

# Position Description

## Grade 2 Social Worker, Community Rehabilitation Service (CRS)

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|----------------------------------|---|
| <b>Classification:</b>           | Social Worker Grade 2   |
| <b>Business unit/department:</b> | Health Independence Program (HIP)<br>Community Rehabilitation Services Team (CRS)   |
| <b>Work location:</b>            | Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/><br>Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input type="checkbox"/> (please specify) |
| <b>Agreement:</b>                | Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026   |
| <b>Employment type:</b>          | Fixed-Term Part-Time  |
| <b>Hours per week:</b>           | 15.2 hours (0.4 EFT)  |
| <b>Reports to:</b>               | Operationally: Team Leader HIP Community Rehabilitation Service<br>Clinically: Community Rehabilitation Social Worker, Grade 3  |
| <b>Direct reports:</b>           | Nil   |
| <b>Financial management:</b>     | Nil   |
| <b>Date:</b>                     | 16/03/26 - 27/06/26   |

### Position purpose

The experienced Social Worker will work as a member of the HIP Community Rehabilitation Services Team, which is an interdisciplinary team of allied health professionals providing therapy to clients receiving home based, centre based, and post-acute care services. The work required will involve social work assessment and management of clients at home, in the centre or in the community to optimise or maintain independence and functional capacity.

This position will be based at both Heidelberg Repatriation Hospital and Royal Talbot, however it is an expectation that staff will work across all Austin Health sites as required.

The position will contribute to the overall HIP objective, to support HIP eligible people to remain living at home and to prevent unnecessary representation to the Emergency Department or admission to hospital.

## About the Health Independence Program and Community Rehabilitation Services

This position is based within the Austin Health Independence Program (HIP) and reports operationally to the HIP CRS Team Leaders.

Austin's Health Independence Program (HIP) is funded by the Victorian Department of Health and Human Services and is part of the Continuing Care Division. HIP provides inter-disciplinary services that support people with health problems and other complex conditions to optimise their function and self-management skills so that they can live independently and well in their homes and community.

The Health Independence Program encompasses many of the services that deliver health care to support the transition from hospital to home. These services can also prevent the need for a hospital presentation or stay, with people able to access these services directly from the community. At Austin, the Health Independence Program encompasses the following services, which aim to provide integrated and coordinated care that responds to the client's needs and goals.



### Community Rehabilitation Service (CRS)

The Community Rehabilitation team offers an inter-disciplinary program to HIP eligible clients with rehabilitation goals living in the local community with a wide range of conditions. The team offer individual and group therapy, in the centre, home-based and via telehealth, as part of a rehabilitation program.

## Position responsibilities

### Clinical Duties

- Comprehensive psychosocial assessment of clients and their family/support system that includes targeted information gathering and analysis in relation to:
  - Social factors: relationships, including intimate, family, carer, social and community networks and support systems, gender, culture, life experiences, resources and spirituality.



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- Psychological factors: developmental and emotional experiences, grief and loss, exposure to violence, abuse or neglect, trauma, mental health including Mental Status screening and planned responses.
- Risk factors: suspected harm, abuse and /or neglect of self and /or other, financial, legal, family violence, children at risk, suicide and other mental health issues.
- Strengths based factors: utilise strength-based approaches to identify and draw upon an individual's strengths and resilience, these can be both internal and external factors.
- Environmental factors: including mapping service involvement; legal, education, employment, housing, finance and income systems impacting on self and significant others
- Therapeutic intervention including:
  - supportive counselling for adjustment, trauma and grief
  - health education
  - psychological education
  - crisis support
  - mediation and conflict resolution
  - carer support
  - family focus work
- Care planning with clients and as appropriate, their carers.
- Locate, negotiate and assist clients and families with access to resources and community supports including: My Aged Care, NDIS (National Disability Insurance Scheme, CHSP (Commonwealth Home Support Programme), programs within HIP, legal aid, financial aid (eg Centrelink, financial counselling, superannuation), accommodation, disease specific organisations and carer support agencies.
- Contribute to team discharge planning and implementation.
- Educate and support the healthcare team to the social and emotional aspects and impacts of a client's condition influencing the patient's care plan to be more reflective of their needs.
- Care co-ordination of services (internal and external) whilst on Community Rehabilitation program, including assisting clients and their carers in understanding and navigating community and health systems, and facilitating family and team communication.
- Advocacy, support, education and navigation for clients to access social and other practical support services.
- Assessment of readiness for health-related behavior change and application of motivational interviewing techniques.
- Advocacy in relation to social justice and human rights with health inequalities.
- Take a lead in socio-legal issues and ethical decision making - Advanced Health Directive, enduring power of attorneys and VCAT orders.
- Liaise with clients, and family or caregivers of the clients' regarding the clients' assessment, treatment and progress.
- Provide evidence-based, goal oriented, client-centred treatment in a safe and effective manner in the home, community or centre based.
- Ensure adequate hand-over of caseload when on leave.
- To participate as a member of an interdisciplinary team.
- To demonstrate awareness of patient flow and appropriate Length of Stay.
- Adhere to AASW practice standards and Code of Ethics.

