

POSITION DESCRIPTION – Bayside Health

Date revised:	9/06/2026
Position:	Social Worker Grade 1
Award / Agreement:	ALLIED HEALTH PROFESSIONALS (VICTORIAN PUBLIC SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2021-2026
Classification Title	Grade 1
Department / Unit:	At Home Sub Acute
Care Group:	Peninsula Care Group
Accountable to:	Reports to Head of Social Work
Number of direct reports:	0

About Bayside Health

Bayside Health is a public health service delivering high-quality care across every stage of life for close to 1.2 million people living in metropolitan Melbourne, the Mornington Peninsula, Koo Wee Rup, Bass Coast and Southern Gippsland.

We have more than 15 main sites, including hospitals, centres and clinics that provide comprehensive care from welcoming newborns to supporting older people and a full range of services in between.

More than 22,000 dedicated staff are focussed on providing exceptional, equitable, and locally connected care through shared expertise, compassion, and a commitment to continuous growth. Education and training are central to staff development as we encourage all employees to strive and thrive.

Bayside Health was formed following the merger of Alfred Health, Bass Coast Health, Gippsland Southern Health Service, Kooweerup Regional Health Service and Peninsula Health on 1 January 2026.

Care Groups

Bayside Health is organised into three care groups:

1. **Alfred Care Group** operates The Alfred, Caulfield Hospital, Sandringham Hospital and Melbourne Sexual Health Centre. Australia's busiest Emergency and Trauma Centre and largest Intensive Care Unit is located at The Alfred. From here we provide nineteen statewide services to support the Victorian community. It is also the largest site for clinical trials in Australia.

2. **Peninsula Care Group** operates Frankston Hospital, the new Peninsula University Hospital and Rosebud Hospital among other sites and facilities. The new hospital will transform local care with dedicated wards and services. The group also operates MePACS, a personal alarm service, which cares for around 50,000 elderly and vulnerable people across Australia.
3. **Bayside Regional Care Group** operates sites at Kooweerup, Korumburra, Leongatha, Phillip Island and Wonthaggi and specialises in rural and regional care.

Our Code of Conduct

Our staff are expected to demonstrate and uphold the behaviours set out in Bayside Health's Code of Conduct.

Division

Position Summary

At Home Subacute aims to deliver quality, evidenced based, multidisciplinary care to patients in their own home, which would otherwise have been delivered in a hospital bed. *At Home Subacute* has a focus on shifting subacute care out of the hospital setting, and into the home environment, to empower people to optimise their recovery, function and quality of life, with the support and guidance of home based rehabilitation experts.

This role, as part of *At Home Subacute* will deliver care to patients requiring rehabilitation, geriatric evaluation and management and palliative care in the home and community. Care will be delivered flexibly, and include a combination of home visits, clinic visits, group therapy and telehealth consultations. The model provides subacute care at home as an alternative to hospital care at an intensity greater than what can be provided by an ambulatory model. Peninsula *At Home* is a 7 day a week service comprising of allied health, nursing, pharmacy and medical staff.

As a qualified Grade 1 Social Worker, you will provide quality Social Work services to patients in the client's home environment through the predominantly autonomous use of clinical skills, effective communication and active collaboration within the Social Work & multidisciplinary teams.

This includes comprehensive psychosocial assessment, intervention and case management services within *At Home Subacute* and HITH programs, to achieve optimal outcomes for clients in the community setting.

There is a strong emphasis on evidence-based practice, client focused goal setting with clear timelines and a collaborative team discharge.

This position will be required to deliver services across the Peninsula Health catchment, and as such, may be required to work flexibly across any of the Peninsula Health sites

Key duties and responsibilities

- Provide excellent, evidence based Social Work services to At Home and HITH clients in the community.
- Undertake comprehensive psychosocial assessments, and utilise proficient clinical reasoning and advanced counselling skills to formulate and deliver targeted interventions and discharge plans with support as required. Includes individual, family and group work as required.
- Highly developed interpersonal skills (written and verbal) to develop and maintain effective partnerships with clients, families/carers, other health professionals, and community agencies, to ensure collaboration, conflict resolution and effective coordination of person-centred care. Includes coordination of family meetings and NDIS pre-planning as required.
- Identify risk and develop appropriate interventions, in consultation with team leader, community agencies and specialist services according to the level of risk assessed.

- Accurately document in medical histories, and complete timely and thorough clinical handovers, ensuring that organisational policies are adhered to.
- Actively participate in At Home and HITH achieving KPI's and Quality Improvement / Research activity, including assisting with processing of referrals and team timetabling.
- Actively engage in Organisational and Clinical Supervision.
- Contribute to raising awareness of Social Work role within Peninsula Health.

Key capabilities

- Emotional intelligence (includes self-care and self-awareness)
- Continuous learning
- Critical thinking and problem solving
- Clear and effective communication
- Collaboration/teamwork
- Consumer service
- Courageous conversation
- Responsible for success
- Being open to change and continuous improvement
- Organisation skills

Quality, safety, risk and improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and guidelines.
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Escalate safety, quality & risk concerns to the appropriate staff member if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient-Centred Care.
- Comply with Bayside Health's mandatory continuing professional development requirements.
- Comply with National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Maintain responsibility for supporting enterprise security.

Other requirements for all Bayside Health staff

- Ensure compliance with relevant Bayside Health clinical and administrative policies and guidelines.
- Comply with relevant privacy legislation.
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Bayside Health.
- Comply with Bayside Health's medication management and medication safety policies and guidelines.
- Comply with the actions set out in the relevant section(s) of the OHS Roles and Responsibilities Guideline.
- Research activities will be undertaken commensurate with the role.
- In accordance with Directions made by the Secretary, Department of Health, all Bayside Health employees working in Category A or B roles (as determined by the department's risk ratings) must be vaccinated against Influenza with a TGA approved vaccine

QUALIFICATIONS/EXPERIENCE REQUIRED

Essential

- Completed Bachelor or Master of Social Work and eligible for AASW membership.
- Current Victorian Drivers' license.
- Highly developed interpersonal and communication skills.
- Demonstrated ability and experience to work within a multidisciplinary team.
- Ability to independently deliver high quality social work services, including comprehensive assessment, counselling, patient management, and thorough discharge planning
- Previous Social Work experience in a public health setting and good working knowledge of community support services is desirable.
- Demonstrated awareness about home-based services.
- Demonstrated knowledge and application of Social Work theory.
- Ability to manage a demanding workload and effectively prioritise tasks

Commitment to child safety

Bayside Health has zero tolerance for child abuse and is committed to acting in the best interest of children in our care. We promote cultural safety and participation of Aboriginal children, children of cultural and linguistic diversity and those with disabilities to keep them safe at all times.

Position Description authorised by: Ester Mebalds

Date: <Date>