

# SOCIAL WORKER - GRADE 1

<b>Department:</b>	Allied Health		
<b>Salary:</b>	\$82,046 - \$88,340	<b>Classification Code:</b>	SACS Level 4
<b>Award/Agreement:</b>	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022		
<b>Position created:</b>	February 2023	<b>Date Reviewed:</b> January 2024	<b>Immunisation Category:</b> B

<b>PRIMARY OBJECTIVES</b>	<p><b>THE ORGANISATION</b> Sunraysia Community Health Services (SCHS) is a service providing primary and preventive care for our community members who are at risk of poor health outcomes, and experience health disparities. SCHS understands the influence of the Social Determinants of Health (SDoH) upon health inequities experienced by community members. The centrepiece of care at SCHS is providing a client relationship based care coordination approach, that identifies and attempts to address the SDoH for clients, work with consumers and community members, to structure their care around the context in which they live and work.</p> <p><b>THE PROGRAM</b> The Social Worker is a member of the Allied Health Program. Allied Health comprises 3 teams - Child Health, Physical Health and Adaptive Health.</p> <p><b>POSITION PURPOSE</b> The Social Worker is responsible for the provision of a range of Social Work services and programs within a social model of health with the aim of minimising the effects of impairment and disability within the Mildura Local Government Area (LGA) to enable people to remain living independently in the community. Clients include, but are not limited to, those of non-English speaking and Aboriginal and Torres Strait Islander backgrounds, refugees, frail older people, people with a disability and the socio-economically disadvantaged. Services are provided within a community based, multidisciplinary team, focused on improving the well-being, self-management and independence of clients in their natural setting.</p> <p>The Social Worker is responsible to deliver services within their individual scope of practice for a range of funding and service guidelines including but not limited to: the Victorian Department of Health; My Aged Care; NDIS; fee for service; and brokerage arrangements.</p>
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<b>KEY SELECTION CRITERIA</b>	<p><i>Mandatory</i></p> <ul style="list-style-type: none"> <li>• Tertiary qualifications in Social Work as recognised by the Australian Association of Social Workers.</li> <li>• A member of the Australian Association of Social Workers.</li> <li>• An understanding of confidentiality.</li> <li>• Highly developed problem solving, interpersonal and communication skills.</li> <li>• Demonstrated ability to work collaboratively with a range of internal and external stakeholders.</li> <li>• Current drivers licence.</li> </ul> <p><i>Preferred</i></p> <ul style="list-style-type: none"> <li>• Experience in the provision of Social Work in a health setting.</li> <li>• Experience in working collaboratively within a multidisciplinary team.</li> </ul>
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## SPECIFIC ACCOUNTABILITIES

### 1. Service Provision

- Provide psycho-social assessment and intervention for clients, in accordance with evidence based best practice principles and theories.
- Provide flexible service delivery options to meet identified needs, which may include; treatment programs for individuals & groups, a range of health education, health prevention & early identification programs and capacity building initiatives optimally in the client's natural setting.
- Establish, maintain and adapt effective therapeutic partnerships with individuals and their care givers and family within the framework of the Social Work professional code of ethics (Australian Association of Social Workers Code of Ethics 2020).
- Treat all clients with respect and equality, whilst being responsive to their needs and adhering to confidentiality requirements.
- Provide referrals to relevant service providers/programs, and feedback on referrals received.
- Work within SCHS standards and models of service delivery practice with a particular focus on client centred practice and client self-management.

### 2. Teamwork

- Work within a multi-disciplinary model of care.
- Delegate to and supervise Allied Health Assistants, to carry out tasks within their professional scope of practice.
- Be involved with Social Work student placements.
- Supervise school based work experience students.

### 3. Stakeholder Engagement

- Liaise and collaborate with other health professionals, consumers, services and agencies to promote a comprehensive and integrated service.

### 4. Service Improvement

- Participate in clinical supervision with Grade 2 Social Worker.
- Participate in quality improvement projects.

### 5. Service Promotion

- Participate in internal and external activities to promote SCHS services.

### 6. Program Evaluation

- Provide services in line with the SCHS Strategic Plan.
- Manage workload and diary to meet service demands and funding/targets.
- Ensure documentation is timely, relevant, accurate and reflects a respectful approach to work practice, in accordance with SCHS policy and procedures.
- Enter data into the client management system to ensure statistical data and invoicing are accurate and timely.

### 7. Organisational

- Collaborate with the Team Leader and Allied Health Manager to monitor service performance.
- Contribute to a healthy and safe working environment, modelling and promoting ethical behaviour and practices.
- Operate, adhere to and demonstrate organisational Mission, Vision and Values.
- Other reasonable duties as directed.

## CONDITIONS OF EMPLOYMENT

### 1. New Employee Probation

New employee appointments are subject to a probationary period of six months. Ongoing employment will be subject to successful performance during this time.

### 2. Organisational Behaviour

All employees are required to abide by organisational policies and procedures, SCHS Code of Conduct and Values, relevant standards including Child Safe Standards, codes of practice as well as various legislation both state and federal including but not limited to OH&S act, Drugs, Poisons and Controlled Substances Act, Public Health and Wellbeing Act, Privacy Act and Health Records Act.

### 3. Professional Standards

All qualified and Nationally Registered professionals are to respect and act in accordance with the laws of the jurisdictions in which they practise. Any professional bodies Codes of Conduct / Ethics / Standards should be interpreted with reference to these laws. The code is not a substitute for requirements outlined in the National Law, other relevant legislation, or case law. Where there is any actual or perceived conflict between the code and any law, the law takes precedence. The Codes / Standards should also be interpreted with reference to, but not necessarily in deference to, any organisational rules and procedures to which health professionals may be subject.

### 4. Continuous Improvement & Safety

All employees are required to contribute effectively to SCHS quality management and safety systems by assisting with monitoring and evaluating activities and mechanisms, identifying opportunities for improvement and correcting problems to improve customer care services and experience.