

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

The Social Worker will be an active member of the Community Rehabilitation Programs (CRP) at Echuca Regional Health (ERH) and will provide client focused care across a range of program areas. The position will be required to work from an interdisciplinary collaborative approach including the client, family and health team and will abide by care co-ordination principals. The clinical role will support a seamless transition from CRP to community services.

The Social Worker will provide clinical leadership, and be responsible for the assessment, interventions, planning, education, referrals and management strategies for clients referred who are engaged with CRP programs. The Social Worker will support group development and education services were needed and available.





Position Details	
Position Title:	Social Worker
Department	Community Rehabilitation
Reports to:	Community Rehabilitation Manager
Positions Reporting to this role:	Nil
FTE:	.5
Budget:	Core funding
Enterprise Agreement:	Allied Health Professionals Enterprise Agreement 2021-2026
Position Classification:	Grade 2
Position Description last reviewed:	November 24

Selection Criteria	
Essential:	
Qualifications:	Minimum of two years clinical experience as a Social Worker or relevant discipline including demonstrated skill and knowledge in rehabilitation.
	Provide sound assessment, care planning, support and encouragement in working toward agreed goals as determined by a comprehensive assessment and care plan.
	Provide comprehensive and responsive support service to clients, their families and significant others and facilitate optimal adjustments to the impact of change in health status on individual and family functioning.
	Provide responsible, professional and timely assistance and support to clients, their carers and family members concerning the process involved with ACAS assessments, community services and Residential Aged Care Facilities.
	Link clients with community support networks and liaise with agencies as appropriate.
	Serve as an advocate for clients, families and carers where necessary.
	Provide information, support and counselling to clients.
	Understand legal requirements and provide support with power of attorneys and advance care directives.

Maintain a good knowledge of and make available to families the information which will enable them to further understand their rights, and the resources and services available to them.
Actively support service co-ordination principles across ERH services, particularly in the Community Services division.
Manage and report risk and actively work towards implementing risk reduction strategies.
Educating and supporting clients and families with the rehabilitation process including long term decision making.
Liaising with relevant health professionals and within the interdisciplinary team to ensure optimum medical and therapeutic management of each client, safe program delivery and timely client referral to additional health and community services.
Managing client statistical data entry, maintaining the program waiting lists and monthly attendance, collecting key performance indicators measuring client outcomes for the program and any additional data management tasks as requested.
Ensuring human, financial and environmental resources are maintained within the allocated program budget.
As a member of the CRP transdisciplinary team ensuring the delivery of a best practice, collaboration and inclusivity is upheld.
Supporting with the management and triaging of all referrals into CRP, assigning to program streams after initial needs assessment is completed.
Any other duty requested to complete that is considered reasonable and appropriate to the role, by the Manager of the Community Rehabilitation Program and/or Executive Director of Community Services.
Satisfactory evidence of; National police check, Working with Children's, NDIS Screening Check and Vaccination status in line with policy and procedure at this time.
Desirable:
Previous experience working in a Community Services Program.
Previous experience working in rehabilitation and understanding of chronic health conditions.

Key Accountabilities
Minimum of two years clinical experience as a Social Worker or relevant discipline including demonstrated skill and knowledge in rehabilitation.
Demonstrated ability to implement best practice clinical intervention through competent assessment, treatment planning and safe service coordination.
Ability to participate within an interdisciplinary team and to be effective when operating independently, including contributing to a positive workplace culture.
Creativity in the development and coaching of self-management strategies to assist clients achieve their goals.
Well established care coordination skills.
Relevant recent experience in acute/sub-acute/community settings.
Ability to work collaboratively to deliver program objectives.
Well-developed interpersonal, written and electronic skills.
Demonstrated commitment to ongoing professional development.





Organisational Responsibilities
Positively promote ERH within and externally to the organisation
Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct
Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position
Comply with relevant registration bodies mandatory continuing professional development requirements
Carry out all work and interactions in alignment with the CARE values
Report all incidents and near misses as soon as possible after the event
Participate in risk management activities and assist with identification and control of risks within their department or area of work
Actively support compliance with the National Safety & Quality Health Service Standards and other professional standards and relevant regulatory requirements

CARE Values	
All staff are expected to behave in a way that is in alignment with our corporate values:	
Collaboration 	Works with a team focus Cooperates with others and gains input and support to assist in achieving objectives We work with others to achieve shared goals
Accountability 	Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them
Respect 	Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience
Excellence 	Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do

Key Relationships	
Internal	External
Community Rehabilitation and Community Services staff	Referring agencies
Acute nursing and medical staff	Primary and Specialist medical staff
	Community agencies
	Community support programs

Leadership Capabilities					
The table below indicates the leadership capability levels required. This table will need to be read in conjunction with the ERH Leadership Capability Framework.					
✓ PLEASE USE A TICK ICON TO INDICATE REQUIRED LEVEL					
Category	Descriptors	Foundation	Proficient	Advanced	Highly Advanced

SOCIAL WORKER

Collaboration 	Inspires direction & purpose	✓			
	Turns challenges into opportunities	✓			
	Communicates effectively	✓			
	Builds relationships	✓			
	Works collaboratively	✓			
Accountability 	Acts with integrity	✓			
	Demonstrates accountability	✓			
	Drives accountability	✓			
	Manages self	✓			
	Promotes innovation	✓			
Respect 	Accessible communicator	✓			
	Values difference	✓			
	Consistently articulates direction	✓			
	Empowers others	✓			
	Respectfully influences	✓			
Excellence 	Delivers results	✓			
	Plans and prioritises	✓			
	Thinks and solves problems	✓			
	Consumer focus	✓			
	Innovation change leader	✓			

TERMS & CONDITIONS OF EMPLOYMENT:

Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: _____ Date: / /

Print Name: _____

cc: Employee File