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SA Health Job Pack

Job Title	Social Worker
Eligibility	Open to Everyone
Job Number	801929
Applications Closing Date	2 August 2022
Region / Division	Riverland Mallee Coorong Local Health Network
Health Service	Country Health Connect
Location	Riverland
Classification	AHP2
Job Status	Ongoing Full Time
Salary	\$84,399 - \$97,774 p.a

Contact Details

Full name	Christene Eleftheriadis
Phone number	8580 2500
Email address	christene.eleftheriadis@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 Human Services (DHS) 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**
- ☒ National Disability Insurance Scheme (NDIS) Worker Check- **DHS**
- ☒ Unsupervised contact with Vulnerable groups- **NPC**
- ☐ Unsupervised contact with Aged Care Sector- **DHS**
- ☐ No contact with Vulnerable Groups - General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category B (indirect contact with blood or body substances)

- *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 B (indirect contact with blood or body substances). [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 DESCRIPTION



Job Title	Social Worker	Classification	AHP2	Position Number	P20431
LHN	Riverland Mallee Coorong	Term		Position Created	Insert date
Area	Riverland	FTE		Last Updated	4/4/2019
Criminal History Clearance Requirements: <input checked="" type="checkbox"/> DHS Working With Children (WWCC) <input checked="" type="checkbox"/> NPC – Aged Care <input checked="" type="checkbox"/> NDIS Worker Screening Check					
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) <input type="checkbox"/> Category C (minimal patient contact)					

Broad Purpose of the Position

The Social Worker, Rural Generalist applies clinical experience, increasingly generalist and / or specialist clinical knowledge and professional competence to plan, implement and evaluate a comprehensive and integrated range of services, appropriate to the needs of the local community. The Social Worker works under reduced clinical direction, and may contribute to the clinical supervision of less experienced allied health professionals, allied health assistants and students. As a member of a multi-disciplinary team, including health professionals and service providers from other sectors, the Social Worker utilises a combination of preventative, early intervention, treatment / therapy and evaluation approaches.

Qualifications

Must hold a recognised qualification within Social Work profession, and be eligible for practicing membership of the Australian Association of Social Workers (AASW). As a self-regulated profession, it is desirable to participate in the AASW Continuing Professional education (CPE) Accreditation program.

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.

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 incumbent must at all times 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.

Cultural Statement

RMCLHN welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. CSHALHN is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture

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Special Conditions

- A current driver's license is essential, as is a willingness to drive on country roads and travel in light aircraft as required. Intra state travel will be required; interstate travel may be required.
- Flexibility and some out of hours work may be required.
- 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 National Police Certificate (NPC).
- Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Department of Human Services (DHS) Screening Unit.
- Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police or from an accredited CrimTrac Provider confirming the clearance is for the purpose of unsupervised contact with vulnerable groups.
- Prescribed positions under the National Disability Insurance Scheme (NDIS) Act 2013 must obtain a satisfactory NDIS Worker Screening Check through the Department of Human Services (DHS) Screening Unit.
- NPCs must be renewed every 3 years thereafter from date of issue.
- WWCCs and NDIS Worker Screening Checks must be renewed every 5 years thereafter from date of issue.
- Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue.
- Will be required to comply with the requirements of the RMCLHN Procedure for Credentialling
- Allied Health and Scientific Health Professionals Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
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Key Relationships

- Receives line supervision from Allied Health Team Leader
- Receives clinical supervision, advice and support from an experienced Senior Allied Health **Professional – AHP3 Clinical Senior Social worker.** under formal arrangement in accordance with the RMCLHN *Allied Health Clinical Support Framework*.
- May contribute to the supervision of less experienced professional officers, para-professional staff and students, under direction from the Clinical Senior
- Works within a multi-disciplinary team framework, in collaboration with other health professionals, service providers and the community
- May be required to temporarily fulfill a higher position, appropriate to the incumbent's skills and capacity

