

Eastern Health

POSITION DESCRIPTION

Position Title:	Senior Social Worker South Ward – Older Adult Mental Health Inpatient
Award Classification:	Grade 4 Social Worker
Award / Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2025 - 2028
Position Reports to:	Operationally – Mental Health Allied Health Manager Professionally – SW Clinical Lead Adult & Older Adult/ Director of Social work

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne’s largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs



1. POSITION PURPOSE

The Senior Social Worker will have a high level of experience, knowledge and skill in acute older adult mental health and demonstrate developing leadership practice through proactive participation with the Social Work service and/ or interdisciplinary teams. The Senior Social Worker will work in partnership with social work colleagues to provide consumer, carers, families and other services high-quality clinical services within a recovery orientated framework.

Services will be tailored to support each consumer's recovery and may include individual and group interventions, psychosocial assessment and treatment, discharge planning, consumer and family education, single-session family work, and liaison with relevant services and programs as required. The Senior Social Worker will be required to provide high-quality care to a case load of older adult mental health consumers and families through the predominately autonomous use of expert clinical skills and highly effective communication.

The Senior Social Worker will demonstrate advanced clinical expertise, professional knowledge, and leadership capabilities, enabling them to provide high-level consultation, support, and supervision to social work and multidisciplinary teams. They will contribute specialist knowledge in older adult mental health, promote social work values and ethical practice, and help ensure the delivery of high-quality, evidence-informed social work services across the program.

Under guidance from the Allied Health Manager, the Senior Social Worker will provide professional leadership across the older adult mental health stream and will provide a level of leadership to enable the development, implementation and evaluation of key quality projects across the unit.

The Senior Social Worker will have developing leadership skills and experience and will be part of an allied health response in the inpatient setting and will be supported with professional supervision and guidance. As part of allied health leadership across the adult/ older adult acute Inpatient Units, the Grade 4 Social Worker will provide clinical oversight, supervision and mentoring to clinicians, students and early career social work clinicians. The position will contribute and seek opportunities to participate in teaching, training and quality activities and may be requested to represent their discipline as requested by the Allied Health Manager.

Allied Health Clinicians will be required to travel and work across the various Eastern Health campuses & programs.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Health Care Excellence

- Provide clinical leadership for social work in the older adult acute mental health service
- Demonstrate a high-level of autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Demonstrated ability to undertake effective discharge planning and management, ensuring continuity of care and appropriate linkage with community supports and services.
- Ensure the effective functioning and management of day-to-day operations of the program/site/department including monitoring and managing the day-to-day workload/caseload issues and direct work-flow (e.g. duty allocations) of Social Workers as needed, in line with Eastern Health Social Work Policies and Processes.
- Lead and support a range of projects identified by the Allied Health Manager and Multi-Disciplinary Leadership Team in the older adult inpatient unit. These will include aged care, NDIS, family work, family violence model of care reviews, team meetings, reflective practice groups, and other projects as identified by the Allied Health Manager.

- Demonstrate a high level of professional competencies in undertaking and capacity building of staff in their work with older adult consumers, families, children and carers, to undertake multi-dimensional comprehensive psycho-social assessments, assist with modelling clinical reasoning, and formulating appropriately targeted formulations and treatment plans with realistic/ achievable goals, and providing proficient interventions for consumers with regard to context and time constraints, using a consumer-centred, strength-based, and recovery-oriented approach.
- Demonstrate social work profession specific skills, which will include modelling the work. Some specific areas within the social work scope of practice will include family work, genograms, ecomaps, system/service navigation and collaboration, community linkages, group work, and an understanding and potential guidance regarding undertaking Mandatory Reporting requirements, MARAMs, and VCAT/OPA legislation and practice guidelines.
- Demonstrate flexibility/responsiveness within professional practice/duties/roles in order to meet organisational goals/priorities.
- Demonstrate a comprehensive understanding of relevant Social Work theory and its relationship to clinical practice
- Skilfully engage consumers and carers in the development and implementation of strength-based individualised discharge plans designed to promote, foster and sustain personal recovery.
- Demonstrate an enhanced level of knowledge and skill in older adult mental health
- Provide effective evidence-based interventions for consumers with mental health and co-occurring mental health and substance use conditions.
- Work with staff to increase their skills in engaging with and support community services and resources to facilitate effective community integration and referral.
- Ensure that Social Workers are working alongside families and carers and are inclusive of the lived experienced workforce
- Demonstration of relevant family violence practice according to allocated responsibility level in the mental health program workforce mapping tool. This aligns with the Multi-Agency Risk assessment and Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVIS) and Child Information Sharing Scheme (CISS) legislative requirements and related Eastern Health guidelines.

Leading in Learning

- Participate and facilitate local and service-wide meetings for Allied Health and Social Work.
- Participate and contribute to Social Work professional development.
- Provide leadership, guidance, support and supervision to other members of the multi-disciplinary team.
- Participate in professional supervision and reflective practice, lifelong learning and further development.
- Provide clinical leadership, mentoring and supervision for social work students, graduates, grade 2 social worker and transition to practice positions.

Leading in Research and Innovation

- Provide leadership in the development of appropriate structures, policies and procedures for effective multi-disciplinary team functioning in line with government policy, legislation and Eastern Health's standards.
- Provide leadership to service improvement through involvement in continuous quality improvement activities, research and professional education activities as appropriate.

3. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of

objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria

11. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Signed: _____

Date: ___/___/___

Manager

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: ____/____/____



ATTACHMENT 1

KEY SELECTION CRITERIA

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Essential

- 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 to meet the Eastern Health Allied Health credentialing standard
- A strong commitment to high-quality care, demonstrated knowledge of the mental health act and other relevant legislation, policies, plans and strategic directions of public mental health services.
- Demonstrated social work, leadership and management skills as evidenced by five or more years post-qualifying professional experience (Grade 4 requirement).
- Strong conceptual skills to provide high-level advice to the Allied Health Manager, Social Work Clinical lead and program manager on program, practice and policy matters.
- Demonstrates the ability to undertake risk management across the continuum of care.
- Excellent interpersonal skills including demonstrated flexibility, proficient negotiation and communication skills (written and verbal).
- Capacity to work skilfully and creatively in an environment of competing values.
- Demonstrate a proactive approach and change management skills.
- Demonstrated high-level skills in supervising and coaching Social Workers, Social Work students and others.
- Computer literacy

Desirable

- Experience in older adult mental health, preferably in acute mental health
- Experience in Single Session Family Consultation, willingness to undertake training
- Evidence of involvement in, and understanding of, principles of research and/or evaluation.
- A current Victorian driver's licence.

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 has recently been released. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au