



ROLE DESCRIPTION

Role Title:	Social Worker Intensive Therapeutic Care Program Yarrow Place
Classification Code:	AHP-2
LHN/ HN/ SAAS/ DHA:	Women's and Children's Health Network
Hospital/ Service/ Cluster	Women's and Children's Health Network
Division:	Health and Recovery, Trauma Safety Services (HaRTSS)
Department/Section / Unit/ Ward:	Yarrow Place Rape and Sexual Assault Service – Youth Team
Role reports to:	Intensive Therapeutic Care (ITC) Program Coordinator
Role Created/ Reviewed Date:	August 2023
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check (issued by approved provider) If applicable - NDIS Worker Check (issued by NDIS Commission)
Immunisation Risk Category	<input type="checkbox"/> Category A (direct contact with blood or body substances) <input checked="" type="checkbox"/> Category B (indirect contact with blood or body substances)

ROLE CONTEXT

Primary Objective(s) of role:

The Social Worker is responsible for providing intensive therapeutic support to young people who are under the Guardianship of the Chief Executive who are aged 12-25 years and are at risk of, or are currently, being sexually exploited and frequently missing from care. The Social Worker also works with the young person's families, carers, support networks and/or significant others.

The Social Worker works in collaboration with staff from other agencies and supports the care team and others to provide direct care and intervention to the young person.

The Social Worker will be required to support the young person through assertive engagement approaches and will need to be mobile, and flexible with their therapeutic support.

Direct Reports:

Reports Intensive Therapeutic Care (ITC) Program Coordinator who is accountable to the Manager, Yarrow Place.

Key Relationships/ Interactions:

Internal

- > Works collaboratively with other Yarrow Place staff

External

- > Liaises extensively with other WCHN staff and external service providers as required.
- > Performance assessed regularly based upon the outcomes of the position as detailed in the job and person specification.

Challenges associated with Role:

Major challenges currently associated with the role include:

The social Worker will work in the challenging environment of sexual assault, rape, sexual exploitation and child protection.

The social Worker will work closely and in collaboration with child protection agencies and other youth and support services.

The time spent with the young person is predominantly off site hence the social Worker is often mobile and required to work independently and autonomously. Supervision is provided regularly and support is readily available to the Social Worker when required.

It is the expectation that the social Worker will take responsibility for their continuing self-education by participating in staff and professional development activities where required.

The social worker should also demonstrate accountability for practice by documenting appropriate information and statistics and practicing in accordance with social work, WCHN and Yarrow Place standards

Delegations:

> Nil

Resilience:

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

Performance Development

The Social Worker will be required to participate in the organisation's Performance Review & Development Program, which will include a regular review of their performance against the responsibilities, and key result areas associated with their position.

The Social Worker will be required to demonstrate appropriate behaviours that reflect a commitment to SA Health 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, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- > 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 by the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > Children and Young People (Safety) Act 2017 (SA) 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > Independent Commissioner Against Corruption Act 2012 (SA).
- > Information Privacy Principles Instruction.
- > 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.
- > May be responsible for supervision and oversight of volunteers assigned within the department, in collaboration with the WCHN Volunteer Unit. Refer to Volunteer Engagement and Management Procedure
- > 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.
- > May be responsible for supervision and oversight of volunteers assigned within the department, in

collaboration with the WCHN Volunteer Unit. Refer to Volunteer Engagement and Management Procedure

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

- > Yarrow Place Practice Standards.
- > Yarrow Place Youth Team Practice Standards.
- > Department of Health and Women's and Children's Hospital policies, procedures and standards.

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 already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the SA Health Criminal and Relevant History Screening Policy Directive.
- > For appointment in a Prescribed Position under the Child Safety (Prohibited Persons) Act (2016), a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the Child Safety (Prohibited Persons) Act (2016), the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the Accountability Principles 2014 issued pursuant to the Aged Care Act 1997 (Cth).
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- > As a state-wide service, WCHN employees may be required to undertake work at various locations in metropolitan Adelaide, and provide outreach to other parts of South Australia (the latter in consultation with the Social Worker of the role).
- > Depending on work requirements the Social Worker 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 employees.
- > The Social Worker 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.
- > This Role Description provides an indication of the type of duties you will be engaged to perform. You may be lawfully directed to perform any duties that a person with your skills and abilities would reasonably be expected to perform.
- > Some out of hours work will be required.
- > Intra and interstate travel may be required
- > Incumbent is required to have an unrestricted driver's license and be willing to drive

Zero Tolerance to Racism:

The Women's and Children's Health Network has zero tolerance to racism. The Network is committed to ensuring its staff, volunteers, consumers and visitors are able to work or access health services in an environment that is culturally safe and free from any form of racism or discrimination.

