

**Position Title:** **Social Worker (Mental Health) Graduate Program**

**Directorate:** Grampians Mental Health & Wellbeing Service

**Program:** Rotational Position- Social Work Graduate Program

**Professionally reports to:** Social Work Clinical Educator & Social Work Discipline Lead

**Operationally reports to:** Social Work Discipline Lead & Relevant Team Lead/Nurse Unit Manager

### Appointment Terms/Conditions:

**Classification and Code:** **Social Worker - Grade 1 Year 3**

**Enterprise Agreement:** Victorian Public Mental Health Services Enterprise Agreement

### ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at [www.grampianshealth.org.au](http://www.grampianshealth.org.au)

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

<b>Collaboration</b>	<b>Compassion</b>	<b>Accountability</b>	<b>Respect</b>	<b>Innovation</b>
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

## **POSITION PURPOSE**

Grampians Mental Health & Wellbeing Service (GMHWS) is committed to providing opportunities for early career Social Workers to consolidate and build on their theoretical and practical knowledge within a structured, supportive environment. The GMHWS Allied Health Graduate Program has been established to provide Psychology Registrars and Social Work and Occupational Therapy Graduates an exciting opportunity to gain discipline specific and mental health skills and experience. In this year long program Social Workers within the GMHWS Allied Health Graduate Program will rotate across two settings in multidisciplinary teams. Under the supervision of the Mental Health Social Work Lead, a Social Work Clinical Educator, and the Nurse Unit Manager/Team Leader, they will consolidate skills in evidence informed comprehensive assessment and recovery-oriented care to people experiencing mental illness and psychological distress.

The GMHWS Social Work Graduate Program is guided by the:

- The Department of Health, Allied Health Mental Health Graduate Program Package (2022)
- Australasian Association of Social Workers (AASW) Code of Ethics 2020 (for Social Workers)
- AASW Practice Standards 2023 (for Social Workers)
- 'Our workforce, our future: A capability framework for the mental health and wellbeing workforce.' (2023)

## **KEY ACCOUNTABILITIES**

### **Clinical**

- To undertake comprehensive assessments of people experiencing mental illness and/or psychological distress to identify the person's and family/supporter needs.
- Provide evidence informed, recovery-oriented therapeutic support and care that is inclusive of families, carers, and supporters.
- By assessing the social determinants of mental health, investigating ecosystems influencing an individuals situation and providing interventions that are aimed at both interpersonal aspects (individual, family and supporters) but also broader social issues of economic wellbeing, community supports, employment and housing.
- Undertake relevant assessments of risk to support the safety of all in alignment with relevant legislative frameworks, Organisational Policies, and Professional Codes.
- To coordinate care of consumers as a Social Work Graduate within a multidisciplinary team (MDT) that emphasise, practices and continually seeks to improve person-centred care, advocating a human-rights focused and family sensitive approach.
- Collaborate with consumers, carers, families, and supporters, as well as the MDT, to formulate Wellness and Recovery plans that target identified biological, psychological, and social needs of people and their families and include targeted evidence-based treatment strategies consistent with GMHWS policies, procedures and discipline- specific standards.

### **Professional Development**

- Active participation in the GMHWS Social Work Graduate Program and additional training, education and professional knowledge and skills development programs.
- Participation in weekly Clinical Supervision with the Social Work Clinical Educator to develop discipline specific skills and reflective practice techniques.
- Proactive engagement in the pursuit and application of clinical supervision, both individual and group discipline-specific and generic.
- Establish and maintain effective and appropriate interagency professional relationships via education and consultation to enhance the development of the workforce and promote collaborative care planning with relevant agencies for people consistent with GMHWS policies, procedures and discipline-specific standards.

## **Team Work**

- To actively and effectively work within a multidisciplinary team and contribute to the generic and discipline specific clinical expertise of that multidisciplinary team.
- To establish and maintain effective and appropriate interagency professional relationships via regular liaison and consultation, to ensure an integrated seamless service provision to people and their families/supporters who require a multiple service response.
- Participate in the provision of services through GMHWS as part of a regional response within the Grampians region. This may require the provision of service from more than one geographical location.

## **Administration**

- To maintain statistics and records reflecting the expectations and required standards consistent with GMHWS policies, procedures and discipline-specific standards.
- Maintain computer literacy skills to a level necessary to fulfil the function of the role.

## **5. Quality Improvement**

- To actively participate in service improvement activities as part of a total and continual quality improvement process.
- To participate, as appropriate, in GMHWS committees, working parties, focus groups and other subgroups relevant to the continuous development of the service.
- To participate in relevant research projects as required.

## **KEY SELECTION CRITERIA**

### **Qualifications**

- Degree in Social Work from an approved provider.
- Eligible for membership to the Australian Association of Social Work (AASW).

### **Technical/Professional Knowledge and Skills**

- Demonstrate an appropriate level of knowledge and understanding of contemporary evidence-based and best practice Social Work interventions / treatments within a multidisciplinary mental health and wellbeing team.
- Demonstrated commitment to recovery-oriented practice within a mental health and wellbeing service.
- Ability to understand and interpret relevant legislation, policies, and procedures, including the Mental Health and Wellbeing Act 2022, Victorian Charter of Human Rights, National Standards for Mental Health Services, Privacy Act.

### **Work Environment**

- Demonstrate effective communication and interpersonal skills; the ability to develop and maintain effective working relationships with clients, families, significant others, colleagues and other health service providers.

### **Personal attributes**

- Demonstrated commitment to learning through reflective practice, utilisation of clinical supervision and professional development, and translation of knowledge into practice.
- Demonstrated understanding of and commitment to Grampians Health values of Collaboration, Compassion, Accountability, Respect and Innovation.

## **ORGANISATIONAL REQUIREMENTS**

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

## **OTHER RELEVANT INFORMATION**

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.