

Austin Health

Position Description



Position Title: Grade 3 Social Worker – Family Violence Senior Clinician

Classification:	Grade 3 Social Worker – Family Violence Senior Clinician
Business Unit/ Department:	Allied Health / Social Work
Work location:	Acute / Subacute
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment Type:	Part-Time
Hours per week:	20
Reports to:	Social Work Manager or Grade 4 Delegate
Direct Reports:	Nil reports
Financial management:	Budget: nil
Date:	March 2025

About Austin Health

Austin Health is recognised for high-quality, person-centred care. We're renowned for our specialist work in cancer, transplantation, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health and rehabilitation.

We're the largest Victorian provider of training for specialist physicians and surgeons, and internationally recognised as a centre of excellence in hospital-based research.

Our services are delivered to patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

About the Social Work Department

The Social Work Department aims to provide services to Austin Health patients and their families/carers which assists in the minimisation of the negative impacts of illness and hospitalisation. We aim to enhance social and emotional functioning through targeted interventions; whilst leading and excelling in research, teaching and the use of person-centred evidence-based practice.

The Social Work Department forms part of the Division of Allied Health, which comprises the following services: Physiotherapy, Social Work, Speech Pathology, Occupational Therapy, Nutrition and Dietetics, Orthotics & Prosthetics, Podiatry, Psychology (General Hospital), Creative and Leisure Services, Tracheostomy Review and Management Service (TRAMS), Spiritual Care, Language Services, Ngarra Jarra (Aboriginal Health) Program, Disability Liaison Officer Program and Ability@Austin.

The Social Work Department provides services on all three sites of Austin Health, across a wide range of clinical and ambulatory services. Social Work staff are expected to travel across sites as required and adopt a flexible approach to clinical caseload management and the provision of care during periods of planned and unplanned leave. Grade 2 and 3 Social Work employees may be rostered across a 7-day working week, by agreement.

The Social Work Department applies the MARAM framework at an intermediate level for all Family Violence referrals. Austin Health is an Information Sharing Entity (ISE) and all Family Violence information sharing takes place under the legislated schemes - Family Violence Information Sharing Scheme (FVISS) and Child Information Sharing Scheme (CISS).

Position Purpose

Grade 3 Social Worker – Family Violence Senior Clinician will be recognised as a clinical expert by peers and colleagues both internal and external to the profession and will motivate and inspire others. They will be leaders in building and contributing to the professional knowledge in the area of Family Violence with an emphasis on capacity building and supporting the ongoing development of clinicians to ensure timely and effective Family Violence interventions consistent with policy, guidelines and legislation.

Grade 3 Social Worker – Family Violence Senior Clinician is expected to have currency of professional knowledge in Family Violence and the required assessment and intervention skills that identify risk and support and advocate for patient care at the highest level. They will possess significant knowledge and experience in the delivery of core clinical social work practices, which are underpinned by evidenced-based care.

They will have extensive knowledge of Family Violence legislative frameworks including information sharing under the relevant schemes and requirements that apply to Social Work practice and adhere to these. They will be effective communicators who can demonstrate an understanding of social work services within the context of public, tertiary healthcare. They will have a demonstrated ability to work collaboratively with

stakeholders to ensure safe, timely, effective and quality care.

Accountabilities

The Grade 3 Social Worker – Family Violence Senior Clinician will provide clinical expertise in the specialty area of Family Violence.

They will;

- Demonstrate clinical leadership in Family Violence providing expert clinical advice to other clinicians within the Social Work Department
- Support Social Work clinicians to provide expert clinical care and advice in the area of Family Violence to patients, families and carers to support provision of safe, timely effective care
- Work collaboratively with the Social Work Department Manager, Organisational Family Violence Child Safety Lead, and other Social Work Leaders to ensure a consistent and aligned approach to the delivery of Family Violence services across the department
- Use their professional knowledge to develop and foster the ongoing professional development of others
- Support the Social Work Manager and Grade 4 Social Work staff in a range of activities including operational management, department planning and development, strategic planning, policy development
- Undertake ongoing professional development activities to maintain currency of practice

