

Position Description

Position title	Senior Social Work Clinician – Banksia
Department / Division	Social Work Department / Division of Ambulatory Services
Classification	Grade 3 Year 1 – Year 4 (SC31 – SC34)
Position reports to	Manager Social Work and Spiritual Care Services
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is <i>a world where all kids thrive</i>.</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>Banksia Ward is an inpatient assessment and treatment facility that provides targeted, evidence based, consumer inclusive mental health assessments and interventions for young people, between 13 and 18 years of age, presenting in acute states due to either the symptoms of mental illness or their psychosocial predicaments. Hospital Social Workers provide psychosocial assessment and care to patients of the RCH and their families. The RCH Social Work</p>

Department is the largest Allied Health team at RCH and Social Work sits within the Allied Health Directorate. The Senior Social Work Clinician – Banksia is a key leadership role within the Social Work Department, working as a psychosocial expert within Banksia Ward.

ROLE PURPOSE

The Senior Social Work Clinician – Banksia provides expert social work services and support to patients and families within Banksia ward. The role provides social and emotional assessment and intervention where psychosocial issues are identified as impacting on the quality of life and health and well-being outcomes for the child.

This includes assessment and support for issues such as trauma, medical decision making, social issues impacting on the child's well-being and family functioning and complex discharge planning.

The role also provides consultation and clinical leadership to health professionals within RCH Social Work and the wider hospital setting, including collaborative and constructive communication and teamwork with senior medical nursing, mental health and allied health teams.

KEY ACCOUNTABILITIES

Provision of Care

- Provide excellent, evidenced based, child and family focused clinical care to children and families presenting with a broad range of complex psychosocial needs, including:
 - Psychosocial Assessment
 - Advocacy
 - Referral
 - Interventions for vulnerable children
 - Utilise high-level of clinical reasoning and advanced casework skills
 - Support and counselling for children and families in crisis situations including severe trauma, family violence and bereavement
 - Crisis intervention in external emergency situations
- Manage a complex and varied clinical caseload
- Provide high level of clinical expertise with independent decision making
- Lead and contribute to timely decision making, transition or discharge planning and referral to community providers
- Maintain clinical documentation records and data as per discipline specific guidelines and RCH procedures
- Be a source of psychosocial expertise, advocacy and guidance within the clinical stream, across the department and within the broader multidisciplinary team
- Participate in Social Work 'On-Call Service Roster' providing out of hours clinical service as required

Lifelong Learning

- Participation in professional development activities to ensure that best practice is maintained
- Act to ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection
- Promote a culture in which clinical supervision is treated as a part of core business of contemporary professional practice
- Model a commitment to continuing professional development and support junior staff in developing and accomplishing professional goals and objectives
- Actively promote an environment of lifelong learning

Collaborative Practice

- Work in collaboration with multidisciplinary team

- Demonstrated experience working with initiative, autonomy and leading others in the pursuit of team goals
- Promote and develop partnerships with mental healthcare and community providers as well as discipline networks
- A flexible and adaptable approach to functioning in a team environment that enhances the teams performance to ensure ongoing excellence in service delivery and teamwork

Communication

- Highly developed communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Recognise issues that may lead to conflict and constructively address issues as they arise
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained

Continuous Improvement

- Develops effective time management skills to balance clinical load and contribute to continuous improvement activities
- Balances priorities between clinical load and contribution to quality improvement activities
- Lead and contribute to departmental management and function
- Contributes positively to change processes, through demonstrating flexibility and openness to change
- Develops awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role
- Empowers team to identify, analyse, report and manage risk
- Manage local risks and escalates appropriately to line manager and relevant stakeholders

Supervision, Leadership and People Management

- Mentor and deliver high quality supervision to other staff and students to facilitate the delivery of excellent discipline service
- Lead and contribute to the social work undergraduate and post graduate education program through program development and student supervision
- Act as a resource in paediatric Social Work both internally and externally to RCH
- Develop professional capabilities of self through active participation in clinical supervision, performance appraisal, professional and self-development

Organisation and Planning

- Highly developed organisational and planning skills with ability to prioritise workload and competing demands

Research

- Understands the principles of evidence-based practice, and critically evaluates clinical practice in light of available evidence, experience and patient/family values and circumstances
- Evaluates current practice with respect to the evidence
- Finds, clinically reviews, evaluates and interprets literature and applies to role/service
- Supports a research culture and agenda
- Works with team/department to identify research gaps and takes opportunities to engage academic partners

QUALIFICATIONS AND EXPERIENCE

Essential:

- Hold a degree in Social Work from an accredited course/university

- Eligible for membership for Australian Association of Social Workers (AASW)
- Meet AASW accreditation standards for Continuing Professional Education
- Uphold the AASW Code of Ethics
- Extensive clinical expertise and leadership skills recognised in paediatric social work
- Demonstrated knowledge, skills, and ability to respond to vulnerable children, family violence, trauma, grief and loss
- Demonstrated ability to work collaboratively, constructively, and co-operatively within multidisciplinary, interdisciplinary and across Social Work teams and settings
- Possess an 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:

- Post graduate qualification in Social Work or a relevant field
- Experience in providing education, clinical supervision and mentoring
- Demonstrated clinical skills and experience in the provision of effective child and adolescent mental health care
- Minimum 7 years post graduate social work experience

KEY SELECTION CRITERIA

- Experienced and skilled social work clinician with consolidated psychosocial assessment, formulation, and clinical reasoning abilities
- Extensive experience in the management of complex discharge planning pathways and referrals
- Excellent interpersonal, communication and presentation skills
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Ability to improve own and other's practice, behaviour, and team functioning
- Ability to work flexibly in a fast-paced clinical environment, managing competing demands according to departmental and organisational requirements
- Capacity for effective negotiation, conflict resolution and wide consultation at all levels, to maintain and foster key interpersonal relationships.
- Commitment to building professional skills and capacity
- Able to teach, mentor and develop staff at all levels as well as members of the wider community
- Demonstrated capacity to work constructively and collaboratively with a range of disciplines towards common goals
- Critically reflective stance with capacity for creating practice theory and acting as an appropriate change agent

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
- 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

July 2025