

Austin Health

Position Description



Position Title: Social Worker Grade 2, Eating Disorders Program

Classification:	Social Worker Grade 2
Business Unit/ Department:	Mental Health Division
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020 - 2024
Employment Type:	Part-Time,
Hours per week:	19
Reports to:	APU Nurse Unit Manager,
Direct Reports:	Nil
Financial management:	Budget: Nil
Date:	June 2025

About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation Centre, Hospital in the Home and community based health services; Austin Health is an internationally recognised leader in clinical teaching, training and research, with numerous university and research institute affiliations.

Austin Health employs near 9,000 staff across its sites; including over 1,600 doctors, 3,000 nurses and 1000 Allied Health staff. Austin delivers a full range of leading edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services. The current annual operating budget is in excess of \$960 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team-oriented and stimulating work environment.

Austin Health's current vision is to change healthcare for the better through world class research, education and exceptional patient care.

Our values define who we are, shape our culture and the behaviours, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve and we shape the future.

www.austin.org.au/about-us

Austin Health is committed to providing an inclusive culture where all employees can contribute to the best of their ability and strive to develop further. Find more at <http://www.austin.org.au>

About the Mental Health Division

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.

Acute Psychiatric Unit

The Acute Psychiatric Unit incorporates 2 mental health programs.

Adult Acute Program (AAP) 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 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.

Role and requirements

Role Specific

- 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
- 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
- Other duties as required

All Employees

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Pulse):
- Participate in Austin Health's annual Performance Review and Development (PRD) program as required.
- Engage in processes to monitor service delivery and participate in improvement activities.
- Undertake not to reveal to any person or entity any confidential information relating to patients, employees, policies, and processes and do not make public statements relating to the affairs of Austin Health without prior authority of the Chief Executive Officer
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks.
- Participate in the emergency incident response activities as directed

Selection Criteria

Mandatory Qualifications

- An approved tertiary qualification in Social Work and eligibility for membership with the Australian Association of Social Workers (AASW)

Essential for Performance in the Position

- A commitment to Austin Health values
- 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 Mental Health Act (2014) 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 internal and external to Austin Health
- 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

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.

A Working With Children Check and Police record Check is mandatory to working on APU.

Equal Opportunity Employer

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website:

<http://www.austin.org.au/careers/Aboriginalemployment/>

Document Review Agreement

Manager Signature	
Employee Signature	
Date	