

# Position Description

## Senior Social Worker, Eating Disorders Program

<b>Classification:</b>	Social Worker Grade 3
<b>Business unit/department:</b>	Mental Health Division
<b>Work location:</b>	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
<b>Agreement:</b>	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
<b>Employment type:</b>	Part-Time
<b>Hours per week:</b>	15.2
<b>Reports to:</b>	Nurse Unit Manager, Acute Psychiatric Unit
<b>Direct reports:</b>	N/A
<b>Financial management:</b>	Budget: N/A
<b>Date:</b>	December 2025

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

### Position purpose

As a Senior Clinician, you will provide comprehensive psychosocial assessments and supports that help consumers maintain their wellbeing and daily functioning during admission. The role centres on working in partnership with clients, their families, and the broader clinical team to create tailored recovery plans, uphold informed consent processes, and offer therapeutic guidance to families.

### About the Directorate/Division/Department

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are located across Austin Health campuses and in the community.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team, including family/ carers. It encompasses the principles of self- determination and individualised treatment and care.

**The Acute Psychiatric Unit** incorporates 2 mental health programs:

**Adult and Older Acute Program (AOAP)** has 19 beds which provide inpatient services to people over 18 years of age who have an acute psychiatric disorder requiring specialist intervention for assessment and treatment. The Unit has a strong integration with mental health community-based services supporting continuity of recovery-focused care. These beds are part of the Nth East Area Mental Health Service and as such are prioritised for residents from Municipalities of Banyule and Nillimbik but are at times occupied by patients who live out of the catchment.

**Eating Disorder Program (EDP)** This program provides five inpatient beds for consumers with an eating disorder, who require an acute health restoration program due to medical risk because of the severity of their eating problems. This service is Regional and is accessed by 6 Area Mental Health Services and is one of 3 inpatient Units in Victoria.

### Position responsibilities

- Provide holistic (psycho-social) client centred assessment and interventions for each consumer/patient that minimises impact of admission on their functioning and social connections
- Demonstrate a client focus in the provision of care
- Ensure that services and actions taken are patient centred and involve the patient's informed consent especially when dealing with 3rd parties
- Contribute to the development of an individualised recovery plan that optimises outcomes for consumers/patients
- Provide support to carers/families, working collaboratively/ in partnership with carer/family in support of consumer/patient recovery plan
- Display a clear understanding of the principle of recovery orientated practice and its implementation within a clinical setting
- Ability to work collaboratively with mental health clients and carers often presenting complex needs
- Conduct family meetings: as part of a multidisciplinary team provide therapeutic family interventions
- Involve clients and carers in decision making regarding their recovery goals and negotiate agreed plans of action
- Provide leadership in interventions around child safety and child wellbeing, family violence and other complex individual/family needs
- Provide direct support to carers/families especially in psychoeducation and linking to appropriate community support
- Develop knowledge and expertise about community support services/resources for patients with eating disorders and their families and carers
- Advocate for consumers' recovery plan needs
- Work within the multidisciplinary team to support and participate in the operation of the eating disorders program through participation in Ward Round and other processes
- Contribute to eating disorder programs/groups, demonstrate experience in group facilitation and developing and delivery of psycho education programs (weekly group sessions)
- As part of a multidisciplinary team contribute to the development of a comprehensive discharge plan
- Ensure timely entry of clinical notes, effectively contributing to continuity of care
- Participate in discipline specific professional development and clinical supervision to enhance competence and discipline specific skills
- Commit to continuous quality improvement and contribute to the development of the Program



**Our actions  
show we care**



**We bring  
our best**



**Together  
we achieve**



**We shape  
the future**

- Actively participate in quality improvement and accreditation processes
- Have the flexibility and capacity to work in other areas within APU as required such as Parent Infant Unit and Acute Unit
- Knowledge of and adherence to the Occupational Health and Safety requirements on the Unit
- Awareness of risk management and protocols to follow to ensure patient safety and adhere to Organisational reporting requirements such as Riskman
- Possess an understanding of the structural and financial constraints of the public health system, the importance of KPIs and the relationship between these factors and service delivery
- Utilize opportunities to increase a professional knowledge and skill base
- Provide education, support and supervision of Grade 1 Social Workers and students as required.

## Selection criteria

### Essential skills and experience:

- An approved tertiary qualification in Social Work and eligibility for membership of the Australian Association of Social Workers (AASW)
- At least 7 years of relevant experience with an appropriate qualification
- A sound understanding of eating disorders and their impact on social functioning and health
- Demonstrated knowledge of recovery principles in mental health and with eating disorders specifically
- Able to apply the principles of evidence-based practice
- Commitment to collaborative clinical practice
- Demonstrated well-developed skills and knowledge in mental health service provision, including inpatient interventions, group work, discharge planning, consultation, referral, mental state and risk assessment, treatment and collaborative care planning
- Proven capacity to perform as a clinical social worker; effectively liaise, consult and work within a multidisciplinary team and a collaborative inpatient setting
- Ability to work with and demonstrate a sensitivity to the needs of clients, family/ carers from a diverse background and in a gender sensitive way
- A sound knowledge of principles of professional practice and adherence to professional ethics
- Relevant knowledge and demonstrated therapeutic skills supporting people experiencing acute psychiatric illness, eating disorders and potentially medical comorbidities, their families and carers, as part of a multidisciplinary team
- Ability to educate, support and supervise Grade 1 Social Workers and students
- Sound knowledge of the Victorian Mental Health and Wellbeing Act (2022) and other relevant legislation and policies
- Commitment to working to embed recommendations of the Royal Commission into Victoria's Mental Health System
- Ability to be flexible in accordance with the clinical care drivers and consumer needs and rapidly determine priorities
- Well-developed interpersonal, communication and negotiation skills
- Well-developed interpersonal and advocacy skills
- Demonstrated negotiation and conflict resolution skills
- Possess and demonstrate a commitment to high levels of customer service, both and external and external to Austin Health



Our actions  
show we care



We bring  
our best



Together  
we achieve



We shape  
the future

- Pursues and demonstrates a commitment to professional development in order to maintain, strengthen and broaden clinical knowledge and expertise
- Has an undertaking to actively and independently participate in clinical supervision with a discipline senior
- Competent computer skills particularly in word processing and Internet use and the ability to learn dedicated software.
- Current Victorian Driver License

### 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 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.



Our actions  
show we care



We bring  
our best



Together  
we achieve



We shape  
the future