

Position Description

Position title	Discipline Senior – Social Work
Department / Division	Mental Health/Medicine
Classification	Grade 4 Year 1 – Grade 4 Year 4 (HR25 – HR28)
Position reports to	Operational: Operations Manager Professional: Manager of Social Work RCH
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital: site of incumbent's substantive role
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at www.rch.org.au</p>

ROLE CONTEXT
<p>The RCH Mental Health Service is undergoing an exciting transformation and expansion as we implement the recommendations from the Royal Commission into Victoria's Mental Health System. The transformation will allow the RCH Mental Health Service to help more infants and children and their families and implement contemporary models</p>

of care that best meet the needs of the families we serve and support them to use their collective strengths for recovery and hope.

RCH Mental Health is a Level 5 tertiary Infant, Child and Family Area Mental Health and Wellbeing Service and comprises community and hospital-based services. This includes an Intake and Assessment Team, Adolescent Inpatient Unit and various specialist teams based at Parkville and three interdisciplinary outpatient teams located at Travancore, St Albans and Hoppers Crossing.

ROLE PURPOSE

You will be responsible for providing high quality tertiary mental health leadership in the discipline of Social Work across the RCH Mental Health Service (community teams and hospital-based teams). Reporting to the Operations Manager for the RCH Mental Health Service you will ensure Social Work standards and practices align with the RCH Social Work Department in relation to credentialing, clinical practice standards, supervision, professional development expectations, and recruitment. The successful applicant will champion the Social Work discipline, lead attraction and retention initiatives (including working to establish partnerships with universities), support the recruitment of Social Workers and organise and provide high quality individual and group supervision. Discipline Seniors are part of the leadership group within the RCH Mental Health Service ensuring continuous quality improvement and contributing to training and development across the service.

KEY ACCOUNTABILITIES

Provision of Care

- Ensure the delivery of evidence-based Social Work assessment and treatment within the RCH MH Service
- Collaborate with other clinical disciplines to promote high quality inter-disciplinary care
- Work within legal and ethical obligations for excellent family focussed care

Lifelong Learning

- Actively contribute to the training and development agenda of the service and participate in the Professional Development Committee
- Participate in professional development activities to ensure that best clinical practice is maintained.
- Develop and foster a lifelong learning culture across the department and support others in developing and accomplishing professional goals and objectives.

Collaborative Practice

- Lead collaboration across multidisciplinary teams and programs
- Lead and motivate staff to strive for and achieve interprofessional team goals and shared responsibility for the provision of care
- Provide discipline-specific support to the Team Coordinators as required
- Represent Social Work at MH Discipline Seniors meetings

Communication

- Utilise excellent verbal communication and interpersonal skills with the ability to interact with and influence a variety of stakeholders to achieve mutual understanding and agreed outcomes
- Anticipate, identify and address conflict and constructively address issues by respectfully communicating with influence
- Facilitate open and effective communication across all levels of the Mental Health department and more broadly across the organisation.

Continuous Improvement

- Identify areas for continuous improvement within clinical service area, and initiates, plans and evaluates relevant service improvement activities.
- Ensure that service initiatives and research evidence are integrated into professional clinical practices, departmental work unit guidelines and service protocols as appropriate.

Supervision, Leadership and People Management

- Deliver high quality, coordinated Social Work leadership across the RCH Mental Health Service
- Ensure Social Workers in Mental Health participate in and receive quality clinical supervision in line with the MH Local Standard Operating Procedure (Supervision), including completion of supervision contracts and agreements
- Provide high quality clinical supervision to senior Social Workers and (where appropriate) students
- Development of professional capabilities of self through active participation in clinical supervision, performance appraisal, professional and self-development
- Provide leadership through modelling a high standard of professional and interpersonal skills, attitudes and behaviours
- Participate in recruitment and retention activities and strategies to grow and nurture our workforce

Organisation and Planning

- Participate in discipline-specific and broader MH program development
- Utilise excellent organisational and planning skills with ability to prioritise workload and competing demands

Research

- Identify research gaps or opportunities within the service.
- Translate evidence into practice for service

QUALIFICATIONS AND EXPERIENCE

Essential:

- Hold a degree in Social Work from an accredited course/university
- Post-graduate qualification in Social Work or a relevant field
- Eligibility for Membership of Australian Associate of Social Workers (AASW)
- Meet AASW accreditation standards for Continuing Professional Education
- Uphold the AASW Code of Ethics
- Extensive clinical and team leadership experience in mental health Social Work
- Experience in providing high quality clinical/professional supervision
- Demonstrated ability to manage and mentor staff
- Understanding of relevant legislation and practice frameworks relating to family violence practice, including but not limited to the Family Violence Information Sharing Scheme (FVISS), Child Information Sharing Scheme (CISS) and the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM)

Desirable:

- Minimum 10 years post-graduate experience in health or related field
- Demonstrated skills, knowledge and behaviours in successfully leading staff / teams and/or change initiatives through project work

- Completion of the Developmental Psychiatry Course (DPC) & post graduate training in relevant area.

KEY SELECTION CRITERIA

- Demonstrated clinical skills and significant experience in the provision of effective and efficient child and adolescent mental health care in a Child and Adolescent/Youth Mental Health Service or another jurisdiction
- Demonstrated experience in leadership and professional supervision of Social Work clinicians and students
- A commitment and evidence of evidence-based practice and continuing professional development including an ability to find and apply evidence in decision-making
- Highly developed written and verbal communication skills and inter-personal skills
- Demonstrate awareness and understanding of legal obligations when working in a Child and Adolescent/Youth Mental Health Service context in Victoria

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated	April 2024
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