

Position Description

Position Title	Senior Clinician Social Worker
Position Number	30010149
Division	Clinical Operations
Department	Renal
Enterprise Agreement	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Classification Description	Social Worker Grade 3
Classification Code	SC31 – SC34
Reports to	Operational: Nurse Unit Manager Professional: Manager of Social Work
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • 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 Position

This position operates as an integral part of the multi-disciplinary allied health team in the Renal Service at Bendigo Health. The purpose of this grade 3 Social Work role is to provide comprehensive social work services to patients and their families accessing haemodialysis services.

This position is vital in the ongoing development of the Renal Social Work model of care; creating priorities for the role, implementing workflow processes and evaluate outcomes in order to embed this Social Work role in the Renal Multidisciplinary Team.

The senior clinician is also responsible in providing professional leadership; supervision; high level of clinical expertise and consultation to Social Work & Renal Services staff. Another key responsibility of this role is to assist the Manager of Renal to lead, develop and support the Renal Multidisciplinary Team to enable the department to provide efficient, high quality services to patients and customers of Bendigo Health.

Responsibilities and Accountabilities

Key Responsibilities

The key responsibilities and duties of the Grade 3 Social Worker are:

Key Responsibilities	Demonstrated by
<p>1. Provision of care</p>	<ul style="list-style-type: none"> • Work independently within approved scope of practice to provide safe, evidence-based assessment, outcome measures, therapeutic care and/or discharge planning according to organisational policies and procedures in order to achieve optimal care • Provide high levels of specialist knowledge, advice or guidance to other clinicians to support safe and effective consumer-centred care • Lead/oversee high-performing clinical teams, and provide expert advice on clinical issues as required • Use high levels of specialist clinical reasoning, lead others to prioritise and fairly distribute workloads in collaboration with the team as required • Provide highly specialised advice to other employees or staff in their profession/discipline or other disciplines including secondary consultation • Evaluate the distribution of workloads, developing systems that respond to changes in clinical demands as required • Ensure timely and responsive management of fluctuating referrals and waitlists as required, liaising with stakeholders to facilitate seamless healthcare to consumers • Document in the medical history consistent with relevant Bendigo Health procedures and departmental requirements • Complete required program reporting and statistical records for client – related and other activities within the specified timeframes. • Consult with or escalate concerns, risks, clinical complexity and barriers to supervisor and senior staff • Demonstrate specialised knowledge and sensitivity to ethical and cultural issues and vulnerable population groups and integrate this into practice.
<p>2. Collaborative practice</p>	<ul style="list-style-type: none"> • Work collaboratively with consumers, their families and/or significant others and other stakeholders to establish a patient/client focused multidisciplinary management plan, consistent with currently accepted professional standards of practice and evidenced based practice • Work collaboratively with the multidisciplinary team to deliver safe consumer-focused care, providing high levels of specialist knowledge

	<ul style="list-style-type: none"> • Actively contribute and/or lead ward rounds/case conferences and family meetings to ensure effective communication and sharing of information • Facilitate the smooth transition of clients through the health care system, collaborating and liaising with relevant staff and community agencies to ensure continuity of care for individual patients/clients and their families: • Demonstrate knowledge and appropriate use of services relevant to the client/family • Provide clinical handover to ensure patient care is maintained • Act as a specialist resource and, where necessary, liaise with health professionals and agencies internal and external to Bendigo Health regarding clinical management.
3. Quality, innovation and improvement	<p>Innovation and change</p> <ul style="list-style-type: none"> • Initiate, lead and contribute constructively to evidence based clinical care, new ideas or change processes within the organisation • Encourage positive responses to new ideas or change within teams/the organisation • Promote change as a healthy and normal component of organisational growth • Generate healthcare strategies/innovations that improve delivery of evidence-based healthcare to consumers • Investigate the use of new healthcare delivery models and champion their adoption, to address contemporary healthcare problems as required • Work with consumers/clients and colleagues to develop practical and creative solutions to workplace problems. <p>Quality improvement and research</p> <ul style="list-style-type: none"> • Manage and lead quality improvement and research initiatives • Support and mentor other staff in the implementation and delivery of quality or research activities • Lead the translation of evidence into practice, including identifying clinical practice gaps, implementing and evaluating evidence-based care • Facilitate the application of new knowledge and skills into practice • Use highly specialist knowledge to assist in the development of unit quality plans, research projects and quality improvement activities • Use highly specialist knowledge to assist in the development and review of policies and procedures, underpinned by best available evidence, data analysis and consumer feedback. <p>Safety and risk management</p> <ul style="list-style-type: none"> • Carry out compliance and improvement against the key elements of quality and safety as directed • Observe safe working practices and as far as able, protect own and others' health and safety • Lead and contribute to designated evaluation of service provision, risk management and assist in modification of service delivery practices in line with current evidence-based practice, data analysis and customer feedback • Contribute to compliance with National Standards for Bendigo Health • Adhere to all Bendigo Health clinical guidelines, policies and procedures.

