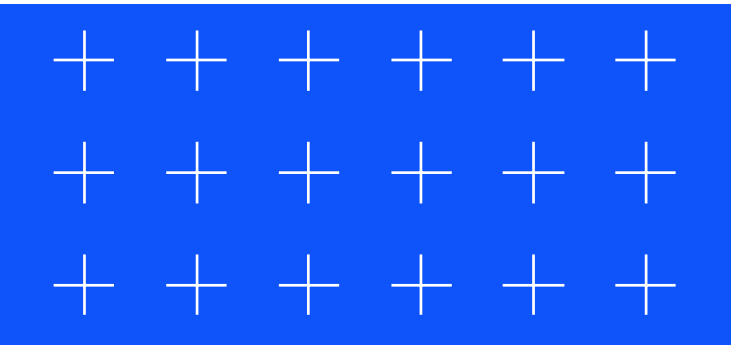




**The Royal
Melbourne
Hospital**

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

**Join The Royal
Melbourne Hospital**



Position Description
Social Worker- Grade 3



About The Royal Melbourne Hospital

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.

We are surrounded by a Parkville Precinct of brilliant thinkers, and we are constantly collaborating to set new benchmarks in health excellence - benchmarks that impact across the globe. While the work we do takes us in inspiring new directions; caring for each other, our patients and consumers is as essential to who we are, as any scientific breakthrough we make.

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.

Our Vision

Advancing health for everyone, every day.

The Melbourne Way

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 First



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.

Lead with Kindness



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

Excellence Together



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.

Our Priorities

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.

This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

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



Position Description

Position Title:	Social Worker- Grade 3
Service:	Allied Health Directorate - Social Work And Cultural Diversity
Location:	Royal Melbourne Hospital, City and Royal Park Campus
Reports To:	Manager, Social Work & Cultural Diversity
Enterprise Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2016–2020
Classification:	Grade 3 (SC31-SC34)
Immunisation Risk Category:	Category A
Date of Review:	December 2020

Position Purpose

The Social Worker Grade 3 position has a leading role in ensuring excellence in patient care, implementation and organisation of clinical and professional teams and foster staff development. Delivery of advanced social work clinical service is expected.

- Services inpatients and outpatients in the acute and subacute settings and will demonstrate competent clinical skills, effective communication, and active participation within a multidisciplinary team environment to manage complex presentations across the service.
- Priorities and specialisations include discharge planning, group work, client advocacy, advanced counselling, aged care consultation, participation in quality improvement activities, teaching, research, and contribution to policy development, data collection and provision of professional supervision.
- Utilise specialised skills and knowledge in relation to addressing bereavement and trauma, social crisis issues, psychosocial issues, specialized skills with risk assessment and safety planning de-escalation of conflict, communication between patients and caregivers, and planning ongoing community needs.
- Have a leading role in ensuring excellence in patient care, implementation and organisation of clinical and professional teams and foster staff development. Delivery of an advanced social work clinical service is expected.
- Work with key stakeholders to develop innovative models of care for a variety of patients and maximise the role of social work within the evolving organisational designated stream.
- Have an understanding of wider organisational and public health influences on the acute and subacute public hospital service and lead ongoing service improvement and development. This Senior Social Worker fosters Staff Development and provides clinical leadership in Allied Health.

Scope of practice as outlined in Australian Association of Social Work Practice Standards 2013

Department Description

The Social Work department consists of approximately 47 EFT across RMH sites.

We provide care to our patients within the acute, subacute and community therapy services.

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.



- Lead the review and implementation of policies and procedures specific to discipline and clinical area in conjunction with Grade 4 Social Worker or Social Work and Cultural Diversity Manager.
- Lead research activities, presentations, conferences, workshops and service development initiatives as required.
- Comply with Quality Management policies, Occupational Health and Safety Legislative obligations, Equal Employment and Opportunity Legislation and The Royal Melbourne Hospital Policies and Procedures.
- Demonstrates knowledge of wider organisational strategy and service planning.
- Demonstrates an ability to evaluate clinical practice performance in accordance with Social Work Performance Indicators.

