

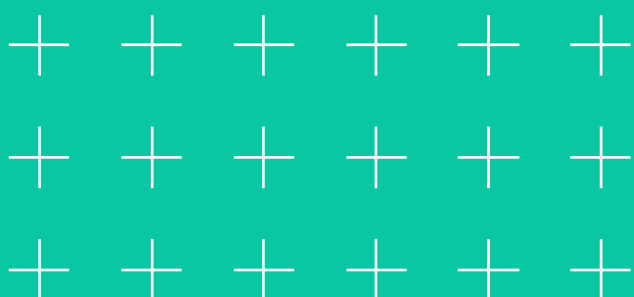


**The Royal
Melbourne
Hospital**

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

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

Social Worker Neuropsychiatry

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

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. 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
Service:	RMH MHS - Neuropsychiatry
Location:	The RMH Elizabeth Street
Reports To:	Program Manager
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2024–2028
Classification:	Grade 4 (HR25 – HR28)
Employment Status:	Part time ongoing (32hrs per week)
Immunisation Risk Category:	Category A
Date of Review:	June 2026

POSITION SUMMARY

The Senior Social Worker is a member of the multidisciplinary team who works closely with consumers and their families to achieve positive outcomes. They will work collaboratively with the wider team, including, acute health, allied health, lived experience workforce, and inclusive of other Neuropsychiatry team members.

The successful application will preferably have experience in progressive neurological disorders, aged care and/or mental health and hospital settings. NDIS experience is essential.

- Provision of social work expertise to the multidisciplinary outpatient clinic, including individual, family and carers, referral pathways, advocacy, education and counselling.
- Provision of social work support to the inpatient unit including individual, family and carer support, referral, advocacy, education and counselling. Inpatient services include psychosocial screening, assessment, case work, discharge planning, family and carer engagement and community liaison work.
- Facilitation and collaboration with key stakeholders, including Dementia Australia, Huntington's Victoria, NDIA, Family Violence Specialist Services, Child First, Child Protection and other relevant providers.

The position is 64 hrs per fortnight working Monday to Friday.

Royal Melbourne Hospital MHS is committed to working with consumers during their recovery by offering holistic and evidence-based treatment, which is inclusive of family/carers and provided by clinicians with well-developed skills. Staff employed within MHS are expected to identify EB practice competencies and to use these in their clinical work.

The Neuropsychiatry Centre is recognised as a premier specialist service both nationally and internationally, providing outstanding clinical care and treatment, and working to improve the outcomes for all through a comprehensive research program, and the training of our future workforce.

- **Learning and development opportunities:** As part of the allied health workforce at IWAMHS, you will participate in regular individual supervision, have access to high quality in-house and external training, be able to contribute to the development and delivery of targeted interventions (individual and group-based) for consumers referred to the program.
- **Clinical challenges:** As an art therapist you will be working with consumers from multicultural backgrounds with challenging presentations including comorbidities, complex personality structures, and elevated risk and will be liaising with other service providers internally and externally to establish best-practice.
- **Career development:** Being part of The Royal Melbourne Hospital – Mental Health Services community you will be supported by your supervisor and your manager, you will regularly have the opportunity discuss your career aspirations and progress towards those including annual discussion pathways.
- **Research:** The IWAMHS has a strong track record of conducting psychiatric research. You will have the opportunities to be involved in research opportunities as they arise. Including clinically based and service orientated research, evaluation and audits.

