

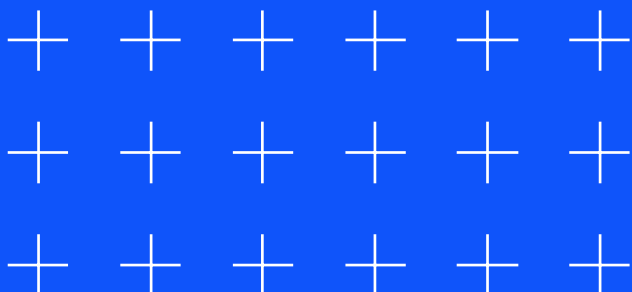


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Grade 3 Social Worker – Senior
Clinician**

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.

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.

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

Ensure excellence in patient management, and contribute to the development of staff, the Social Work

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

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients 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.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Display highly effective communication by demonstrating sound verbal, non-verbal and written skills
- 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.
- Demonstrate family violence risk assessment and management activities aligned to the Multi-Agency Risk Assessment and Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVISS) and Child Information Sharing Scheme (CISS) legislative requirements and related Melbourne Health guidelines
- Display advanced organisational skills through efficient time management, professional responsibility and accountability.
- Provide quality patient focused care through competent, evidence-based clinical skills relating to assessment, interventions and discharge planning.
- Demonstrate multi-disciplinary health care approach that achieves desired patient outcomes.
- Prioritisation of caseload and management of competing priorities including delegation where appropriate.
- Demonstrate a leading clinical role within the profession, The Royal Melbourne Hospital and the broader professional community.
- Provide advanced casework services to patients, reasoned recommendations and innovative options and solutions in areas of complex clinical care related to the areas of his/her expertise and other clinical areas as directed.
- Demonstrates an ability to evaluate clinical practice performance in accordance with Social Work Performance Indicators.
- Provide high level clinical supervision and consultation to more junior staff as per discipline guidelines and AASW Guidelines.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Support students and student fieldwork program including supervision of students and teaching undergraduates and/or post graduate students.
- Participate in the development, implementation and review of student education in conjunction with senior staff.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- 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.
- Create a psychologically safe work environment where everyone feels safe to speak up.
- Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Lead research activities, presentations, conferences, workshops and service development initiatives as required

Internal

- ## External

- General Practitioners
- Department of Health and Human Services (DHHS)
- My Aged Care
- Community culturally specific services
- Post-Acute Care services
- Community based health and aged care services
- Diagnosis specific services
- Victorian Civil and Administrative Tribunal (VCAT)

Formal Qualifications

- ### Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- 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
- Satisfactory Employee Working with Children Check, Immunization Assessment and National Police Check
- Possess an understanding of relevant legislation and practice frameworks relating to family violence practice, including but not limited to the Family Violence Information Sharing Scheme (FVISS), Child Information Sharing Scheme (CISS) and the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM)
- A current Victorian driver's licence.

- Previous experience working within a public hospital setting.
- Previous experience in research, program evaluation / development.

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
- Ensure direct reports have individual development plans including an annual review



AT THE RMH WE:

- 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.

OUR COMMITMENT:

- **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.

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)

Date
