

Position Description

NorthWestern Mental Health

NorthWestern Mental Health is one of the largest providers of Mental Health Services in Victoria. Our multi-disciplinary workforce of skilled and dynamic clinicians, consumers and carers, provide a recovery-oriented approach to care.

We are dedicated to providing a caring and high quality range of specialist, community and hospital-based mental health services for youth, adult and aged people who are experiencing, or are at risk of developing a serious mental illness.

We have a robust outlook regarding research and our partnerships with the Royal Melbourne Hospital, University of Melbourne, Australian Catholic University and Deakin University enable us to undertake clinical teaching and research in mental health.

NorthWestern Mental Health boasts a sophisticated learning structure and we pride ourselves on supporting continuing professional development.

Our vision, to be **First in Care, Research and Learning** affirms our commitment to deliver world-class care for our community. It requires us to move forward, building on our strong foundation of firsts, so that we can be leaders across all parts of our service, locally, nationally and globally.

The Inner West Area Mental Health Service (IWAMHS) is committed to working with consumers during their recovery by offering holistic and evidence-based (EB) treatment, which is inclusive of family/carers and provided by clinicians with well-developed skills. Staff employed within the IWAMHS are expected to identify EB practice competencies and to use these in their clinical work

Our service strives to create the best possible learning opportunities available to complement and support both emerging and existing expertise. Staff are required to actively participate in their own practice development by engaging in available learning opportunities within the service, as well as being committed to sharing their knowledge with their colleagues.

Our values, **Caring, Excellence, Integrity, Respect and Unity** define what is important to our organisation and how things will be done.

- We treat everyone with kindness and compassion
- We treat everyone with respect and dignity at all times
- We work together for the benefit of all
- We are open honest and fair
- We are committed to learning and innovation

In order to achieve our strategic goals and provide excellence in patient care it is important that Melbourne Health have a set of shared values that everyone subscribes to which underpin all our interactions and decisions.

Join us to be First in Care, Research and Learning.

Position Title:	Senior Social Worker, Community Mental Health
Portfolio/Service:	Inner West Area Mental Health Service
Location:	Waratah Clinic
Reports To:	Community Mental Health Team Manager
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement
Classification:	YC46
Immunisation Risk Category:	Category A
Current Effective Date:	2/7/2020
Date of Next Review:	2/7/2021

Position Summary:

This position sits within the IWAMHS Community Team. As Senior Social Worker you have a responsibility to apply your clinical knowledge and expertise to the assessment, delivery of treatment and provision of targeted interventions, along with offering support to consumers with complex mental health and psychosocial needs, and to their family/carers.

Key Relationships:

Internal:

Area Manager; Director of Clinical Services; Deputy Director of Clinical Services; Lead Consultant; Community Team Managers, Community Team Leaders; Discipline Seniors; Evaluation and Service Improvement Co-ordinator; Health Information Manager; Executive Assistant to Director Clinical Services and Area Manager; Multidisciplinary Team; Administration staff; Consumers and Family/Carers

External:

NorthWestern Mental Health Executive Support Unit – Finance; Human Resources; Mental Health Training Development Unit; Quality Planning and Innovation Unit; Centralised Triage; Facilities Management; Office of Chief Psychiatrist; Department of Health and Mental Health and Drugs Division, MHCSS; Housing; Employment; Emergency services; Acute Health; Pharmacies; non-government agencies, drug and alcohol services and primary health providers.

Major Accountabilities:

All Melbourne Health Employees are measured through successful:

- Demonstration of Melbourne Health values, being a role model for living the values;
 - Successful completion of required mandatory training activities, including training related to the National Standards;
 - Achievement of Melbourne Health and portfolio specific KPI targets as they apply to your area;
 - Acceptance of accountability for all reasonable care to provide a safe working environment within your area of responsibility and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity.
 - Compliance with Health Service and Divisional specific Regulations, Melbourne Health Policy & Procedures, Code of Conduct and the by-laws and Policies and the ethical standards of the profession.
 - Acceptance of responsibility for Continuing Professional Development (CPD) of self that is aligned with the practice domains endorsed by NWMH, as part of Melbourne Health, and actively keep a CPD portfolio as required by the standards of your profession.
 - Compliance of clinical governance, legislative and documentation requirements, (e.g. Clinical Review discussions, completion of relevant documentation compliant with requirement of the Mental Health Act 2014).
 - Accept accountability to ensure that all clinical information is documented and stored in compliance with the Victorian Health Records Act 2001.
 - Participation in formal performance and annual discussion review processes.
 - Operate within the legal frameworks e.g. Mental Health Act and Privacy Act.
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Key skills and competencies:

General:

