

Position Description

Position Title	Social Worker		
Department / Division	Social Work / Allied Health / Division of Nursing		
Classification	Grade 2 Year 1 – Year 4 (SC21 – SC254)	Employment Status	Full or part time, fixed term
Position reports to	Manager Social Work and Pastoral Care Services		
Size of Team	45 EFT		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.

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.

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.

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/>.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE PURPOSE

Working in close collaboration with medical, nursing and allied health staff on wards, clinics and programs to deliver the best outcomes for the patient and family while also working in close liaison with other service providers both within the hospital and the community.

The role will provide social and emotional assessment, support and intervention for children and family where issues are identified as impacting on quality of life and outcomes for the child. This includes areas such as new diagnosis, chronic illness, trauma, bereavement, social issues impacting on the child's wellbeing and family functioning, parenting difficulties, psychological health issues, child behavioural issues and a broad range of social support issues.

The role will also ensure that protective and psychosocial needs of vulnerable children and families are addressed in a timely and appropriate manner.

KEY ACCOUNTABILITIES

Excellence in healthcare

As part of the health care team, provide high quality, evidenced based clinical care to children and families presenting with a broad range of complex medical and psychosocial needs, with activities including:

- Assessment & intervention;

- Advocacy;
- Referral;
- Interventions for traumatised and vulnerable children;
- Support and counselling for children and families in crisis situations including life limiting diagnosis, disability, trauma , family violence and bereavement; and
- Crisis intervention in external emergency situations.

Focus on quality and safety

- Engage in quality improvement, research & evaluation projects to enhance existing Social Work, Allied Health services and materials provided to patients and families.
- Engage in interdisciplinary quality improvement, evaluation and research activities to enhance patient care.
- Engage in continuing professional development through education and training.
- Participate actively in clinical supervision and supervision and training of social work students, other staff.
- Maintain required written and statistical records.
- Demonstrate clinical competencies as required by RCH and Social Work Department.

Partners in Paediatric Care

- Promote and develop partnerships with other health care and community providers / Social Work networks.
- Improve multidisciplinary pathways for discharge and transition to appropriate services.
- Demonstrates partnerships with child / adolescents / family.

Participate in any other projects allocated by the Department head, team leader, clinical lead or direct supervisor.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Eligibility for membership of AASW
- Meet AASW accreditation standards for Continuing Professional Education
- Uphold the AASW Code of Ethics
- Demonstrated capacity and skill in responding to chronically ill patients and vulnerable children
- Demonstrated capacity to work constructively and collaboratively with a range of disciplines towards common goals

Desirable:

- Demonstrated clinical competency and experience in paediatric health or closely related field of practice
- 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).

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’s Check throughout their employment.
- A current, full drivers 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)
- The employee needs to ensure that they maintain compliance with RCHs “Staff Immunisation - Prevention of Vaccine Preventable Diseases” procedure.

KEY SELECTION CRITERIA

- Excellent interpersonal, communication and presentation skills.
- Strong team player yet with the ability to work independently.
- Awareness of own effectiveness and internalised responsibility.
- Commitment to building professional skills and capacity of self and others.
- Critically reflective stance with capacity for acting as an appropriate change agent.
- Capacity to provide psychosocial perspective within treating team and the broader organisation.

IMPORTANT INFORMATION

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

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

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.

INHERENT REQUIREMENTS OF THIS ROLE

There are a number of critical work demands (inherent requirements) that are generic across all positions at The Royal Children's Hospital. The generic inherent requirements for this position are detailed below. These may be added to with more specific inherent requirements, if required, by your manager and Workplace Health & Safety.

Physical Demands		Frequency
Work Hours	This role is typically performed during standard business hours	Yes
	This role requires shift work, including day, afternoon, night & weekends	No
	This role is required to participate in an on-call roster	Yes
Sitting – remaining in a seated position to complete tasks		Frequent
Standing – remaining standing without moving about to perform tasks		Frequent
Walking – floor type even, vinyl, carpet		Frequent

Lean forward/forward flexion from waist to complete tasks		Occasional
Trunk twisting – turning from the waist to complete tasks		Occasional
Kneeling – remaining in a kneeling position to complete tasks		Rare
Squatting/crouching – adopting these postures to complete tasks		Rare
Leg/Foot movement – to operate equipment		Not Applicable
Climbing stairs/ladders – ascending/descending stairs, ladders, steps		Occasional
Lifting/Carrying	Light – less than 5 kilos	Occasional
	Moderate – 5-10 kilos	Not Applicable
	Heavy – 10-20 kilos	Not Applicable
Push/Pull of equipment/furniture	Light forces – less than 10 kilos	Not Applicable
	Moderate forces - 10-20 kilos	Not Applicable
	Heavy forces – over 20 kilos	Not Applicable
Reaching – arm fully extended forward or raised above shoulder		Not Applicable
Head/Neck Postures – holding head in a position other than neutral (facing forward)		Not Applicable
Sequential repetitive actions in short period of time	Repetitive flexion & extension of hands, wrists & arms	Not Applicable
	Gripping. Holding, twisting, clasping with fingers/hands	Not Applicable
Driving – operating any motor-powered vehicle with a valid Victorian driver's licence		Occasional
Sensory Demands		Prolonged/Constant
Sight – use of sight is integral to most tasks		Prolonged/Constant
Hearing – use of hearing is integral to most tasks		Prolonged/Constant
Touch – use of touch is integral to most tasks		Prolonged/Constant
Psychosocial Demands		Choose an item.
Observation skills – assessing/reviewing in/outpatients		Prolonged/Constant
Problem solving issues associated with clinical and non-clinical care		Prolonged/Constant
Attention to detail		Prolonged/Constant
Working with distressed patients and families		Frequent
Dealing with aggressive and uncooperative people		Frequent
Dealing with unpredictable behaviour		Frequent
Exposure to distressing situations		Frequent

Definitions used to assess frequency of tasks/demands as above	
Prolonged/Constant	71-100% of time in position
Frequent	31-70% of time in position
Occasional	16-30% of time in position
Rare	0-15% of time in position
Not Applicable	

Position description last updated	August 2021
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