## Administrative

- Commence and maintain required clinical records in the relevant databases, including Scanned Medical Record (SMR) & Austin Community Vue (ACV).
- Actively and positively participate in interdisciplinary team meetings, case conferences and information and planning meetings.
- Participate in the development and application of program policies and procedures to support the ongoing development and improvement of HIP services.



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- Actively ensure all administrative documentation is completed in a manner consistent with organisational policies and procedures, legislative and regulatory requirements.
- Achieve KPI's as mandated by team leaders.
- Carry out other duties as delegated by the Manager Health Independence Programs and Team Leader (as designated).

### Teaching, Training and Development

- Attend professional supervision and comply with supervision guidelines
- Contribute to the development and promotion of HIP services, internally and externally.
- Maintain professional expertise through professional development initiatives and opportunities.
- Act as clinical resource for colleagues and other staff.
- Promote the integration of research into practice, preserving clients' rights and ethical standards.
- Actively participate in and contribute to quality improvement initiatives.
- Participate in the Quality Improvement Program involving engagement of consumers.
- To supervise undergraduate social work students or contribute to their learning, as negotiated with HIP Managers and Social Work Manager.

## Selection criteria

### Essential skills and experience:

#### Experience:

- A minimum of 3 years of experience in Social Work assessment and intervention, predominantly in the area of adult, aged care & rehabilitation, eg. Neurological, Musculoskeletal.

#### Specific Skills:

- A commitment to Austin Health values.
- Demonstrated comprehensive psychosocial assessment skills
- Demonstrated comprehensive knowledge of health, disability and adjustment issues for a diverse group of clients, their families and significant others.
- Broad range of intervention skills including counselling, crisis intervention, grief work, health education and accessing community resources appropriate to working with clients who have cognitive and memory impairment and in a rehabilitation setting.
- Demonstrated ability to work autonomously, flexibly and effectively as part of a client focused interdisciplinary team.
- Demonstrated high-level communication skills and a commitment to patient centered care.
- Demonstrated organisational ability in time and caseload management.
- Demonstrated ability to establish realistic goals and identify priorities.
- Commitment to quality, best practice and environmental safety
- Ability to problem solve in a variety of complex situations
- Ability to identify opportunities for process improvement or redesign
- Demonstrated organisational ability in time and caseload management.
- Advanced written and verbal communication skills, including the ability to communicate with clients, their families, the clinical team, and other hospital and community based health professionals.
- Demonstrated ability to problem solve in a variety of complex situations.
- Evidence of a current Victorian Driver's License and willingness to drive for work related activities.

### Desirable but not essential:

- Experience working in Community Rehabilitation



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- Experience working in a community setting
- Demonstrate a working knowledge of the Victorian public health care system

### Professional qualifications and registration requirements

- Bachelor of Social Work degree or Master of Social Work (qualifying)
- Eligible for membership of the Australian Association of Social Workers

### Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and 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 processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

### Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

### General information

#### Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

#### Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or



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Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

### **Austin Health is a child safe environment**

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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