Key Relationships

Internal

- RMH Nursing, Medical and Allied Health staff
- Hospital Admission Risk Program (HARP)
- RMH Social Worker (Aboriginal Health)
- Transitional Care Program
- Aged Care Assessment Service (ACAS)
- Clinical Liaison Rehabilitation & Aged Care Consultation
- Family Safety Team
- RMH Outreach Lawyers

External

- Department of Health and Human Services (DHHS)
- Community Culturally Specific Services
- Post-Acute Care Services
- Community based Aged Care Services
- Diagnosis specific Services

Key Selection Criteria

Formal Qualification(s) and Required Registration(s):

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

Essential:

- Excellent interpersonal and communication skills.
- Demonstrated ability to work collaboratively and demonstrated leadership qualities.
- Leadership competencies – ability to chair meetings, problem solve and provide clear advice to the team and stakeholders.
- High level skills in comprehensive assessment; discharge planning and counselling.
- Knowledge of the theory and principals of professional supervision.
- Extensive experience in providing professional supervision and professional development to staff.
- Outstanding knowledge and application of Social Work theory.
- Commitment to continued professional development.
- Ability to manage a demanding workload, and effectively prioritise tasks.
- High level skills in Microsoft Office suite of programs.
- Knowledge of relevant community services.
- At least 7 years clinical experience as a practicing Social Worker.

Desirable:

- Higher Qualifications or progression towards these.
- Previous experience working within a public hospital setting.
- Previous experience in research, program evaluation / development.



Required Capabilities

The Capability Development Framework applies to all The RMH employees and describes the capabilities that are needed to meet our strategic goals.

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

<i>Capability Name</i>	<i>Attainment Level</i>
Organisational savvy	Mastery
Communicating effectively	Mastery
Building relationships	Mastery
Patient and consumer care	Mastery
Working safely	Consolidation
Utilising resources effectively	Consolidation
Innovation, continuous improvement and patient safety	Consolidation
Adaptability and resilience	Consolidation
Integrity and ethics	Mastery
Delivering results	Consolidation
Analysis and judgement	Consolidation
Developing and managing skills and knowledge	Mastery

Health, Safety and Wellbeing

The RMH aims to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors to The RMH.

RMH employees have a responsibility to:

- Maintain an understanding of individual responsibility for patient safety, quality and risk and contribute to organisational quality and safety initiatives;
- Take reasonable care for their own safety and wellbeing and that of anyone else that could be affected by their actions;
- Speak up for the safety and wellbeing of patients, consumers, colleagues and visitors and escalate any concerns that have or could impact safety;
- Accept responsibility for ensuring the implementation of health and safety policies and procedures and cooperate with The RMH in any action it considers necessary to maintain a safe working environment which is safe and without risk.

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

- Ensure all health, safety and wellbeing procedures are in place and maintained in their work areas;
- Ensure risk management activities are undertaken and effective risk controls are in place;
- Make sure that training needs for all employees are identified and undertaken as required;
- Ensure incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.

The RMH Key Performance Indicators

RMH employees are measured through successful:



- 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).

Clinical Governance Framework

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

- Fulfilling roles and responsibilities as outlined in the Clinical Governance Framework;
- Acting in accordance with all safety, quality and improvement policies and procedures;
- Identifying and reporting risks in a proactive way in order to minimise and mitigate risk across the organisation;
- Working in partnership with consumers and patients and where applicable their carers and families;
- Complying with all relevant standards and legislative requirements;
- Complying with all clinical and/or competency standards and requirements and ensuring you operate within your scope of practice and seek help when needed.

Equal Opportunity Employer

The RMH is an equal opportunity employer. We are proud to be a workplace that champions diversity; we are committed to creating an inclusive environment for all people. Our goal is for our people to feel safe, included and supported so that they can be at their best every single day.



Acceptance

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 Signature

Employee Name (please PRINT IN CAPITALS)

Date (day/month/year)