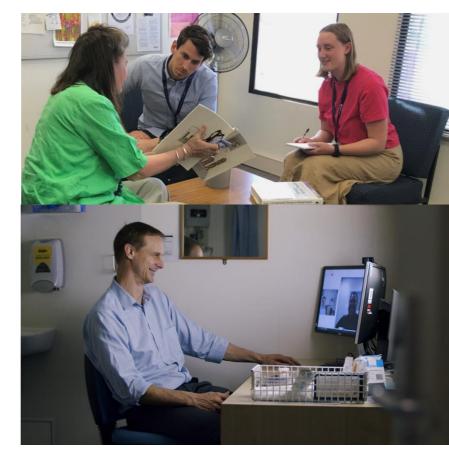


# Advancing health for everyone, every day.



Join The Royal Melbourne Hospital's NorthWestern Mental Health Service

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Social Worker (Grade 2) - Eating Disorders



## **About The Royal Melbourne Hospital**

As one of Victoria's largest public health services, the Royal Melbourne Hospital (RMH) provides a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs. We are a designated state-wide provider for services including trauma, and we lead centres of excellence for tertiary services in several key specialties including neurosciences, nephrology, oncology, cardiology and virtual health.

We are surrounded by a Parkville Precinct of brilliant thinkers, and we are constantly collaborating to set new benchmarks in health excellence - benchmarks that impact across the globe. While the work we do takes us in inspiring new directions; caring for each other, our patients and consumers is as essential to who we are, as any scientific breakthrough we make.

Our people of more than 10,000 strong, embody who we are and what we stand for. We're here for when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing and for delivering excellence together, always.

#### **Our Vision**

Advancing health for everyone, every day.

#### The Melbourne Way

People are at the heart of everything we do. We take the

make the most positive

time to understand how we can

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

Our care and compassion sets us

apart. We lead the way with a

embracing the things that make

respectful, inclusive spirit ----

#### **People First**



Lead with Kindness

us all unique.



Excellence Together



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.

#### **Our Priorities**

difference for them.

The RMH Strategic Plan: **Towards 2025 Advancing health for everyone, every day** is our plan for the future — one which we are committed to achieving together.

This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

- 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 Description**

Position Title:	Social Worker (Grade 2) - Eating Disorders		
Service:	Inner West Area Mental Health Service		
Location:	The Royal Melbourne Hospital - Eating Disorders Unit		
Reports To:	Program Manager		
Enterprise Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2016–2020		
Classification:	QUAL SOC WKR GR 2 (YC42 - YC45)		
Immunisation Risk Category:	Category A		
Date of Review:	April 2022		

### **Position Purpose**

- The purpose of this role is to contribute to excellence in patient care through social work services within the Eating Disorders Unit (EDU) at the Royal Melbourne Hospital City Campus. The EDU includes an 8 bed in-patient unit and outpatient services. Treatment is provided to people 18 years and over from Western Victoria and the Western urban region within the metropolitan area who have an eating disorder. The position requires approved training, experience and expertise in social work with a commitment to high standards of patient care including highly skilled interventions with families, carers and community agencies.
- The Grade 2 Social Worker will undertake a direct clinical role within the Eating Disorder Inpatient Unit (EDU), focusing on consumers with complex needs and their families and carers, including the promotion of Family Responsive Practice as a key responsibility and as part of the EDU commitment to increase access for families to appropriate supports.
- The role in conjunction with the Senior Social Worker will be involved in the delivery of Single Session Family Consultation, Collaborative Care Skills Workshop, and the Post Discharge Support Fund. This role also holds responsibilities for addressing responses of Family Violence and Protecting Vulnerable Children across the unit.
- The Grade 2 Social Worker will work collaboratively with Lived Experience staff group
- The position requires experience in the provision of social work services, preferably (but not essential) in eating disorders services, public mental health or hospital settings, developing clinical and family work expertise and a commitment to high standards of consumer care and family support. The position requires a demonstrated capacity to supervise Social Work students, and to work effectively as a member of the multidisciplinary team.
- The incumbent is supported by supervision from the Senior Social Worker and accepts responsibility for and maintains a commitment to personal and professional development.