Key Result Areas	Generic Requirements	Specific or Local Requirements
1. Technical Skills and Application	1.1 Apply professional expertise, developing generalist / specialist knowledge, clinical competence and experience to provide professional services to client groups in circumstances requiring increasingly complex practice skills.	<ul style="list-style-type: none"> ▪ In collaboration with the Team Leader, contribute to the coordination and delivery of high quality, comprehensive

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	<p>1.2 Exercise professional judgment in the selection and adaptation of established methods, procedures and techniques within the profession.</p> <p>1.3 May provide a broad range of clinical and consultative services across a range of service settings, including one-on-one, group based and health promotion activities.</p> <p>1.4 Manage and prioritise personal work load and support others in developing workload management plans, including in the allocation of team resources</p>	<p>and integrated Social Work services to eligible clients/groups across the cluster</p> <ul style="list-style-type: none"> ▪ Contribute professional leadership in the application of clinical protocols and standards within the multi - disciplinary team and health unit/cluster. ▪ Apply clinical skills to a broad scope of practice, delivering services which promote self- care and personal responsibility , and are appropriate to the local rural context ▪ Coordinate an increasing complex Social Work caseload and support other team members in managing the demands of the service ▪ Contribute to improvements in health outcomes by applying Primary Health Care principles to the development and delivery of service. ▪ Contribute to the provision of comprehensive services to clients both inpatient and community by development and participation in clinical programs, education, health promotion and quality improvement activities.
2. Personal and Professional Development	<p>2.1 Work under reduced clinical supervision, and proactively draw on the support of experienced peers of diverse professional backgrounds, Clinical Seniors, Advanced Clinical Leads and / or managers when required.</p> <p>2.2 Display a commitment to continuous personal and professional development by:</p> <ol style="list-style-type: none"> a. Attending all mandatory training and actively pursuing other training and development as required to maintain currency of clinical knowledge b. Applying well-developed reflective practice skills to your own work, and supporting peers / students / supervised staff to develop reflective practice skills c. Utilising the support of mentors and peers d. Actively participating in the Professional Development and Review (PDR) process, including developing and pursuing a personal / professional development plan in consultation with your line manager / clinical supervisor e. May provide professional leadership in the relevant network, including facilitating access to training for professional staff <p>2.3 May be required to contribute to clinical / professional supervision, support and oversight of AHP1 level staff, allied health assistants and profession-specific professional students or multi-disciplinary student teams.</p> <p>2.4 Develop, share and support your peers to gain knowledge of effective practice through research, evaluation of services and information sharing (eg: via</p>	<ul style="list-style-type: none"> ▪ A Participate in ongoing personal and professional development through attendance at team meetings, in-service programs and network meetings ▪ Receive clinical direction, advice, mentorship and support from Clinical Senior ▪ In collaboration with the Clinical Senior, Advanced Clinical Lead and your TEAM LEADER, develop a formal Clinical Supervision arrangement with suitably skilled and experienced Social Worker. Fulfill all obligations under this agreement, and review it annually. ▪ Develop and maintain inter and intra-professional clinical networks within the RURAL REGION, RMCLHN and South Australia, actively sharing and seeking out knowledge of effective practice ▪ Participate in the RMCLHN PROFESSION Network ▪ Provide clinical support to less experienced professional staff in the REGION / TEAM ▪ Contribute to the supervision of PROFESSION students on clinical placement]

