

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Social Worker
Position Number:	Generic
Classification:	Allied Health Professional Level 3
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Community, Mental Health and Wellbeing – Statewide Mental Health Services Child and Adolescent Mental Health Services (CAMHS)
Position Type:	Permanent, Full Time
Location:	South, North, North West
Reports to:	Team Leader - Child and Adolescent Mental Health
Effective Date:	August 2020
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Tertiary qualification/program of study approved by the Australian Association of Social Workers</p> <p>Eligible for membership with the Australian Association of Social Workers (AASW)</p> <p>Overseas qualified Social Work candidates require a “certification of eligibility” letter from the AASW to confirm their eligibility for membership to the AASW</p> <p><i>Or where regulatory requirements exist, NDIS Q&S Commission Provider Registration Requirements</i></p> <p>Full member of Australian Association of Social Workers</p> <p>Current Working with Children Registration.</p> <p><i>*Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee’s responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>

Desirable Requirements: Expertise in Child and Adolescent Mental Health.
Current Driver's Licence

Note: The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

As part of a multi-disciplinary team delivering high quality mental health services in accordance with Mental Health service principles, National Safety and Quality Health Service standards, Agency policy, legal requirements and relevant professional competencies, the Social Worker:

- Provides quality Social Work service utilising evidence-based and best practice principles within a collaborative and multidisciplinary framework.
- Provides evidence-based assessments and therapeutic interventions to clients of a Child and Adolescent Mental Health Team, and their families, in relation to mental health issues.
- Acts as a consultant to other Agencies with regard to the support and management of clients with mental health needs and promotes community awareness in relation to mental health and well-being.

Duties:

1. Ensure the delivery of a comprehensive clinical service through the provision of assessment, case management and individual therapies, including specialised therapies for clients and their families or carers.
2. Provide evidence-based assessment and treatment interventions for major and complex mental health problems, including assertive case management for a group of clients and the development and implementation of specialised treatment programs.
3. Engage with and provide advice and consultation to the CAMHS multidisciplinary team, including assisting the multidisciplinary team in triage, crisis response and intake rosters as required.
4. Provide education and support to other Mental Health professionals and service providers on the assessment and management of child and adolescent mental health problems.
5. Participate in registered quality improvement and research projects including the evaluation of CAMHS programs as required.
6. Actively participate in developing a clinical environment, which encourages and fosters a team management approach, through the multidisciplinary team review of current clients, including supporting staff in the development, monitoring and evaluation of clinical outcome measures.
7. Provide consultancy and peer consultation to less experienced mental health clinicians, and supervision to students as required.
8. Actively pursue contemporary professional knowledge and its application to a CAMHS setting through appropriate continuing professional development including participation in formal supervision or peer review.
9. Act as a Mental Health Officer.

10. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.
11. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Key Accountabilities and Responsibilities:

- Accountable for the provision of specialised Social work clinical services and professional standards of care.
- Responsible for being aware of and working within all Hospitals South and Mental Health Services policies, procedures and legislation affecting the duties of the position.
- Responsible for recognising and maintaining one's own professional development.
- Operational and clinical accountability to the Team Leader or their delegate.
- Professional and clinical supervision provided or approved by the Senior Specialist Social Worker, Child and Adolescent Mental Health Services or their delegate.
- Champion a child safe culture that upholds the National Principles for Child Safe Organisations. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
 - a. crimes of violence
 - b. sex related offences
 - c. serious drug offences
 - d. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. A minimum of two years post-graduate employment in a clinical area directly applicable to Child and Adolescent Mental Health Services, with demonstrated experience and skill in providing case management to children and adolescents with major mental health problems.
2. Demonstrated knowledge, experience and skill in contemporary Social Work practice with children and adolescents with major mental health problems, which includes evidence-based assessments and therapeutic interventions.
3. High level interpersonal, negotiation and conflict resolution skills including demonstrated experience in liaising effectively with other services and agencies in the context of providing specialised mental health assessment, advice and training.
4. Effective verbal and written communication skills and demonstrated experience in the provision of education, supervision/peer consultation and high-level formal documentation.
5. Demonstrated ability to work effectively, independently and as a collaborative member of a multidisciplinary team and the broader service system.
6. Proven commitment to quality and safety improvement, research and ongoing professional development.
7. An understanding of relevant legislation and professional practice standards including Work Health and Safety legislation, Workplace Diversity Guidelines, the Mental Health Act and The State Service Code of Conduct and the Australian Association of Social Workers Code of Ethics and Practice Standards.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles | Tasmanian Department of Health](#).