Our staff are supported to address any form of racism in all environments, in line with our Corporate Procedure: ***Zero Tolerance to Racism – Identifying, Responding, and Managing in the Workplace.***

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the Social Worker must always act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Understanding the impact and the effects for recovery of Guardianship young people who have experienced sexual abuse/assault or who are at risk of or have been sexually exploited	<ul style="list-style-type: none"> > Prioritise the safety and protection of young people > Ensure appropriate medico-legal responses > Provide comprehensive specialised therapeutic and group interventions > Work closely with the young person's family/carer, support network and significant others to facilitate their support of the young person > Work in a health promoting framework at a direct service level > Provide priority services determined by level of risk, vulnerability, impact of trauma on the ability to cope with life, alternative service options, and age (priority is to be given to clients of younger age) > Provide services from a range of locations.
Ensure that youth sexual abuse/assault services are accessible to the identified priority Guardianship young people, including Aboriginal Young People	<ul style="list-style-type: none"> > Liaise and collaborate with various Aboriginal community groups and agencies to develop and implement culturally appropriate therapeutic interventions for Aboriginal young people > Develop close collaborative relationships with the Department of Child Protection > Provide services for young people in the broader context of the social and emotional issues of being in care > Liaising with carers, agencies and residential care workers.
Facilitate the response of young people who have experienced sexual abuse and are at risk of sexual exploitation through increased absconding behaviour	<ul style="list-style-type: none"> > Provide trauma informed and accessible services > Work in collaboration with a range of agencies that provide services to young people > Provide flexible and timely services > Provide choices, options and control within the parameters of safety and protection > Recognise the developmental stages of young people ie between childhood and adulthood, when responding to issues of confidentiality and consent, particularly with the context of mandatory reporting.
Contribute to the comprehensive provision of services for young people who have been sexually assaulted or at risk of/are being sexually exploited	<ul style="list-style-type: none"> > Develop appropriate networks throughout the system of support and service provision > Liaise and collaborating with other relevant agencies > Provide comprehensive training and education for other agencies in relation to trauma, rape and sexual assault and sexual exploitation.
Support and actively participate in a positive culture and safe work environment	<ul style="list-style-type: none"> > Contribute to a team environment that promotes positivity, learning and development, safety and welfare of employees, acknowledges differences and encourages creativity, innovation and honesty. > Foster a positive approach and commitment to workplace practice and cohesion. > Follow OHS&W guidelines > Work in close liaison with social Worker s, administrative officers and other health, Government and Non-Government agencies in a collaborative manner to enhance best outcomes for working relationships and for Young people. > Participate in clinical supervision.
Contribute to enhancing a respectful and positive working relationship	<ul style="list-style-type: none"> > Maintain a cooperative and productive working relationship with all staff members > Contribute to health and wellbeing to self and all staff.
Responsible for individual professional development and education	<ul style="list-style-type: none"> > Maintenance of individual professional development portfolio and competencies within current role. > Successful attainment of professional competencies to a standard agreed at annual performance development review and as designated by the service.
Contribute to the evaluation of the service	<ul style="list-style-type: none"> > Maintain appropriate statistics for young people and other clients.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

Qualification of a Degree in Social Work from an accredited course providing eligibility for membership of the Australian Association of Social Workers (AASW) (overseas qualifications must supply the AASW Overseas Assessment number).

Personal Abilities/Aptitudes/Skills:

- > Demonstrated ability to provide therapeutic counselling to young people who are at risk of or have been sexually assaulted
- > Ability to relate well to people from a wide range of backgrounds and professions
- > Excellent interpersonal communication, negotiation, liaison and presentation skills
- > Leadership and motivational skills
- > Commitment to consumer participation
- > Flexibility, initiative, resourcefulness, and ability to accept responsibility and work independently
- > Ability to work well under pressure and meet deadlines
- > Willingness to travel to different locations to provide counselling

Experience

- > Experience in the provision of therapeutic services to young people who have experienced sexual abuse/assault
- > Demonstrated experience working in crisis and trauma situations
- > Demonstrated ability to work with Guardianship young people, their families, support network and significant others
- > Demonstrated experience in the provision of services to Aboriginal people including facilitation constructive working relationships with Aboriginal services
- > Demonstrated experience working with people from cultural and linguistically diverse backgrounds and their families
- > Demonstrated experience working with complex young people who are under the Guardianship of the Minister

