



**The Royal
Melbourne
Hospital**

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

Could this be you?

**Join the Royal
Melbourne
Hospital team**

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Position Description

**Social Worker – Allied Health
Graduate Program**

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 Title:	Social Worker – Allied Health Graduate Program
Service:	RMH Mental Health Services
Location:	Multiple Locations of The Royal Melbourne Hospital
Reports To:	Program Manager, Team Leader, Chief Social Worker, Social Work Supervisor and Social Work Clinical Educator
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2024 - 2028
Classification:	Social Worker GR 2 YR1 to YR5 Increment reflects qualification and experience
Employment Status:	Full Time - Two Years Fixed Term
Immunisation Risk Category:	Category A
Date of Review:	July 2026

The Royal Melbourne Hospital Mental Health Service (RMH MHS) provides person-centred, recovery-oriented care, treatment and support to people living in the City of Melbourne or City of Moonee Valley. We are a multi-disciplinary workforce of skilled and dynamic clinicians and Lived and Living experience (LLE) consumer and carer experts. We are dedicated to providing caring, high-quality community and hospital-based mental health services for adults and older adults who are experiencing, or are at risk of developing, a serious mental illness. We are committed to working with consumers during their recovery by offering trauma informed, holistic and evidence-based treatment. Care provided is inclusive of family, carers and kin.

OUR GRADE TWO SOCIAL WORK POSITIONS ARE PART OF THE RMH MENTAL HEALTH SERVICE ALLIED HEALTH GRADUATE PROGRAM

The Allied Health Graduate Program offers new graduate and early career social workers (with less than two years of experience as a qualified social worker) the opportunity to develop skills and experience in clinical mental health. The program provides graduates with a thorough orientation to clinical mental health, targeted professional development over a two-year period, regular discipline specific supervision and the opportunity to engage in monthly facilitated peer support sessions with their social work colleagues.

The program supports graduates in meeting the interprofessional competencies expected of all allied health graduates in Victoria. Graduates are well supported as they develop their general mental health and discipline specific clinical skills.

SOCIAL WORK AT RMH MENTAL HEALTH SERVICE

Our social workers provide interventions that are informed by the values of our profession; respect for persons, social justice and professional integrity. Social workers use a person centred, strength-based approach and recognize the psychosocial determinants of mental health and wellbeing. Social Workers collaborate with consumers, carers, families and supporters as well as an array of health, community and wellbeing services.

Our social workers operate in multidisciplinary teams, including alongside our growing lived experience workforce, to meet the treatment and support needs of those experiencing mental distress and to provide support to people in addressing their social and emotional wellbeing. We work across a wide range of settings, inclusive of community, inpatient and residential teams.

Social workers provide comprehensive biopsychosocial assessments and engage in clinical case work, discharge planning, work with families and carers as well as diverse and newly arrived communities. Social Workers use specialist skills such as mental health assessment and provide treatment, care and support using evidence-based interventions.

All social workers are expected to engage in regular clinical supervision for the purposes of support, education and accountability as is required by the organization and the AASW.

Take reasonable care for your safety and wellbeing and that of others.	Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
Work in your scope of practice and seek help where required.	Create a psychologically safe work environment where everyone feels safe to speak up.
Work in partnership with consumers and where applicable carers and families.	Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
Work collaboratively with colleagues across all RMH teams.	Clinical work as allocated, including individual, family/carers and group work
Continue to learn through mandatory training and other learning activities.	Specific social work assessment and intervention
Seek feedback on your work including participation in annual performance discussion.	Active participation in managerial and discipline specific supervision
Speak up for safety, our values and wellbeing.	Attend and participate in team meetings, clinical reviews and team education sessions including those with a managerial and/or clinical focus
Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.	Attend and participate in all components of the Allied Health Graduate Program
Respect that the RMH is a smoke-free environment.	Meet the interprofessional competencies for graduate staff in mental health by the end of the program

Internal	External
• Program or Unit Manager • Team Leader • Multidisciplinary Team • Social Work Supervisor • Social Work Discipline Lead • Social Work Clinical Educator	Key community stakeholders, including but not limited to: • NDIS • Housing, support and employment agencies • Police • GPs & Community Health providers • Child and Family services • Orange Door • Office of the Public Advocate

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- 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 _____