

Position Description

Position Title	Social Worker Graduate Mental Health
Division	Clinical Operations
Department	Mental Health & Wellbeing
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Social Worker – Grade 1
Classification Code	YC37
Reports to	Unit Manager
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • Eligibility for Australian Association of Social Workers (AASW) national accreditation status in line with satisfying the Allied Health credentialing requirements for Bendigo • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

The Mental Health Team

Clinical Rotations will include two rotations from any of the following areas:

Older Persons Acute Unit

A 20-bed unit which provides a mental health inpatient service to those over the age of 65 (but not exclusively) across the Loddon Campaspe Southern Mallee region. The Older Persons Acute Unit (OPAU) provides acute inpatient mental health assessment, treatment and support to patients suffering from mental illness, or from a mental illness complicated by a neurodegenerative disorder and/or issues of ageing and/or severe comorbid physical illness. In some cases, indicated by clinical assessment, the team provides care to patients who are under 65 years with a mental illness complicated by a neurodegenerative disorder and/or issues of ageing and/or severe comorbid physical illness.

Adult Acute Unit

A 35-bed short-term acute inpatient unit that provides intensive therapeutic treatment for people living in the Loddon Campaspe Southern Mallee region aged 16 to 65 years. The Adult Acute Unit (AAU) provides intensive therapeutic treatment during an acute phase of mental illness for persons 16 - 64 years. Services are provided by a multidisciplinary team, and patients are supported to find ways to manage their illness and identify triggers and coping strategies that assist them in their recovery. Consisting of single room accommodation for 35 patients, the unit is made up of two distinct areas; the low dependency area (LDU) and the Intensive Care Area (ICA), utilised according to the patient's clinical needs.

Extended Care Unit

A 20-bed secure inpatient unit providing medium to long term inpatient treatment and rehabilitation for patients who experience unremitting and severe symptoms of a mental illness for persons aged 18 to 65 years. The ECU is the preferred area for those patients with a serious mental illness, who have unremitting symptoms together with significant disturbance of behaviour which inhibits the patient's capacity to live in the community and requiring intensive rehabilitation that cannot be undertaken in a community setting. Admission to ECU is contingent on the referred patient having a significant mental illness and an enduring psychosocial disability, with identified treatment and rehabilitation needs that cannot be met in a community setting due to behaviour disturbances which pose a significant risk to themselves or others.

Parent Infant Unit

A 5-bed mental health inpatient unit for parents and infants. The clinical team assess and treat the mental health of the primary caregiver and support/strengthen the attachment relationship between parent and infant. Parent Infant Unit (PIU) inpatient admissions are open to antenatal women in their third trimester of pregnancy and primary caregivers (mum, dad or carer) of infants up to the age of 12 months (unless walking) in the following circumstances: there is an existing diagnosis, or risk, of a serious mental illness with risk issues which may include the involvement of child protection, the needs and safety of caregivers and infants can be managed appropriately and safely in an open ward environment.

The Short-Term Treatment Team

The Short-Term Treatment Team (STTT) is a mental health multidisciplinary team who provide access to community based psychiatric assessment, support, and specialist treatment. The STTT is operational 7 days per week, and can be accessed through Regional Triage Service.

Youth Mental Health

The Youth Community Mental Health Service enhances the capacity of Bendigo Health Care Group Mental Health Services to provide treatment to young people who have complex mental health disorders. The service also aims to improve access and treatment for young people with more prevalent mental health

problems including complex anxiety, depression and eating disorders, and early manifestations of psychosis and personality disorders and co-morbid drug and alcohol problems.

Service provision includes comprehensive assessment, outreach treatment and continuing care for young people aged 16 to 24yrs, and support and education to their carers, associated professionals and the wider community about the nature of mental illness and its treatment.

Child and Adolescent Mental Health Service

Child and Adolescent Mental Health (CAMHS) is a community based, multidisciplinary team that works with children and adolescents 0 - 18 years who are displaying serious emotional, relationship, personal care or behavioural disturbances that impact on family and social relationships and/or their functioning in school or the workplace. While based in Bendigo, CAMHS staff are also located at four regional locations across the Loddon-Campaspe, Southern Mallee region.

Community Care Unit

The Community Care Units (CCU) is a 12-bed residential program providing a home-like environment for persons 18 – 64 years requiring intensive rehabilitation and support. Consisting of 6 two-bedroom units, the CCU serves as a 'step up step down' program between inpatient units and the community, offering a variety of programs focused on the development of daily living skills, social interactions and recreational and vocational skills and opportunities. CCU allows for an extended but time limited admission for patients requiring long term support and treatment. Admission is via referral.