4. Professional conduct	<ul style="list-style-type: none"> • Demonstrate highly developed oral and written communication skills • Recognise issues that may lead to conflict, and constructively address issues as they arise • Act to resolve complex issues by achieving common understanding on diverging interests, and mediating conflict situations as necessary • Ensure conflict situations are escalated for advice and resolution in line with Bendigo Health Procedures and values • Promote understanding, respect and trust between different groups to enable collaboration and positive care outcomes • Display professionalism and highly developed interpersonal skills • Demonstrate understanding of own personal and professional limitations as well as the multidisciplinary team's scope of practice and escalate as required • Adhere to profession specific guidelines of professional practice, relevant legislation and organisational policy and procedures • Ensure clinical and non-clinical administrative functions are completed in an accurate and timely manner • Lead and foster a supportive, inclusive and cooperative work environment • Participate or lead in any program working parties, expert advisory committees or external forums as directed • Assume responsibility for relevant administrative portfolios or leadership roles as required • Work with operational and professional managers, or their delegates, to ensure that adequate time is allocated for non-clinical responsibilities such as participating in and providing clinical supervision, supervising students, quality improvement and research, delegated portfolios, and attendance at meetings and committees.
5. Learning and Development	<ul style="list-style-type: none"> • Lead and support staff and students in their orientation and skill development • Undertake supervision and teaching of students and other Allied Health clinicians (such as Allied Health Assistants), Grade 1, and Grade 2 clinicians as required • Participate in own clinical supervision in accordance with the Allied Health Clinical Supervision protocol • Model a commitment to lifelong learning and evidence-based practice by identifying knowledge gaps and developing education plans for individuals and teams • Provide professional development or facilitate teaching opportunities to staff within clinical areas of highly specialist knowledge • Create opportunities for staff to deliver education or professional development • Use self-reflection techniques effectively to enhance care provision and promote and lead reflective practice • Complete all mandatory training and professional development requirements • Support the recruitment and management of staff and defined resources, in accordance with Bendigo Health Strategic Directions, operational plans and professional practice to ensure quality and activity targets are met.

Required Capabilities for Allied Health

Further to the key responsibilities outlined in this position description, Allied Health staff are required to demonstrate the capabilities outlined in the Bendigo Health Allied Health Grade Level Capabilities.

Key Selection Criteria

Essential

1. Degree in Social Work recognised by the AASW and eligibility for AASW national accreditation status and ability to satisfy the requirements of the Bendigo Health Allied Health Credentialing and Professional Standards.
2. Ability to work highly effectively in a multi-disciplinary, multi-functional environment to ensure high quality care
3. High level of communication, interpersonal, negotiation and influencing skills with the ability to introduce new concepts through innovation.
4. Commitment to ongoing professional development.
5. Demonstrated time management skills to manage a caseload, meet deadlines, maintain schedules, set goals/objectives, as required

Desirable

6. Demonstrated experience and success in organisational leadership and service provision.
7. Extensive knowledge, skills and experience in a health care setting, including demonstrated understanding of services and supports to ensure the appropriate and timely provision of information given to patients/ families and carers about hospital and community services.
8. Demonstrated knowledge and experience in quality improvement and ability to operate in an environment of change, leading change where appropriate.

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.