

Position Description

Position Title	Graduate Social Worker – Mental Health
Position Number	30007071
Division	Clinical Operations
Department	Mental Health & Wellbeing
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Social Worker G2 Y1 – Y4
Classification Code	YC42 – YC45
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 • Registration with Professional Regulatory Body or relevant Professional Association • 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](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

The Mental Health and Wellbeing Service (MHWS) provides specialist mental health care across a range of inpatient, community, residential and rehabilitation settings, supporting consumers across the lifespan throughout the Loddon Campaspe Southern Mallee region. The Mental Health Graduate Social Worker Program is a structured 12-month program supporting newly qualified Social Workers and early career Social Workers (less than two years' experience) in their transition to professional mental health social work practice.

Graduates undertake two six-month specialist clinical rotations across the MHWS, providing experience across different practice settings and consumer populations. The program supports graduates to develop specialist mental health social work capability through supported clinical practice, professional supervision, dedicated monthly graduate study days and structured learning, with a focus on contemporary, recovery-oriented practice.

Mental Health Graduate Social Workers provide mental health social work services within an allocated clinical workload appropriate to their level of experience, capability and scope of practice with appropriate support and supervision to support professional identity growth. Graduates are expected to actively participate in professional supervision, reflective practice, peer group supervision and all required learning, assessment and development activities of the Graduate program.

Key Responsibilities

Key Responsibilities	Demonstrated by
Relational Engagement & Recovery-Oriented Practice	• Develop purposeful, respectful and collaborative relationships with consumers, recognising relationship as central to mental health Social Work practice • Engage consumers in ways that promote dignity, autonomy, choice, participation and self-determination • Practise in ways that are responsive to each person's identity, culture, lived experience, communication needs and social context • Apply contemporary recovery-oriented approaches that recognise strengths, preferences and the person's own understanding of the life and recovery
Social Assessment, Formulation and Professional Judgement	• Undertake holistic Social Work assessment that considers the interaction between mental health and a person's relationships, family and caring roles, culture, identity, social circumstances, material conditions and broader environment • Gather and integrate information from consumers, families, carers and other relevant sources to develop an informed understanding of the person's social circumstances and needs • Develop and contribute Social Work formulations that make the persons' social world and its relationship to mental health, wellbeing and recovery clinically meaningful

	• Use assessment, formulation, evidence and supervision to inform professional judgement, care planning and interventions appropriate to beginning practitioner scope
Rights, Ethics and Social Justice Practice	• Apply Social Work ethics, professional standards and rights-based principles to mental health practice and decision-making • Support consumers to understand, express and exercise their rights, preferences and choices within mental health care • Recognise the impact of power, discrimination, inequity and structural disadvantage on mental health, access to care and consumer experience • Advocate alongside consumers, families and carers where rights, participation or access concerns arise, seeking guidance where complexity extends beyond beginning practitioner scope
Family, Carer and Network Practice	• Recognise families, carers, kin and significant supporters as important relational and social contexts in mental health Social Work practice. • Engage collaboratively with family and carers including young carers, and support meaningful involvement; recognising their knowledge, perspective, needs and contribution to care and recovery
Therapeutic & Psychosocial Intervention	• Provide therapeutic and psychosocial interventions appropriate to consumer needs, the clinical setting and beginning practitioner scope • Work collaboratively with consumers to identify priorities, strengths, resources and strategies that support mental health, wellbeing and recovery • Apply Social Work approaches that attend to the interaction between emotional wellbeing, relationships, social circumstances and environment • Review and adapt interventions in response to ongoing assessment, consumer feedback, supervision and changes in circumstances
Social Conditions, Material Needs & Community Inclusion	• Assess the social and material conditions affecting mental health, wellbeing, safety and recovery. • Work collaboratively with consumers to address practical, social and structural barriers affecting wellbeing, participation and recovery • Support access to community, social and material resources in ways that promote inclusion, connection and participation • Navigate relevant health, social, community and government systems and advocate for equitable access
Risk, Violence & Safeguarding	• Contribute a Social Work perspective to collaborative assessment, formulation and response to safety, risk and vulnerability • Recognise and respond appropriately to family violence, interpersonal violence, abuse, neglect, exploitation and safeguarding concerns within professional scope and legislative requirements • Participate in safety planning and recognise when complexity requires consultation or escalation
Systems, transitions & Continuity of Care	• Understand and work across the health, mental health, social and community systems that shape consumer experience, access to care and recovery • Contribute to transitions between services and settings through collaborative communication and coordination • Identify gaps and systemic barriers that may affect access, continuity of care or consumer outcomes

	Contribute a Social Work perspective to transition and discharge planning that considers the person's relationships, social circumstances, material needs, community connections and ongoing supports
Multidisciplinary Contribution	- Articulate and contribute a distinct Social Work perspective to multidisciplinary assessment, formulation, care planning and review. - Make social, relational, family cultural, material and structural factors visible and clinically meaningful within multidisciplinary discussion and decision-making - Work collaboratively with other disciplines while maintaining Social Work professional identity, scope and accountability
Professional Practice, Learning & Contribution	- Practise with beginning practitioner scope and capability in accordance with relevant legislation, professional and ethical standards and organisational policies, accepting accountability for professional practice and seeking consultation or guidance when required. - Maintain accurate, timely and professional clinical documentation in accordance with Bendigo Health requirements. - Actively participate in professional Social Work supervision, reflective practice and Graduate Program learning and development activities

Key Selection Criteria

Essential

1. Bachelor or Master of Social Work and eligibility for membership of the Australian Association of Social Workers (AASW) and ability to meet Bendigo Health credentialling requirements.
2. Demonstrated ability to apply Social Work knowledge, theory and values to practice, appropriate to the level of a newly qualified or early career practitioner.
3. Demonstrated understanding of the role and contribution of Social Work within contemporary mental health practice.
4. Awareness of the Mental Health & Wellbeing Act 2022 Vic and an understanding of contemporary, recovery-oriented and rights-based mental health practice, including principles that support consumer choice, participation and self-determination.
5. Demonstrated ability to communicate effectively and work respectfully and collaboratively with consumers, families, carers, colleagues and other services.
6. Demonstrated capability for reflective practice, ongoing learning including the ability to seek, receive and incorporate feedback and supervision.
7. Understanding of professional accountability and scope of practice, including recognition of professional limitations and when to seek support.

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.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- 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.