- Demonstrated ability to provide advanced social work practice, including individual, family and group work with consumers with complex mental health and psychosocial needs utilising a Recovery Model Based Framework
- Support the team with, the Community Team Manager, Team Leader, Chief Social Worker, clinical supervisor and other Team members regarding discipline specific and evidence-based interventions.
- Support the team with the delivery of Single Session Family Consultations
- Provide orientation to new team members on the delivery of family and carer evidence based interventions and family responsive practice.
- Provide clinical supervision to Social Work staff and Social Work Students on placement
- Contribute to the Inner West Family and Carer Committee and as act a conduit between Committee and team
- Act as the team contact person for Protecting Vulnerable Children
- Support the implementation of the Family Violence Multi Agency Assessment Management Framework
- Attend and participate in IWAMHS Social Work meetings and NWMH Senior Social Work Meetings
- Be proactive in up taking self-development opportunities and improving service delivery.
- Demonstrate behaviours that support a recovery approach to care.
- Promote a friendly, respectful and supportive environment within the Community Team and across the AMHS

Alongside direct clinical care, the following are core to this role;

- Active involvement in discipline specific and team activities and meetings.
- Undertake responsibilities as a practice champion within the team.
- Demonstrate behaviours reflective of Melbourne Health's values
- Other duties as directed in accordance with industrial classification standards

Management/Supervision:

Active participation in Clinical Supervision, and supervision of other social work staff as required

Essential Criteria:

Formal Qualification(s) & Required Registration(s):

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

Required:

- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- A minimum of 7 years' experience in the assessment, delivery of treatment and provision of targeted interventions and support to consumers with complex mental health related needs and their families/carers
- Sound treatment skills for people with severe and enduring mental health conditions, or willingness and capacity to commit to development of evidence based interventions knowledge and practice
- Knowledge of the Mental Health Act, Guardianship and Administration Act, Children, Youth and Families Act 2005, Family Violence Protection Act and Child and Family Violence Information Sharing Schemes and other related legislation,
- Well-developed skills in writing and an ability to promptly prepare documentation and the ability to communicate effectively with consumers, families/carers, colleagues and other service providers
- Confident to change priorities to meet the needs of the consumers, families or team, adjust quickly to new tasks, be flexible and remain positive in a changing environment
- Excellent organisational and time management skills
- Capacity to problem-solve without being asked.
- A current Victorian Driver's Licence, and ongoing ability to use this form of transport

Desirable:

- Ability to speak a community language
- Experience in working with Aboriginal Community Controlled Health Organisations and/or Aboriginal communities and families
- Family Therapy or Advanced Family Work Training

Clinical Governance Framework

Employees have a responsibility to deliver Safe, Timely, Effective, Person-Centred Care (STEP) by:

- Fulfilling your roles and responsibilities as outlined in the Clinical Governance Framework
- Acting in accordance with all safety, quality and improvement policies and procedures
- Identifying and reporting risks in a proactive way in order to minimise and mitigate risk across the organisation
- Working in partnership with consumers/patients and where applicable their carers and families
- Complying with all relevant standards and legislative requirements
- Complying with all clinical and/or competency standards and requirements, ensuring you operate within your scope of practice and seek help when needed.

Work Environment:

Melbourne Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. As an employee of Melbourne Health you are required to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. You have a duty to understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Melbourne Health policies, and to promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls. Staff are required to comply with all Victorian state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

Acceptance

I acknowledge and accept that statements within this position description are intended to reflect in general the duties, responsibilities and accountabilities of this position and are not interpreted as being all inclusive. I understand that Melbourne Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I _____ (Incumbent name) have read, understood and accepted the above position description.

Employee
Signature: _____

Date: _____

Please print this document and clearly write your full name followed by your signature and the date.



Core and Specific Evidence Based Interventions

Core and Specific Evidence Based Interventions

Psychological Interventions	Family and Carer Work	Healthy Lifestyle	Vocation	Lived Experience	Overcoming Hurdles
<p>Early Warning Signs & RWP discussion (within 3/12)</p> <p>CBT Fundamentals*</p>	<p>Family Contact (within 6/52)</p>	<p>Physical Health Form (within 3/12, repeated annually)</p>	<p>Conversation about vocation</p> <p>APQ6 (within 3/12, repeated annually)</p>	<p>Conversation about Peer Support options</p>	<p>LSI-R:SV Screen</p> <p>Alcohol & Other Drugs Screening and Assessment</p> <p>SCOFF</p>
<p>CBT for Psychosis (CBTp)</p> <p>Acceptance & Commitment Therapy (ACT)</p> <p>Therapies for Borderline Personality Disorder</p> <p>CBT for co-morbid Anxiety & Depression</p> <p>Be Well Live Well - Early Warning Signs Relapse Prevention Program</p>	<p>Family Consultation/ Single Session</p> <p>Multiple Family Group</p> <p>Family Therapy</p> <p>FaPMI Programs</p>	<p>Assisted Intensive Medication Service (AIMS)</p> <p>Medication Alliance</p> <p>Health Promotion, awareness and coaching</p> <p>Wellness Program</p>	<p>Vocation OT Assessments & Interventions</p> <p>Action Over Inertia</p> <p>The Works</p>	<p>Peer Zone</p> <p>Peer-led Recovery Groups</p> <p>Peer Support</p> <p>Family/Carer Peer Support</p>	<p>Risk Management Planning</p> <p>Risk Reduction Treatment</p> <p>D2 Motivational interviewing</p> <p>Harm minimisation</p> <p>Relapse prevention</p> <p>Referral for detox</p> <p>Eating Disorder CBTe</p>