- Work in your scope of practice and seek help where required.
- Work in partnership with consumers and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Respect that the RMH is a smoke-free environment.
- Provide assessments, integrated casework service and other social work interventions, including income support, accommodation placement, applications for Guardianship and Administration orders, applications for NDIS, counselling, support and information provision regarding resources and services, to clients, their families or carers.
- Promote and deliver cultural and gender inclusive practices.
- Recognise and respond to the needs of dependent children and vulnerable families.
- Collaborate with members of the multi-disciplinary team in decision making pertaining to consumer care.
- Participate in clinical supervision and seek assistance, support, advice, training as required.
- Assist the Chief Social Worker in the development and implementation of Social Work initiatives and Social Work workforce development.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Maintain relationships with key partners in health, research and education by working collaboratively with staff from community, aged, and restorative care services.
- Promote and maintain the Melbourne Health Values.
- Demonstration of Melbourne Health values, being a role model for living the values.
- Completion of required mandatory training activities, including training related to the National Standards.
- Provide Clinical supervision to social work staff and Social Work Students.
- Support the implementation of the Graduate Social Work Program within Neuropsychiatry.
- Maintain documentation and records of interventions and services delivered.
- Participate in and contribute to in-service staff development (CPD) and training programs both internal and external to the service.
- Pursue development of knowledge of neuropsychiatry and social work.

Internal

- ## External

- Consumers and carers
- Dementia Australia
- Huntington's Victoria / Huntington's Australia

Formal Qualifications:

- ### Essential:

- Minimum 5 years post graduate experience
- Experience in progressive neurological disorders, aged care and/or mental health and hospital settings.
- NDIS experience
- Practice with a higher degree of practice autonomy
- Demonstrated ability to provide advanced social work practice, including individual, family and group work with consumers with complex mental health and psychosocial needs utilising a Recovery-Based Framework.
- Ability to provide professional leadership, including initiating, developing and evaluating social work services in a psychiatric setting.
- Excellent interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues and senior staff, agency workers and other service providers.
- Well-developed written skills and an ability to promptly prepare case assessments, clinical notes, reports, plans and other forms of documentation.
- Demonstrated experience in the supervision of social work staff and social work students.
- Works well within a multidisciplinary team, supports the workforce.
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Mandatory Working with Children's Check and Police Check and Immunisation Assessment

Desirable:

- Counselling experience.
- Current AASW Accredited Social Worker status and/or Accreditation as a Mental Health Social Worker.
- Postgraduate qualification in Family Therapy or Social Work.
- Experience in working with Aboriginal Community Controlled Health Organisations and/or Aboriginal communities and families.
- Ability to speak a community language

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

- Aim 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.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

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.

Date _____



Community Core and Specific Evidence-Based Practice

Psychological Interventions	Family, Carers and Supporters Work	Health & Wellbeing	Activity, Participation & Employment	Lived Experiences	Overcoming Hurdles
Early Warning Signs & RWP discussion	Initial Conversation with Family/Carer	Physical health screening	Initial Conversation about activity, participation and vocation	Initial Conversation about consumer peer support	LSI-R:SV
CBT Fundamentals	Family/Carer Fundamentals	Physical health conversations	APQ6	Initial Conversation about family, carer and supporters peer support	SUBA
CBT for Psychosis	Family Violence Screen	Physical health assessment	Driving Screen	PeerZone	AOD Harm Minimisation
	Single Session Family Consultation	Metabolic monitoring	Sensory Approaches		AOD Relapse Prevention
Acceptance & Commitment Therapy (ACT)	Multiple Family Group	Medication safety, education & advocacy	Activity Engagement	Consumer led inpatient groups	Specialist Supportive Clinical Management for Eating Disorders
Therapies for Borderline Personality Disorder	Family Therapy	Equally Well Physical Health Program	Therapeutic Activity Groups	Consumer Peer Support-led Community Groups	Forensic Risk Management Planning
CBT for co-morbid Anxiety & Depression	FaPMI Programs	Medication Alliance	Vocation and Employment Support	Individual Consumer Peer Support	Forensic Risk Reduction Treatment
Be Well Live Well - Early Warning Signs Relapse Prevention Program	Family Violence Assessment (MARAM)	QUIT Program	Sensory Assessment & Interventions	Family Peer Support-led Groups	AOD Motivational interviewing
			Driving Assessment	Individual Family, Carer & Supporters Peer Support	Refer to Detox
					Autism Consultation and Evaluation Services (ACES)