Clinical Expertise

- Demonstrate extensive specialist knowledge in the area of Family Violence and act as a clinical expert across Social Work, Allied Health, and Austin Health.
- Support Social Work staff with complex family violence situations including risk assessment and safety planning and act as a consultant/resource in the Family Violence area
- Providing support to staff working with Family Violence cases through consultations in a timely manner
- Supporting Social Work staff to apply the MARAM framework at an intermediate level when responding to Family Violence cases
- Supporting Social Work Clinicians to complete information sharing with the appropriate entities under the legislative frameworks, including Information Sharing Schemes such as FVISS and CISS
- Represent the area of Family Violence at relevant Austin Health forums and meetings as required.
- Ensure documentation and data management regarding clinical care is completed as per Austin Health guidelines and within KPIs
- Possess advanced knowledge of legislative frameworks and requirements of Family Violence and successful examples of integrating these into clinical practice
- Demonstrate commitment to and knowledge of the provision of culturally safe and inclusive clinical practice
- Direct service provision when clinically indicated and at the direction of the Social Work Manager or Grade 4 delegate

Clinical Leadership

- Participate in the development, implementation and evaluation of policy, service provision and strategic direction of the department within Family Violence
- Using knowledge and expertise in Family Violence to support capacity and capability of Social Work clinicians
- Escalating to the Organisational Family Violence and Child Safe Lead and or Social Work Manager or the Grade 4 delegate in circumstances where there is serious, significant or immediate Family Violence risk or complexity
 - Management of relationships with internal and external stakeholders to support the delivery of Austin Health priorities in the areas of Strengthening Hospital Responses to Family Violence (SHRFV) and MARAM alignment.
 - Enhance well-being of social work staff through provision of supervision and clinical support in complex cases, consistent with Allied Health Clinical supervision guidelines Provide leadership and expert advice to ensure high standard of clinical care in the area of family violence practice.

Quality Improvement and Compliance

- Strive towards continuous improvement, by initiating, participating, and continuously evaluating the quality and outcomes of service design and intervention.
- Identifying learning needs within the area of Family Violence and designing improvement activities or a strategy to deliver education and training required (either within in a clinical team, Social Work department, or within Allied Health).
- Participate in quality assurance processes including audits to support compliance and accreditation requirements.
- Lead the review and/or development of discipline and organizational policies, procedures, and guidelines.
- Reviews discipline specific and/or interdisciplinary policies and procedures and uses their clinical expertise and knowledge to inform this
- Develop and embed activities and processes that support ongoing quality improvement and compliance in the area of Family Violence, in collaboration with Social Work Leadership Team

Education:

- Initiate and provide teaching/clinical guidance to members of the department, for example, direct teaching, team meetings and continuing education forums.
- Initiate and provide training and education to hospital staff, other professionals, and student groups within Austin Health on issues pertaining to Family Violence
- Deliver Family Violence teaching, training and education to hospital staff, other professionals and student groups within Austin Health. In consultation and collaboration with Organisational Family Violence and Child Safe Lead and Social Work Leadership Team as requested.
- Support and encourage a culture of continuous learning and development that promote the professional competence and capability of staff and students on fieldwork placement Demonstrate flexibility in methods used to support the

development of others in the area of Family Violence, such as, direct teaching and training,, modeling, coaching and encouraging reflective practice

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All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time.
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality & risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement of processes.
- Comply with the principles of person centred care.
- Comply with requirements of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

Selection Criteria

Essential requirements

- Approved degree in Social Work and eligible for membership of the AASW (Australian Association of Social Work)
- Demonstrated 7 years clinical expertise in a particular field/service area
- Demonstrated high level understanding of theoretical frameworks that inform social work practice in a clinical hospital setting
- High level interpersonal skills, proven ability to relate to people at all levels within an organisation and ability to promote team development and engagement.
- Demonstrated knowledge and applied understanding of Strengthening Hospitals Responses to Family Violence Model, Victorian Child Safe Standards, MARAM Framework and Information Sharing Schemes.
- High level communication skills, including written and verbal skills.
- Demonstrated experience in the operation of electronic medical record software and MS office programs.
- Demonstrated history and commitment to ongoing professional development and specialisation.
- Meet annual continuing professional development requirements Austin Health Credentialing Policy
- Strong organisational and time management skills.
- Maintain a valid Working with Children Check

Desirable but not essential:

- Holds a higher degree or progressing towards higher qualification in a relevant clinical area
- Demonstrated evidence of research, publication and public presentation
- Involvement in relevant working parties of special interest groups.

- Experience working in health/hospital context
- Experience in supervising and developing the professional practice of others

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

We welcome applications from Aboriginal and Torres Strait Islander people. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#)

Document Review Agreement

Manager Signature	
Employee Signature	
Date	