinent legislation, policies, plans and strategic directions of public mental health services. • Knowledge and understanding of relevant legislation and its impact on the delivery of frontline services, practice and risk management • Demonstrated experience integrating lived/living experience expertise throughout various models of care, contributing to a culture that values and champions the insights and perspectives of the Lived/Living experience workforce and participants. Demonstrated effective written and verbal communication and interpersonal skills. • Ability to work in partnership with participants to assess, monitor and support safety and wellbeing, respecting cultural and individual preferences and needs • Demonstrated experience in providing family/carer inclusive practices and ability to work with family and carer supports available within the Local and externally • Demonstrated skills (or willingness to learn) in supervising and coaching early career Social Workers, Social Work students and others. • Expertise in delivering counselling and therapeutic interventions that are grounded in evidenced based practices in line with the unique needs, preferences and circumstances of each participant.
Information Technology	<ul style="list-style-type: none"> • Willingness to learn and adapt to technology platforms relevant to the position. • Basic skills in Microsoft Office Suite and CRM systems.
Compliance	<ul style="list-style-type: none"> • National Police Check • International Police (if required) • Current Working with Children Check-employment • Evidence of right to work in Australia • NDIS Workers Screening Check

	<ul style="list-style-type: none"> • 100 points of identification • NDIS Workers Orientation Modules – free online course
Other	<p>Welcomed</p> <ul style="list-style-type: none"> • Personal lived experience of mental health challenges or have cared for someone who has • Aboriginal, Torres Strait Islander, people living with a disability and Culturally and Linguistically Diverse people and people who identify as LGBTIQ+ are encouraged to apply

Required Values & Behaviours

Area	Description
Authenticity and Integrity	<ul style="list-style-type: none"> • We will bring our whole selves to the table and work from a position of trust and belief in the other, recognising community and wellbeing belongs to all of us. • We are committed to leading a culture that is helpful and understands people exist and have complex intersectional circumstances that can lead to psychological distress.
Compassion	<ul style="list-style-type: none"> • We will commit to a compassionate approach and understanding leading with curiosity.
Respectful Collaboration	<ul style="list-style-type: none"> • We are respectful and recognise the power in our different experiences and organisations work views and recognise we all have something to learn from each other.
Quality and Safety	<ul style="list-style-type: none"> • Ensure any risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all participants. • Ensure and take all reasonable care for your personal safety and the safety of, participants and colleagues. • Actively participate in workplace health and safety initiatives and consult with colleagues and management in relation to issues that impact on the safety of the workplace. • Comply with all Policies and Procedures • Maintain confidentiality as per Yarra Ranges Mental Health Local policies and procedures and in accordance with relevant privacy and health records legislation. • Actively involve participants and/or carers in quality and safety improvement activities. • Maintain up-to-date immunisation status related to own health care worker category. • Ensure that the principles of general and participant manual handling are adhered to.
People & Culture	<ul style="list-style-type: none"> • Act in accordance with the 'Code of Conduct' and 'Workplace Behaviour' Policies.

	<ul style="list-style-type: none"> • Actively participate in relevant professional development. • Display high levels of professional behaviour at all time
Equality and Equity	<ul style="list-style-type: none"> • We will strive for equality and equity in our approach to partnership and the community we serve. • We aim to break down the barriers of power and privilege recognising we come together toward a common goal.
Honesty and Courage	<ul style="list-style-type: none"> • We will have robust feedback mechanisms in our model of care and governance structure to actively engage with community and participants to ensure we are meeting their needs and we are accountable to these. • We lean into difficult conversations realising this is when there is the greatest opportunity to learn.
Excellence and Appreciation	<ul style="list-style-type: none"> • Our work will be evidence based and we commit to continuous quality improvement processes to ensure the people using our service have excellent outcomes.
Commitment to reconciliation	<ul style="list-style-type: none"> • Demonstrates commitment to reconciliation. • Work towards creating culturally aware and safe services for First Nations Community Members.