

Position Description

Position Title:	Social Worker – Senior Clinician (Oncology)
Reports to:	Social Work Manager
Department:	Social Work
Directorate:	Community Care & Mental Health
Cost centre:	N3302
Code & classification:	Grade 3 (SC31 – SC34)
Employment conditions:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021 - 2026 and its successors, and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

The Social Worker (SW) - Senior Clinician (Oncology), provides direct social work services in the clinical setting and is an expert in provision of social work services in oncology. The role is responsible for the coordination and delivery of efficient, effective and contemporary social work services for people with cancer.. The SW – Senior Clinician (Oncology) reports directly to the Manager Social Work and is based in the Social Work Department. The role works in partnership with clinical staff including medical directors and nursing leaders to ensure an integrated and coordinated person centred approach for clinical care.

The SW – Senior Clinician (Oncology) is responsible for service design, leading Quality Improvement activities and strengthening the skills and expertise related to Oncology services within the broader Social Work department. This will include directly participating in, and leading GV Health Social Work department in clinical practice, research, teaching and mentoring.

The GV Health Social Work Department provides a comprehensive service to inpatient units (acute and subacute) and outpatient programs (Renal Service, Specialist Consulting Suites, Ante Natal and Oncology). Social Work services are client focussed, efficient and effective and meet standards of excellence.

The SW - Senior Clinician (Oncology), working with the Manager Social Work and other Senior Clinician Social Workers in the social work department, is responsible for quality improvement activities, education and mentoring within the department. The SW Senior Clinician (Oncology) provides leadership to the social work team across Goulburn Valley Health and holds a clinical caseload primarily in provision of care for people with cancer. At times, this role will also be responsible for providing high quality patient care in other clinical streams as required. The Senior Clinician will perform tasks and responsibilities, as required, within scope of practice, within the Social Work service and across Allied Health.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to

- Lead the development, implementation and evaluation of a sustainable, contemporary and evidence-based social work service for people with cancer attending GV Health services
- Work with the Manager Social Work and other Senior Clinician Social Workers to develop effective processes to prioritise clinical demands as part of service design
- Work with Manager Social Work to effectively monitor and report on service deliverables as required for internal reporting and funding body requirements
- Actively participate in organisational projects, and regional and state-wide initiatives and ensure alignment with organisational priorities
- Advocate effectively for people with cancer, particularly women with cancer, by providing education, promoting awareness and participating in GV Health and community initiatives
- Promote positive and effective learning experiences through the identification of staff education and development needs to ensure effective social work service delivery in oncology
- Working with the Manager Social Work to monitor and facilitate development of competency and capability training programs for social work department staff, especially in the area of oncology
- Develop and maintain procedures and other controlled documents as required for social work oncology service development, and the ongoing development of the Social Work department
- Lead and demonstrate extensive, evidence-based specialist knowledge, clinical reasoning and competencies, to enhance patient care in social work, especially in the area of care for people with cancer
- In conjunction with the Social Work Manager, ensure staff are appropriately directed and supported to deliver high quality, evidenced based and client-centred care
- Assist the Manager Social Work to complete operational tasks to lead the Social Work Department including resource management, staff support, student placement planning and change management
- Where designated, provide high quality supervision to junior staff and students that is timely, flexible and responsive
- Lead service development and evaluation through quality improvement activities or research projects where appropriate
- Actively participate at internal and external forums to enhance personal knowledge and professional development
- Participate in and contribute to relevant case conferences, team meetings, client/family feedback meetings
- Ensure that workload statistics, and other required information, is entered and reported as directed, and on time by self and staff in area of responsibility
- Facilitate/assist in the process of recruitment, selection and retention of staff to meet client and service needs
- Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas
- Ensure consumers, families/representatives or carers are provided with timely information and are involved in decision making about their care planning and treatment
- Accept accountability for own actions and seek guidance when a situation exceeds experience and/or knowledge
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure
- Comply with best practice healthcare standards, legislation, and GV Health's Clinical Governance Framework and clinical practice guidelines