POSITION DESCRIPTION

	professional networks and presenting papers for conferences and / or publishing)	
3 Client / Customer Service	<p>3.1 Treat all clients with respect, be responsive to their needs, and act on opportunities to improve the quality of customer service in your operational area.</p> <p>3.2 Promote cultural safety by valuing and promoting the cultural needs of the community.</p> <p>3.3 Contribute to improvements in the patient-journey driven distribution of services and apply client-centred practice and community engagement principles in development and delivery of services; ensuring clients are meaningfully involved in all aspects of their care</p>	<ul style="list-style-type: none"> ▪ Maintain confidentiality at all times whilst respecting the values and wishes of clients ▪ Promote positive and harmonious relationships between clients, relatives and staff ▪ Target group identifies as hospital/inpatient and community generalist social work referrals ▪ Develop and apply increasing understanding of the needs of rural, culturally diverse and aboriginal communities. ▪ Ensure clients/customers receive appropriate social work services by applying cultural sensitivity, social justice, and community participation principles ▪ Support consumers through the Patient Journey, providing effective assessment and triage, timely referrals, accurate information, coordinated care and prompt follow up. ▪ Utilize and review service prioritization and eligibility criteria ▪ Act in a professional manner at all times when dealing with internal and external consumers, staff, peers & colleagues ▪ Specify the target group / clients in scope - may refer to service prioritization / eligibility criteria ▪ Support clients / carers / families across the Patient Journey, providing effective assessment and triage, timely referrals, accurate information, coordinated care and prompt follow up.
4 Administration and Documentation	<p>4.1 Comply with organisational requirements for the accurate and timely completion of documentation and statistics.</p> <p>4.2 Contribute to the efficient and effective use of materials and resources.</p> <p>4.3 Prepare reports and / or recommendations to assist management decision making</p> <p>4.4 Appropriately identify, use and apply relevant policies, procedures, reporting and documentation systems.</p> <p>4.5 Competently utilise the Microsoft Office suite of software, Email and Internet in fulfilling the requirements of the role</p>	<ul style="list-style-type: none"> ▪ Clients referred for a service are to be responded to within 2 working days ▪ Submit client data via CME at minimum monthly reporting intervals ▪ Assisting the Community Care Team Leader in the development and management of the Social Work budget, including monitoring of expenditure and managing within the allocated funds. ▪ Use all resources in a responsible, effective and cost efficient manner

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	<p>4.6 May be required to coordinate discrete projects and / or contribute to areas of policy that are considered to be complex, requiring discipline knowledge and experience, and which are undertaken under limited direction.</p>	<ul style="list-style-type: none"> Contribute to the review, development and adaptation of clinical and administrative resources to support Social Work services, community health programs and projects Utilise the Safety Learning System (SLS) to report patient risks, incidents and client feedback Specify any documentation or reporting requirements unique to the role Contribute to the review, development and adaptation of clinical and administrative resources to support Social Work Services Provide details of any specific projects in scope
5 Teamwork and Communication	<p>5.1 Utilise professional knowledge and skills in contributing to research and / or service development activities at the local level and / or within your profession across RMCLHN; to support the effective, efficient, equitable distribution (according to need) and evidence-based nature of RMCLHN services.</p> <p>5.2 Promote service integration through the development of active collaborative partnership with relevant agencies and individuals.</p> <p>5.3 Work positively within a team, foster teamwork and support others to develop effective working relationships and achieve team goals</p> <p>5.4 Communicate and negotiate effectively (both verbally and in writing) with a diverse range of people including clients, the community, team members, management and other stakeholders</p> <p>5.5 Work in accordance with SA Health and RMCLHN's vision, mission, strategic priorities and values</p>	<ul style="list-style-type: none"> Contribute to the effective functioning of the multi-disciplinary team and quality of services by continually developing and applying: <ul style="list-style-type: none"> clinical skills within the scope of practice appropriate to the social work profession knowledge of social work, other professions and other services skills in communication, collaboration and partnership building Actively participate in team meetings and activities Actively participate in cluster wide and local site staff forums as required Provide regular reports to the Team Leader regarding waiting lists, service issues, service planning and other relevant issues as required Works as a member of the multi-disciplinary Community Care Team , based in Port Pirie Attendance is expected at the Community Care Team Meeting & Community Care Department Coordinators meeting as well as other meetings relevant to clinical area Detail Team in which the role is based; e.g.: Works as a member of the multi-professional Social Work team, based in Port Pirie Outline major meetings expected to attend and / or committees required to participate in