Knowledge

- > Knowledge of the principles and practice of Work Health and Safety, Equal Opportunity, the Public Sector Act 2009, Code of Ethics and diversity appropriate to the requirements of the position.
- > The social and emotional effects of sexual abuse/assault and sexual exploitation upon young people
- > A 'Rights' perspective of sexual assault
- > Child/adolescent developmental theory
- > Relevant trauma counselling approaches
- > Medical, legal and counselling rights and options
- > The criminal justice system
- > Mandatory notification, confidentiality and duty of care responsibilities as they pertain to this age group
- > Feminist analysis of sexual assault/abuse

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Further training in therapeutic modalities including Narrative Therapy, Acceptance Commitment Therapy, Mentalization Based Therapy, Life Story Work, Solution Focussed Brief Intervention and Cognitive Behavioural Therapy

Personal Abilities/Aptitudes/Skills:

- > Ability to build rapport with young people from diverse backgrounds
- > Demonstrated ability to be adaptable to change
- > Skill in problem solving and decision making under pressure

Experience

- > Ability to work autonomously in high pressured environments
- > Experience working in a community based setting
- > Experience working in a multi-disciplinary team
- > Experience in the development and facilitation of group training

Knowledge

- > An understanding of Primary Health Care practices and Principles
- > Knowledge of Aboriginal culture including family and kinship systems

Organisational Context

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

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 legal entities include but are not limited to Department for Health and Wellbeing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

SA Health Challenges:

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

Health Network/ Division/ Department:

The Women's and Children's Health Network (WCHN) was established to promote, maintain and restore the health of women, children and young people in South Australia. The Service plans, develops and coordinates health services as part of an integrated health system.

The Women's and Children's Health Network efficiently conducts and manages, within its identified resources, health services for children, young people and women, including:

- Specialist hospital services.
- Primary health care and population health programs.
- Integrated community care services.
- Services to address the health and wellbeing of particular populations, including Aboriginal Health Programs.
- Education and training programs.
- Research.

Health and Recovery, Trauma Safety Services (HaRTSS) are dedicated to supporting the health and well-being of young people, women and men who have been affected by violence, in particular interpersonal violence.

Our Service acknowledges and seeks to address:

- > Impact of violence on people's health and wellbeing, and their quality of life
- > The history of injustice, and the ongoing impact on Aboriginal people's health and wellbeing.

HaRTSS staff are kind, caring, professional, culturally respectful and demonstrate a good work ethic.

They are committed to sharing their knowledge and skills through training, education and community capacity building.

Yarrow Place, Rape & Sexual Assault Service employs Medical Practitioners, Social Workers, Project Officers, Administrative staff and after hours Crisis Response Workers. We work together to maximise the quality of life of women, men and young people who have experienced rape or sexual assault through a coordinated, multidisciplinary team and community oriented approach to health care.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Domestic and Family Violence

The WCHN recognises violence against women as a human rights issue that must be addressed in the workplace, and is committed to a zero tolerance policy towards violence against women in the workplace. Accordingly employees must appropriately report and respond to any such acts in the workplace, and make available appropriate support to employees who may be experiencing violence in the community.

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:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

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

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date:

Accountability – what does it mean for me?

Within WCHN everyone is accountable for their contribution to the safety and quality of care delivered to consumers.

Consumers

Consumers and their families participate as partners to the extent that they choose. These partnerships can be in their own care, and in organisational design and governance.

Staff including Contractors, Locums, Agency, Students and Volunteers

All staff (as described above) have a role in the delivery of safe, high quality care to consumers, and are expected to perform their roles with diligence; and with a person-centred approach to the best of their ability. It is the responsibility of all staff to raise concerns when it is recognised that something is not right. Safety and quality is the responsibility of all staff, at all levels and across all locations.

Clinicians

All clinicians are accountable for the provision of competent, consistent, timely, safe, reliable, contemporary and person centred care within a defined scope of practice.

Clinicians work in teams with professionals from a variety of disciplines based on mutual respect and clear communication, with an understanding of responsibilities, capabilities, constraints and each other's scope of practice.

All clinicians are responsible for providing care that is person centred, evidence based and which focuses on safety through minimising risk while achieving optimal outcomes for consumers. This is helped by participating in clinical governance, in WCHN health and safety forums, fostering a learning environment and supporting other clinicians to provide high quality services which are safe.

Clinicians are expected to speak up when there are concerns about safety so that these can be rectified and learnt from. Clinicians are accountable for their own individual professional practice, including maintaining currency of credentialing, registration and professional practice.

Managers

Managers are accountable for implementing systems and practices that support high quality clinical practice. Managers oversee, guide and direct staff by providing leadership and advice ensuring appropriate clinical governance, continuous quality improvement, and leading safety programs. Managers develop, implement and monitor performance indicators for the identification, management and reporting of risk. Managers implement the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards within their areas of responsibility. Managers are expected to demonstrate diligence and honesty in the management of public resources.

