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SA Health Job Pack

Job Title	Social Worker - Casual Pool
Eligibility	Open to Everyone
Job Number	714600
Applications Closing Date	31/12/2020
Region / Division	Southern Adelaide Local Health Network
Health Service	Flinders Medical Centre
Location	Bedford Park
Classification	AHP2
Job Status	Casual
Salary	\$92,017 to \$106,446 (pro rata)

Contact Details

Full name	Erin Burke
Position Title	Executive Assistant
Phone number	8204 7635
Email address	erin.burke@sa.gov.au

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

Working with Children Screening - DHS	Yes
Vulnerable Person-Related Employment Screening - NPC	Yes
Aged Care Sector Employment Screening - NPC	No
General Employment Probity Check - NPC	No

Further information is available on the SA Health careers website at <https://www.sahealthcareers.com.au/information/>, or by referring to the nominated contact person above.

Immunisation Risk Category

Category C (minimal patient contact)

This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category C (minimal patient contact).

[Please click here for further information on these requirements.](#)

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

↳ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;

↳ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements

Position	Social Worker
Classification	AHP2
Division	Allied Health
Department / Section / Unit / Ward	Social Work and counselling Services
Role reports to	Operationally: > FMC Acute Social Work Manager Professionally: > FMC Acute Social Work Manager
CHRIS 21 Position Number M54698	Role Created / Review Date 2019
Criminal History Clearance Requirements <input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child - Prescribed (Working with Children Check) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category B (indirect contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The Social Worker operates under limited supervision in a specialist professional capacity in an interdisciplinary team. The incumbent is responsible to the Manager of the Social Work and Counselling Service for the delivery of high quality services to patients on acute wards.

Service provision includes assessment, consultation, intervention and review, education, liaison with community agencies, organisation of appropriate resources and management of discharge.

The incumbent contributes to the Social Work and Counselling Service by initiating service improvement activities to ensure a quality social work service to designated clinical areas. Their work may include research and education of colleagues and other members of the inter-disciplinary team.

Direct Reports: (List positions reporting directly to this position)

> NA

Key Relationships / Interactions:

Internal:

- Operationally and professionally reports to Manager of Social Work and Counselling Service
- Supported by AHP3 Senior Social Worker/Supervisor
- Works collaboratively with staff and all members of the health care team
- Contributes to the day to day operations of the unit

External:

- Relevant government and non-government organisations as required meeting the needs of the client group

Challenges associated with Role:

Major challenges currently associated with the role include:

- May be required to work within other locations of the Southern Adelaide Local Health Network (SALHN)
- Some out of hours work may be required, as well as extended hours, weekend and public holidays

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN values and strategic directions.

General Requirements

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies, Procedures and legislative requirements including but not limited to:

- > National Safety and Quality Health Care Service Standards.
- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008*, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.

Handling of Official Information

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which

they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

Special Conditions

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for *Health Care Act 2008* employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

Key Result Areas	Major Responsibilities
<p>Provide a quality social work service to patients and their families in designated clinical area</p>	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. > The provision of early assessment of the patient in the context multi-disciplinary team approach to care > Developing, negotiating and delivering services that are relevant to the consumers psychosocial needs > Ensure active participation of patients and their families/ carers in their assessment and early discharge planning > Prioritising work clinical work in line with social work, and hospital priorities
<p>Consultation and Liaison</p> <p>The incumbent consults with the health team, the patient and carers, FMC and community service representatives to:</p>	<ul style="list-style-type: none"> > Provide information regarding assessment and ongoing care on discharge from hospital > Provide specialist advice related to the professional discipline and AH multi-disciplinary services > Building capacity of the hospital to achieve optimal use of community service supports for patient, families > Increase community service knowledge, access skills and partnerships to achieve the hospitals outcomes > Improve hospital to community transition pathways to facilitate early discharge
<p>Service Management and Service evaluation</p> <p>The incumbent, as a member of the health care team, is responsible for contribution to and leadership in the provision of a quality service by</p>	<ul style="list-style-type: none"> > Continually refining and evaluating department protocols, assessment formats, services and processes to enable a coordinated service and early discharge planning > Actively developing , implementing and, evaluating new techniques, methods relevant to the unit patients > Collecting and analysing data to provide information and make recommendations for service improvements > Participating in team quality activities, research and evaluation including performance measurement reports.
<p>Professional and multidisciplinary skills</p> <p>The incumbent, as a member of the health care team, is responsible for:</p>	<ul style="list-style-type: none"> > Understanding and utilising a best practice approach in the multi-disciplinary management of clients > Maintaining high levels of professional knowledge and skills > Supervise support and mentor AHP1 staff to provide a profession social work service and to ongoing development of their skills > A commitment to facilitating placement and supervision of students
<p>Contribution to effective operation of unit</p>	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

Appropriate Degree or equivalent qualification which gives eligibility for full membership of the Australian Association of Social Workers

Personal Abilities/Aptitudes/Skills

- > Ability to work independently and as a member of a multi-disciplinary team.
- > Demonstrated well developed organisational skills including the ability to prioritise workload and meet deadlines and work under pressure
- > High level interpersonal skills, including conflict resolutions skills and the ability to communicate with patients, professional staff of different disciplines, administrative staff and staff of other agencies both orally and in writing
- > Ability to contribute to the achievement of performance targets in relation to activity, quality, research and development in line with organisational goals
- > Ability to exercise initiative, analyse complex problems and implement practical solutions
- > Ability to articulate a Social Work perspective on client and systems issues
- > Ability to provide leadership in a work group and ability to foster team member participation in decision making and change processes enhancing multi-D management of the patient
- > Demonstrated commitment to continuing professional development

Experience

- > Extensive clinical experience in early assessment and discharge planning of patients
- > Experience in effective development and implementation of a new service.
- > Experience in quality improvement programs.
- > Experience in service planning and evaluation
- > Experience in complex casework
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.
- > Comprehensive knowledge of Social Work theories and methodologies
- > Knowledge of Community Support Services and primary health care
- > Knowledge of the Aged Care Sector and the lifestyle and health issues for the frail aged.
- > Knowledge of the role of the acute care hospital within the health care system in S.A.

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- > Be able to understand and apply change management strategies

Experience

- > Proven experience in basic computing skills, including email and word processing.
- > Social work experience in a hospital setting
- > Familiarity with methods of statistical analysis
- > Familiarity with databases and ability to enter data

Knowledge

- > Awareness of the Charter of Health and Community Services rights.
- > Knowledge of research techniques
- > Working knowledge of the roles of other Allied Health team members

Educational/Vocational Qualifications

- > Post Graduate Study in relevant area

Other Details

- > NA

Organisational Overview

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

SA Health Challenges

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce strategies, and ageing infrastructure. The SA Health Strategic Plan has been developed to meet these challenges and ensure South Australians have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Our Legal Entities

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women’s and Children’s Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



Code of Ethics

The Code of Ethics for the South Australian Public Sector provides an ethical framework for the public sector and applies to all public service employees; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Social worker in the FMC Acute Social Work & Counselling Service and organisational context and the values of SA Health as described within this document.

Name

Signature

Date