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<p>6 Continuous Improvement</p>	<p>6.1 Contribute to quality improvement programs and other organisational activities required to meet service / accreditation standards, and support supervised staff / students to comply with requirements.</p> <p>6.2 Proactively seek opportunities to improve professional tasks and services, by monitoring service access, emerging trends and community needs, and contributing to ongoing evaluation of services.</p> <p>6.3 Seek client feedback on services and respond proactively to client complaints and feedback. As required, contribute to investigations of client complaints, with a view to informing systematic improvements in services.</p> <p>6.4 Contribute to discipline-specific and multi-professional research, service development, and advances of techniques used, through research (under direction), data analysis, evaluation of services and development of recommendations to assist Management decision making.</p> <p>6.5 Complying with the Code of Ethics for Public Sector Employees.</p>	<ul style="list-style-type: none"> ▪ Required to contribute to local quality improvement activities and the Accreditation process. ▪ Contribute to the ongoing review, development and evaluation of the effectiveness of Social Work services in Mid North Cluster ▪ Contribute to the effective use of clinical resources, through optimizing the balance between direct service provision to individuals & groups, preventative and health promotion activities and consultancy to external agencies. ▪ In collaboration with the Team Leader, develop reports, submissions and proposals as required. ▪ Identify own responsibilities with regard to working safely ▪ Required to have a responsibility and obligation to comply with statutory and organizational requirements, procedures and rules that are introduced to protect the health and safety of people at the workplace, including the general public by: <ol style="list-style-type: none"> 1. complying with workplace policies and procedures 2. participating in all activities associated with the management of workplace health & safety 3. identifying and reporting all health and safety risks, accidents, incidents, injuries, property damage and mishaps at the workplace 4. correctly utilizing appropriate personal protective equipment ▪ Contribute to the ongoing review, development and evaluation of the effectiveness of Social Work services in RMCLHN
<p>Approved by Authorised Officer</p>	<p>..... /</p>	<p>Accepted by Incumbent</p> <p>..... /</p>

APPLICANT GUIDELINES



Job Title	Social Worker	Classification	AHP2
LHN	Yorke and Northern LHN	Term	Permanent / contract to date
Area	Yorke and Northern	FTE	Full / part time hours

To apply for the position, you will need to provide:

- (1) A current Curriculum Vitae (CV), outlining your relevant qualifications, work experience and contact details of 3 professional referees
- (2) A cover letter, including:
 - Title of the position and vacancy reference number (from advertisement)
 - Outline of your reasons for applying for the position
 - Brief summary of your ability to fulfil the role:
 - Please address each of the 6 Key Result Areas (KRA) separately, using dot points. Refer to the table below for some suggestions of type of information you may like to include.
 - You do not need to address the selection criteria individually in your written application. They may be used to assess your suitability for the role during the merit-based selection process.
 - Keep it brief – no more than 2 pages

Please forward your application by the due date, as per the details outlined in the job advertisement.

Key Result Area	Selection Criteria
1. Technical Skills and Application	a) Your professional qualifications, professional association membership and registration status (if relevant) – <i>refer to page 1 for minimum qualification requirements</i> b) Broad professional experience relevant to this role: <ul style="list-style-type: none"> ▪ Outline scope and nature of previous professional roles, including experience working in rural and remote contexts ▪ Previous involvement in service development, including research & evaluation ▪ Change management & project management skills / experience ▪ Competency in applying primary health care principles c) Receives line supervision from Allied Health Team Leader <ul style="list-style-type: none"> ▪ creativity, adaptability, resourcefulness, prioritization & problem solving skills
2. Personal & professional development	a) Outline previous initiatives that demonstrate your commitment to reflective practice, and proactive development of self and others. E.g.: relevant additional professional development or qualifications b) Information about your leadership / management style and experience
3. Client / Customer Service	a) Knowledge of and commitment to Yorke and Northern LHN services, priorities & strategic directions. b) Examples that demonstrate skills in community engagement, client-centred practice and cultural competency.
4. Administration & Documentation	a) Information about relevant skills, experience and training – including those related to data management, competent use of technology etc.
5. Teamwork and Communication	a) Examples of how you have contributed previously to service planning and development b) Outline your communication, team work and problem solving skills, with examples
6. Continuous Improvement	a) Examples of how you have contributed previously to quality improvement, evaluation, outcome measures and research