In addition to the responsibilities outlined in this position description, other specific duties associated with this position include:

- Attending regular intake and other relevant clinical meetings
- Attend local social work meetings
- Attend local family and carer meetings
- Facilitating evidence based groups within the Inpatient Unit
- Attending outings relevant to EDU program (offsite) Suspended due to COVID
- Be involved and lead family and carer interventions



- Undertake social work screening, assessments, development and implementation of social work interventions as appropriate
- Facilitate comprehensive discharge planning with patients and their families
- Support family work, including family meetings and discharge planning
- · Provide supervision to social worker students

The Eating Disorder Service based at the Royal Melbourne Hospital is one of three specialist tertiary care services. The Eating Disorders Program provides expert multidisciplinary care to consumers from Western Metropolitan Melbourne and the Western part of Victoria and includes:

- An 8 bed in-patient unit
- Multidisciplinary outpatient team
- Treatment is provided to patients 18 years and over from western Victoria and Western urban region within the metropolitan area who have severe eating disorders
- Is a caring, cohesive and dynamic multi-disciplinary team which values the specific contributions of Social Work to the treatment of our consumers and carers with complex mental health presentations
- Learning and development opportunities: As part of the social work group at IWAMHS, you'll participate in regular individual and group supervision, have access to high quality in-house and external training, be able to contribute to the development and delivery of targeted interventions (individual and group-based) for consumers referred to the inpatient program.
- Clinical challenges: As a social worker you'll be working with consumers from multicultural backgrounds with challenging presentations including comorbidities, complex personality structures, and elevated risk and will be liaising with other service providers internally and externally to establish best-practice.
- Career development: Being part of the NorthWestern Mental Health (NWMH) community you will be supported by your supervisor and your manager, you will regularly have the opportunity discuss your career aspirations and progress towards those including annual discussion pathways.
- Research: NWMH has a strong track record of conducting psychiatric research. You will have the opportunities to be involved in research opportunities as they arise including clinically based and service orientated research, evaluation and audits.

## **Key Accountabilities – Position Specific**

All Melbourne Health Employees are measured through successful:

- Demonstration of Melbourne Health values, being a role model for living the values;
- 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).
- Acceptance of 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.
- Operation within the legal frameworks e.g. Mental Health Act and Privacy Act.



## **Key Relationships**

#### Internal

- Program Manager Eating Disorders and Neuropsychiatry
- Consultant in Charge Eating Disorders
- Area Senior Social Worker IWAMHS
- Clinical Nurse Educator Eating Disorders and
  Neuropsychiatry
- Centralised Triage
- NWMH AMHS

#### External

- North Western Mental Health Executive Support Unit
- Mental Health Training and Development Unit ( MHTDU)
- CEED
- Eating Disorders Victoria
- Regional AMHS

## **Selection Criteria**

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

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

#### **Essential:**

- Minimum 2 years post graduate experience as a Social worker
- 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.
- Demonstrated ability in assessment and service delivery of clients with eating disorders and associated co-morbidities.
- Knowledge of the theoretical and empirical literature associated with the assessment and treatment of eating disorders and associated co-morbidities.
- Experience or interest in at least one area of practice that aligns with endorsed practice domains of the IWAMHS, and capacity/willingness to actively work using these approaches with consumers and carers.
- Relevant experience and interest in developing and facilitating clinically based research and evaluation.
- Demonstrated ability in developing, facilitating, coordinating and evaluating evidence based group interventions.
- Ability to apply consultancy skills within the agency, to other mental health facilities and to community agencies.
- Knowledge of the Mental Health Act and other relevant legislation, Government policy and strategic directions in psychiatric services.
- Excellent interpersonal skills and the ability to communicate effectively with clients, families/carers, colleagues and senior staff, agency workers and other service providers.
- Well-developed writing skills and an ability to promptly prepare psychological assessment reports and other forms of documentation.
- Ability to work with clients from a range of cultural backgrounds and to provide gender sensitive services.
- Demonstrated commitment to ongoing professional development.
- A current Victorian Driver's License and current driving ability



#### **Desirable:**

- Demonstrated experience in the field of eating disorders, either public or private
- Demonstrated ability in developing, facilitating, coordinating and evaluating evidence based group interventions.
- Counselling experience
- Ability to speak a community language

### **Required Capabilities**

The Capability Development Framework applies to all The RMH employees and describes the capabilities that are needed to meet our strategic goals.

