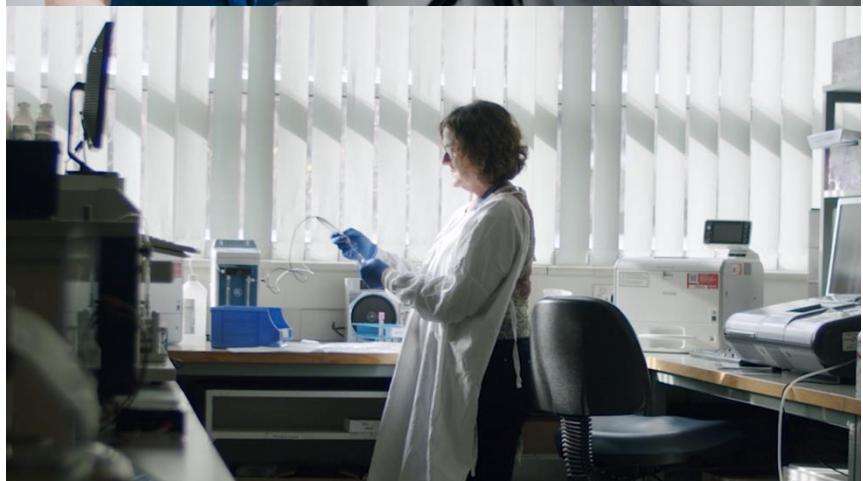




**The Royal  
Melbourne  
Hospital**

**Advancing  
health  
for everyone,  
every day.**

**Join The Royal  
Melbourne Hospital**



**Position Description**

**Social Worker - Aboriginal Health**

As one of Victoria's largest public health services, The Royal Melbourne Hospital (RMH) provides a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs. We are a designated state-wide provider for services including trauma, and we lead centres of excellence for tertiary services in several key specialties including neurosciences, nephrology, oncology, cardiology and virtual health.

Our people of more than 10,000 strong, embody who we are and what we stand for. We're here for when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing and for delivering excellence together, always.

Advancing health for everyone, every day.

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit—embracing the things that make us all unique.

True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

The RMH Strategic Plan: **Towards 2025 Advancing health for everyone, every day** is our plan for the future — one which we are committed to achieving together.

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability

<b>Position Title:</b>	Social Worker - Aboriginal Health
<b>Service:</b>	Allied Health Directorate – Social Work and Cultural Diversity
<b>Location:</b>	The Royal Melbourne Hospital and Royal Park Campus
<b>Reports To:</b>	Manager, Social Work & Cultural Diversity
<b>Enterprise Agreement:</b>	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2016–2020
<b>Classification:</b>	Grade 2 (SC21 – SC24)
<b>Immunisation Risk Category:</b>	Category A
<b>Date of Review:</b>	May 2021

The purpose of this role is for a Grade 2 Social Worker who is of Aboriginal and/or Torres Strait Islander descent and accepted by the Victorian Aboriginal community to provide high quality culturally specific care to Aboriginal and Torres Strait Islander patients accessing care at The Royal Melbourne Hospital. This worker will possess competent clinical skills, effective communication, and active participation within a multidisciplinary team environment. Social workers aim to provide comprehensive assessment to enable a targeted intervention plan to be developed in consultation with the patient, their family, carers and significant others. Social workers working in public hospitals provide comprehensive psychosocial and risk assessments, effective discharge planning, coordinated and integrated approach to service delivery, family or group work, patient advocacy, counselling, participation in quality improvement activities, education, research, policy or program development, and provision of professional supervision

## Department Description

The department is supported by the SW Managers and SW workforce development manager. The SW department is committed to providing evidence based, patient centred practice. Supervision and reflective practice, professional development and quality improvement are a key focus of Social Work at RMH.

- Provide quality patient focused care to Aboriginal and Torres Strait Islander patients and their carers and communities through culturally safe, competent, evidence-based clinical skills relating to assessment, interventions and discharge planning;
- Involve Aboriginal and Torres Strait Islander patients / carers / significant others in the decision making of treatment goals and discharge plans;
- Work closely with the Aboriginal Hospital Liaison Officers to ensure patients receive the care they require;
- Engage the Victorian Aboriginal community-controlled sector as required for patient care;





- ## Key Relationships

## External

- Department of Health and Human Services (DHHS)
- Community Culturally Specific Services
- Post-Acute Care Services
- CHSP providers
- Community based Aged Care Services
- Diagnosis specific Services
- Community Services
- Community based Homelessness services
- Community based mental health services
- Victorian Aboriginal Community Controlled Health Organisations
- Victorian Aboriginal Health Service

## Key Selection Criteria

- Qualifications which are acceptable for membership with the Australian Association of Social Workers. Must have eligibility confirmed.

- A suitably qualified person who is of Aboriginal and/or Torres Strait Islander descent and accepted by the Aboriginal community;
- A current Victorian driver's license;
- Excellent interpersonal and communication skills;
- Demonstrated ability to work collaboratively and as part of a team and in cooperation with others;
- Clinical Skills in comprehensive assessment, discharge planning and counselling including an understanding of Aboriginal and Torres Strait Islander health services in community controlled, mainstream health, primary care and welfare sectors;
- Sound knowledge and understanding of the Victorian Aboriginal and Torres Strait Islander community controlled sector
- Sound knowledge and understanding of the Aboriginal and Torres Strait Islander culture, society and kinship networks and their relevance to the provision of healthcare;
- Participate in initiatives that improve the cultural sensitivity and accessibility of services throughout Melbourne Health for Aboriginal and Torres Strait Islander patients and their families.
- Knowledge of the theory and principals of professional supervision;
- Knowledge and application of Social Work theory;
- Professional behaviour and conduct which reflects self-initiative, confidentiality and self-evaluation;
- Commitment to continued professional development;
- Ability to manage a demanding workload, and effectively prioritise tasks;

- ### Desirable:

- ## Required Capabilities

Below is a list of capabilities and the attainment level required in this position.

## Health, Safety and Wellbeing

RMH employees have a responsibility to:

- RMH Employees in supervisory/management roles have, in addition to the above, responsibility to:

- 2020 v1.2

- ## The RMH Key Performance Indicators

- Demonstration of RMH values and behaviours, being a role model for living the values;
- Completion of mandatory training activities including training related to the National Standards;
- Participation in The RMH and Division/Service specific business planning process (if required);
- Achievement of RMH and portfolio specific KPI targets as they apply to areas of responsibility;
- Participation in and satisfactory feedback through the annual performance review process; and, where applicable, ensure direct reports have individual development plans including an annual review;
- Ability to provide a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Ability to operate within allocated budget (if required).

RMH employees have a responsibility to deliver Safe, Timely, Effective, Person-Centred Care (STEP) by:

- ## Equal Opportunity Employer

2020 v1.2

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Name (please PRINT IN CAPITALS)

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Date (day/month/year)