



**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Social Work Clinician Grade 3 –
Department of Nephrology**

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.

- Be a great place to work and a great place to receive care
- Grow our Home First approach
- Realise the potential of the Melbourne Biomedical Precinct
- Become a digital health service
- Strive for sustainability

- 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.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Respect that the RMH is a smoke-free environment.
- Provide quality patient centred care to renal patients at various stages of their health care continuum including pre and post dialysis, renal supportive care, renal transplantation, live donation, endo of life, through excellent clinical skills relating to assessment, treatment and discharge planning.
- Involve patients / carers / significant others in the decision making of treatment goals and discharge plans
- Demonstrate multi-disciplinary health care approach that achieves desired patient outcomes
- Prioritisation of caseload and management of competing priorities including delegation
- Initiate and drive a co-ordinated team approach to patient care
- Display sensitivity and knowledge of ethical and multicultural issues and provide culturally aware practice
- Display sound organisational skills through efficient time management, professional responsibility and accountability
- Manage risk and actively work toward implementing risk reduction strategies
- Display effective communication by demonstrating sound verbal, non-verbal and written skills
- Liaise and negotiate effectively with senior Medical, Nursing and Allied Health staff
- Ensure documentation of patient care is in accordance with Melbourne Health and discipline specific guidelines
- 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.
- Participate in continuous quality improvement activities and research activities both within the clinical team and department as required.
- Participate in the collection and entry of statistics in a timely manner as directed by Senior clinician and/or Social Work and Cultural Diversity Manager
- Provide clinical supervision to more junior staff as per discipline and AASW Guidelines
- Actively engage in professional development and model a commitment to lifelong learning
- Actively manage assigned Social Work Portfolio
- Access information as necessary to improve knowledge and skills
- Supervise and teach undergraduate Social Work Students through the program/s run for Undergraduate Students
- Participate in the development, implementation and review of social work student education
- Demonstrate the ability to assume extra responsibilities as requested by the supervisor or senior clinicians
- Participate in clinical teaching activities within the profession
- Contribute to educating and raising awareness of the Social Work role within the hospital.
- Assist in the review and implementation of policies and procedures specific to the discipline and clinical area
- Participate in presentations, conferences, workshops and service development initiatives as required
- Assist in maximising opportunities to further expand the role and profile of Social Workers within the Organisation
- Comply with Quality Management policies, Occupational Health and Safety Legislative obligations, Equal Employment and Opportunity Legislation and Melbourne Health Policies and Procedures

Internal

- External

- Social Work Clinician Grade 3 | Medical Services | May 2026 6/8

- 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 _____