Dual Diagnosis Rehabilitation Unit

Residential Rehabilitation (Dual Diagnosis) has 8 beds with an expected average stay of 3 months but a tailored treatment plan and thorough initial and ongoing assessment may result in shorter or longer stays depending on the individual needs. This service is designed to treat people experiencing moderate to severe co- occurring mental health and alcohol and other drug use problems. People who are experiencing active and acute suicidal thinking and are at high risk of acting on their suicidal thoughts, or experiencing active and acute positive symptoms of psychosis or mania would be stabilised in an acute mental health service prior to entry. People still using drugs or who are going through acute withdrawal would be referred to an existing alcohol and other drug withdrawal service.

Older Adult Community Mental Health

The Older Adult Community Mental Health Team (OACMHT) provide community based mental health assessment, treatment and support to patients who are aged over 65 years suffering from mental illness or are aged over 65 and suffer from a mental illness complicated by a neurodegenerative disorder and/or issues of ageing and/or severe comorbid physical illness. In some cases, indicated by clinical assessment, OACMHT will provide services to persons under the age of 65 years who exhibit symptoms of degenerative diseases related to aging.

Adult Community Mental Health

The Adult Community Mental Health Teams are based in Bendigo, plus five regional locations in Castlemaine, Maryborough, Kyneton, Echuca and Swan Hill to service the Loddon-Campaspe and Southern Mallee regions. Integrated and multidisciplinary teams, deliver 5 -day a week community care to persons 24 - 64, providing

The Position

The Graduate Program provides an opportunity for newly qualified Social Workers to make the transition to professional practice in a structured and supported program. Each graduate is offered two six-month clinical rotations in two areas of the Mental Health and Wellbeing Service. The program encourages consolidation of mental health skills and knowledge within a holistic multidiscipline framework that also includes lived experience workers.

The Mental Health and Wellbeing Graduate Program aims to support new graduates during their first year of professional practice to develop the skills, knowledge, applied experience and values to become an effective member of the mental health workforce. Graduates are expected to attend a study day once a month facilitated by the Mental Health Professional Development Unit and to complete and submit all the required assessment tasks and hurdle requirements to receive a certificate of completion.

Key Responsibilities

The Social Work Graduate will develop, demonstrate and apply clinical competence through:

- Working within the multi-disciplinary team, recognising and respecting the expertise and contribution of all team members, collaborating to refer patients to other services as necessary
- Engaging in effective communication so as to include the patient, carers, family and healthcare team in the immediate and ongoing health care
- Ensuring all patients, families, carers, visitors and other staff are treated with respect, dignity and courtesy
- Ensuring accurate documentation of patient records
- Assessing the need for and providing health education for patients and their families and carers within the scope of practice for a beginning practitioner
- Working within a scope of practice, accepting accountability for own actions and seeking guidance from those more experienced when limited by own level of expertise
- Attending relevant clinical reviews and family meetings
- Engaging patients in treatment and therapeutic activities e.g., group program participation
- Actively participating in and satisfactorily completing all specific requirements of the Graduate Program competencies, and assessment requirements and identifying continual learning needs through reflective practice
- Actively participating in the review of one's own performance development on an ongoing basis with the discipline preceptor and managers identifying key areas for professional and personal growth
- Developing and maintaining professional standards and practice
- Active participation in Clinical Supervision as a core practice standard for social workers, as outlined in the Practice Standards

Key Selection Criteria

Essential

1. Bachelor or Masters of Social Work

2. Eligibility for Australian Association of Social Workers (AASW) national accreditation status in line with satisfying the Allied Health credentialing requirements for Bendigo
3. Ability to integrate theory into practice and demonstrated application of Social Work knowledge to safe clinical practice
4. Ability and willingness to learn and operate in an environment of change with a personal approach which demonstrates values such as caring, passionate and trustworthy
5. Knowledge and understanding of the key principles of the Mental Health and Wellbeing Act 2022, Vic
6. Understanding of recovery orientated principles and awareness of the current issues, trends and research in mental health
7. Understanding of what it means to provide safe patient care in a multidisciplinary environment
8. Well-developed written, verbal and electronic communication, computer literacy and interpersonal skills

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS)
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.