

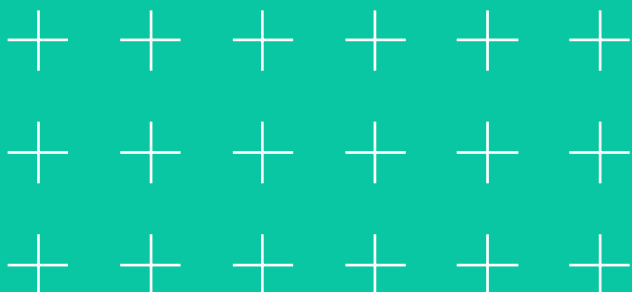


**The Royal
Melbourne
Hospital**

Advancing health for everyone, every day.

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**Senior Social Worker Older Adults
Mental Health Program**

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

Position Title:	Senior Social Worker
Service:	Older Adults Mental Health Program
Location:	Waratah Clinic
Reports To:	Older Adults Program Manager
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Classification:	Social Worker Grade 3 (YC46 – YC47)
Employment Status:	Part Time 0.8 EFT Ongoing
Immunisation Risk Category:	Category A
Date of Review:	October 2025

Royal Melbourne Hospital Mental Health Services provides person-centred, recovery-oriented care, treatment and support through our multi-disciplinary workforce of skilled and dynamic clinicians, and Lived and Living experience (LLE) consumer and carer experts. We are dedicated to providing caring and high-quality specialist 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, which is inclusive of family, carers and kin and provided by staff with well-developed skills. Staff employed within the service are expected to identify evidence-based practice approaches and to use these within their work.

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Care at RMH-Mental Health Services is delivered within a framework of Practice Domains (please see infographic at the end of this document). All clinicians are expected to develop competency in the following core interventions: Health and Well-being, Family and Carers; Psychological Therapies, Overcoming hurdles, Lived Experience, Activity and Participation. These competencies are supported by professional development opportunities within the mental health service. Clinicians are also encouraged to offer specialist interventions in the domain related to their discipline

- 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.
- Achievement of The Royal Melbourne Hospital and portfolio specific KPI targets as they apply to your area.
- Participation in formal performance and Annual Discussion review processes.
- Provide assessment, treatment and discharge planning for people over 65 years of age, with mental health issues, who reside in their own homes or RACFs in the City of Moonee Valley and City of Melbourne.
- Promotions of Allied Health practice within a complex health service.
- 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.
- 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.
- Successful completion of required mandatory training activities, including training related to the National Standards
- Participate in supervision as required for your discipline
- Provide support with rostered roles with the team for initial assessment and tasks related to Intake/Duty Role.
- Provide brief interventions as well as medium to long term, depending on the identified needs of the person.
- Work closely with consumers, carers and wider family members or support systems to achieve positive recovery outcomes
- The Clinician may be required to supervise medications (within scope of practice)
- Any other duty as directed by Program Manager
- Ability to work a 7 day rotating roster

Internal

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- Centralised Triage
- General Practitioners
- Emergency services and Acute Health
- Residential Care Facilities
- My Aged Care
- ACAS
- Bolton Clarke
- NDIS
- Housing and primary providers
- Consumer Advocacy Groups
- Carer Agencies
- Pharmacies
- Employment Services
- Other Area Mental Health and Wellbeing Services
- Office of Chief Psychiatrist
- Office of Public Advocate

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- Formal Qualifications

- Social Workers:
 - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- At least 7 years post graduate experience as a qualified social worker, with significant professional experience in clinical mental health settings.
- Sound skills and knowledge in the assessment and treatment of persons with a mental health diagnosis.
- Demonstrated skill and experience in community-based management of services, assessment and treatment of older adults with a mental illness and dementia.
- Demonstrated ongoing commitment to professional development.
- Excellent interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues and other service providers
- Knowledge of relevant state and federal Government legislation, policies and strategic directions in Public Mental Health Services such as the Mental Health Act 2022, Mental Health Reform Strategy, Aged Care Act 2024, and Guardianship and Administration Act 2019.

- Desirable:

- ## KEY PERFORMANCE INDICATORS

- 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
- Competition of Mandatory Training activities including training related to the National Standards



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.

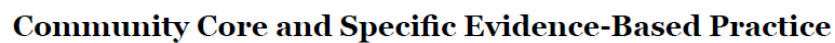
ACCEPTANCE

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



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