Managers organise, direct and manage the performance of staff to meet operational requirements; implement and promote evidence based standards and policies that are compliant with relevant, professional, industrial and legislative requirements. Managers engage with and listen to staff, and create an environment where staff feel able to speak up in relation to concerns about safety. Managers address concerns raised and provide regular, ongoing feedback in the interests of improving care and safety.

Executive/Divisional Directors

Executive/Divisional Directors are accountable for embedding the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards into their areas of responsibility and providing assurance to the Executive and Board that these systems are in place and work effectively, all risks are known and mitigated and that staff understand their safety and quality responsibilities.

It is expected that those holding senior leadership positions will model the highest standards of ethical and professional behaviour.

WCHN Committees

WCHN Committees support Executive Directors to implement and evaluate organisational systems, support divisions to work together to identify and mitigate risk and continuously improve practice. They support the organisation to work as a single entity.

Chief Executive Officer

The Chief Executive has overall accountability for safety, care delivery, system governance and monitoring.

Board

The Board is accountable for governance, monitoring, compliance and ensuring the executive are discharging their responsibilities in managing the organisation.

Four Strategic Priorities



Improved health
and wellbeing of
families and
communities



Meaningful gains
in Aboriginal health
and wellbeing



Provide leading
healthcare for women,
babies, children and
young people



Create one
health network

Key Enablers

Effective
communication

Consumer and
community
engagement

Culture and
leadership

Engaged
and capable
workforce

Enabling
technology

Research

Productive
partnerships

Contemporary
infrastructure

Financial
sustainability

Continuous
improvement
and innovation

Mission To improve the health and wellbeing of families and communities by providing integrated care and support

Vision To be a leading and respected health network for women, babies, children, young people and their families

Values Compassion, Respect, Equity, Accountability, Together for Excellence

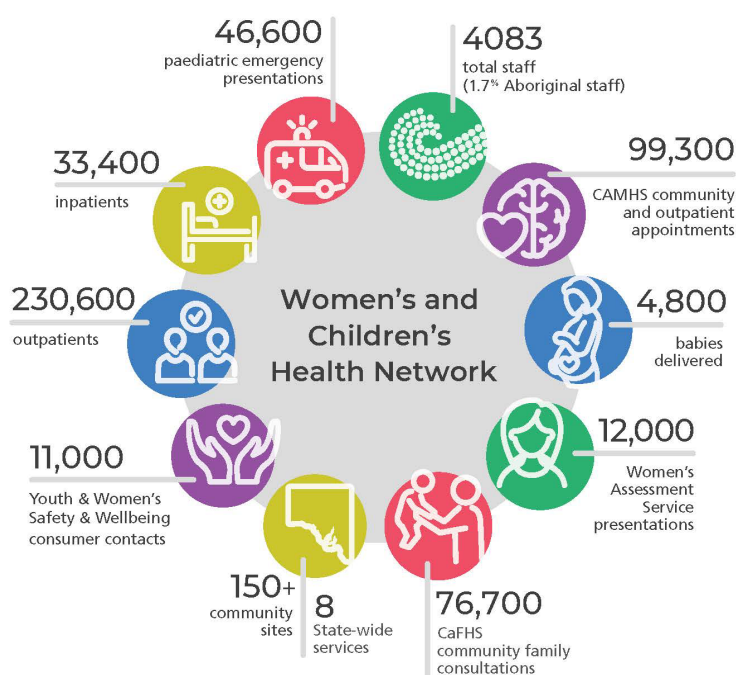
Our Story starts with our consumers and communities who are at the centre of everything that we do.

Our focus for the years ahead is to:

- Provide outstanding care and service
- Enhance our culture and leadership
- Design and deliver a new Women's and Children's Hospital
- Strengthen partnerships, expand innovation
- Through research, education and learning, inspire others, share specialist knowledge and deliver excellence in everything that we do
- Deliver an integrated WCHN

Our Way is underpinned by our agreed ways of working together that enable us as an organisation to:

- Share a common purpose and direction
- Use innovative and new ways to deliver our service
- Educate and support people to excel in the care that they give
- Grow and develop our current and future leaders
- Ensure that we have consistent behaviours and ways of working
- Implement processes and systems that are efficient and effective



State-wide services: Child and Family Health Service, Child and Adolescent Mental Health Service, Yarrow Place Rape and Sexual Assault Service, Disability Services, Child Protection Service, Metropolitan Youth Health, Women's Health Service, Women's Safety Strategy