- Consumer feedback and complaints are responded to appropriately to ensure that issues are resolved and quality and safe clinical care is provided
- Maintain accurate and current clinical records ensuring documentation meets professional and legal standards
- Promptly report vital consumer observations that are outside the normal range as per clinical guidelines • Ensure an effective discharge from hospital or services that reflects the needs of the consumer.
- Collaborate and communicate with all members of the health care team to achieve desired consumer outcomes
- Provide clinical leadership in conjunction with the Social Work Manager to facilitate development of clinical interventions across programs at GV Health
- Respect the decisions and actions of others
- Contribute to interdisciplinary team meetings and clinical education sessions to facilitate consumer care goals.
- Maintain high level knowledge of evidence-based practice and support integration of evidence into clinical practice across the team
- Actively participate in identifying where improvements can be made to the quality of consumer care
- Participate in clinical audits, research, process redesign and accreditation against healthcare standards to ensure ongoing clinical practice improvement and the quality of consumer care.
- Maintain and demonstrate regulated clinical skills and competencies by undertaking professional development and completing mandatory training as defined by GV Health
- Undertake credentialing and review of scope of practice and work within these
- Improve performance by seeking feedback, setting goals and participating in annual performance reviews
- Support the development of others by acting as a resource to colleagues and participating in orientation and precepting of new employees and supervising students
- Provision of appropriate supervision to less experienced clinical employees
- Participate in committees and professional groups and disseminate relevant information to other health care professionals.

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- An approved professional entry level qualification in Social Work practice
- Eligibility for membership with the Australian Association of Social Workers (AASW) as a fully qualified Social Worker

Essential:

- Comprehensive theoretical knowledge and clinical experience in the assessment and management of patients with diverse and complex social circumstances across the continuum of care including Emergency Department, acute and subacute admitted services, palliative care and outpatients
- Extensive clinical experience in oncology service provision
- Comprehensive knowledge of contemporary, evidence-based practice in oncology service provision
- The ability to work collaboratively, foster effective professional relationships and build a positive culture within and across teams
- Demonstrated highly effective leadership, communication and interpersonal skills, including negotiation, conflict resolution and creativity in problem solving
- Experience in leading and completing quality improvement activities, education and research activities, inclusive of service design and performance monitoring
- Excellent time management skills, the ability to work within competing demands and a high degree of flexibility

- Demonstrated skills and experience in consumer advocacy at an individual and service level
- Sound presentation and public speaking skills
- Experience providing mentoring/clinical supervision of Social Workers and student placements
- Demonstrated knowledge of the functions of the NDIS (National Disability Insurance Scheme), VCAT (Victorian Civil Administrative Tribunal) and OPA (Office of the Public Advocate)

Desirable:

- Completion of, or working towards, a post-graduate qualification relevant to social work practice and/or oncology service delivery

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Maintenance of eligibility for AASW membership
- Adhere to AASW Code of Ethics and work within scope of practice at all times
- Deliver Social Work services in line with established departmental guidelines and best practice
- Active participation in organisational projects, working groups and other team meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process
- Attendance at and active involvement in supervision and mentoring
- Leading and completing department quality improvement activities
- Contribution towards growth of/development of research
- Demonstrated development of the Social Work Service, particularly for women with cancer, and promotion of the profession within the work area
- Demonstrated advocacy for women living with cancer through education, promoting awareness and participating in GV Health and community initiatives
- Statistical data and service metric reporting is completed within agreed timeframes
- Development and maintaining of collaborative relationships with all other teams and professionals;
- Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;

AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;

- Maintain a safe working environment for yourself, your colleagues and members of the public;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
- Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Department of Health Victoria;
- Comply with all applicable to position pre-employment checks, which may include but is not limited to; police checks, working with children's check (WWCC), National Disability Insurance Scheme (NDIS), Aged Care screening requirements.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Community Care and Mental Health	Social Worker – Senior Clinician (Onology)
Reviewed by:	DOD – Allied Health and Ambulatory Aged Care Services
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ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)