Below is a list of capabilities and the attainment level required in this position.

Capability Name	Attainment Level
Organisational savvy	Consolidation
Communicating effectively	Consolidation
Building relationships	Consolidation
Patient and consumer care	Consolidation
Working safely	Mastery
Utilising resources effectively	Consolidation
Innovation, continuous improvement and patient safety	Consolidation
Adaptability and resilience	Consolidation
Integrity and ethics	Mastery
Delivering results	Consolidation
Analysis and judgement	Consolidation
Developing and managing skills and knowledge	Consolidation

## Health, Safety and Wellbeing

The RMH aims 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 to the RMH.

RMH employees have a responsibility to:

- Maintain an understanding of individual responsibility for patient safety, quality and risk and contribute to organisational quality and safety initiatives;
- Take reasonable care for their own safety and wellbeing and that of anyone else that could be affected by their actions;
- Speak up for the safety and wellbeing of patients, consumers, colleagues and visitors and escalate any concerns that have or could impact safety;
- Accept responsibility for ensuring the implementation of health and safety policies and procedures and cooperate with the RMH in any action it considers necessary to maintain a safe working environment which is safe and without risk.

RMH Employees in supervisory/management roles have, in addition to the above, responsibility to:

• Ensure all health, safety and wellbeing procedures are in place and maintained in their work areas;



- Ensure risk management activities are undertaken and effective risk controls are in place;
- Make sure that training needs for all employees are identified and undertaken as required;
- Ensure incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.

## **The RMH Key Performance Indicators**

RMH employees are measured through successful:

- Demonstration of RMH values and behaviours, being a role model for living the values;
- Completion of mandatory training activities including training related to the National Standards;
- Participation in the RMH and Division/Service specific business planning process (if required);
- Achievement of RMH and portfolio specific KPI targets as they apply to areas of responsibility;
- Participation in and satisfactory feedback through the annual performance review process; and, where applicable, ensure direct reports have individual development plans including an annual review;
- Ability to provide a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Ability to operate within allocated budget (if required).

### **Clinical Governance Framework**

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

- Fulfilling 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 and 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 and ensuring you operate within your scope of practice and seek help when needed.

### **Equal Opportunity Employer**

The RMH is an equal opportunity employer. We are proud to be a workplace that champions diversity; we are committed to creating an inclusive environment for all people. Our goal is for our people to feel safe, included and supported so that they can be at their best every single day.



### 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 IN CAPITALS)

Date (day/month/year)



Core and Specific Evidence Based Interventions							
Psychological Interventions	Family and Carer Work	Health & Wellbeing	Activity, Participation & Vocation	Lived Experience	Overcoming Hurdles		
Early Warning Signs & RWP discussion CBT Fundamentals*	Conversation with Family/Carer Fundamentals* Family Violence Screen	Physical health screening Physical health conversations Physical health assessment Metabolic monitoring Medication safety, education & advocacy	Conversation about activity, participation and vocation APQ6 Driving Screen	Initial Conversations Conversation about Family/Carer Peer Support	LSI-R:SV SUBA AOD Harm Minimisation AOD Relapse Prevention Specialist Supportive Clinical Management (SSCM)		
CBT for Psychosis (CBTp) Acceptance & Commitment Therapy (ACT) Therapies for Borderline Personality Disorder CBT for co-morbid Anxiety & Depression Be Well Live Well - Early Warning Signs Relapse Prevention Program	Single Session Family Consultation Multiple Family Group Family Therapy FaPMI Programs Family Violence Assessment (MARAM)	Equally Well Physical Health Program Medication Alliance QUIT Program	Activity Engagement Therapeutic Activity Groups Vocation and Employment Support Sensory Approaches Driving Assessment	PeerZone Kick Butt Consumer Peer Support Family/Carer Peer Support	Forensic Risk Management Planning Forensic Risk Reduction Treatment AOD Motivational interviewing Refer to Detox		