

Position Description

Position Title:	Graduate Mental Health Social Worker
Reports to:	Nurse Unit Manager or Clinical Manager of Mental Health Program
Department:	Mental Health
Directorate:	Community Care & Mental Health & Chief Allied Health Officer
Cost centre:	H0860
Code & classification:	Social Worker Grade 2, Years 1 – 5 (YC42 – AJ56)
Employment conditions:	Victorian Public Mental Health Services Enterprise Agreement 2025 – 2028 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 graduate mental health social worker reports directly to the program manager of the rotation.

The Allied Health Entry Level Program is a structured and supportive 12-month program which enables newly graduated Social Workers to gain confidence and competency working in the public mental health sector. The overall aim is for entry level clinicians to be supported in delivering high quality trauma informed, consumer-centred and holistic care to people living with serious mental illness.

The program will include:

- Intensive Orientation program
- Regular clinical supervision
- Structured education, training, & professional development opportunities
- Targeted career planning & progression consultations
- Protected caseloads

You will be offered the opportunity to rotate through various departments within the organisation across two 6 month rotations based on availability and demand.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to the following:

- Delivery of a comprehensive, consumer focussed Social Work service in the sub-acute, acute and outpatient settings.

- Promote and model collaborative and respectful staff-staff and staff-consumer relationships and to reflect on and resolve interpersonal tensions and utilise clinical supervision in peer settings.
- Establish effective working relationships with all internal and external agencies to promote an integrated approach to service delivery.
- Demonstrate a consumer centred, trauma informed, holistic focus and cultural sensitivity with interactions with consumers, carers, staff and the community.

Adult Psychiatric Inpatient Unit – Wanyarra:

- Under the direction of a senior clinician provide specialist Social work assessment and intervention specific to consumer needs.
- Contribute to the planning, implementation, and evaluation of the therapeutic group program on the inpatient unit as part of the multidisciplinary team.
- Assist in consumer discharge planning and liaise with community services as required.
- Consult with care providers, community agencies, and the Multidisciplinary Team on Social work issues.
- Attend and participate in regular consumer reviews providing specific feedback on consumer program and participation in groups and comment on living skills, occupational aspects of daily living
- Participate in regular review of Social Work services on the inpatient unit and attend the acute Social Work meeting.
- Where indicated, to support consumers with their applications for the National Disability Insurance Scheme (NDIS). This may include providing consumers with assistance in preparing for planning meetings and articulating aims of application.
- Engage families in family meetings
- Provide discipline specific assessment and interventions to consumers within the multidisciplinary team.

Mental Health and Wellbeing Community teams (Adult, Older Adult, Infant Child and Youth):

- Under the direction of a senior clinician, to work with a small allocated case load to provide clinical management, treatment, and support.
- Actively participate and contribute to multidisciplinary team reviews.
- Provide discipline specific assessment and interventions to consumers within the multidisciplinary team.
- Regular liaison and feedback with both internal and external stakeholders involved in a consumers' care.
- Where indicated, to support consumers with their applications for the National Disability Insurance Scheme (NDIS). This may include providing consumers with assistance in preparing for planning meetings and articulating aims of application.
- Maintaining regular documentation in accordance with community program guidelines.
- Liaison with key external to provide advocacy and support to consumers to promote recovery through participation in meaningful occupations.
- Consultation and engagement with families/carers of consumers.

Headspace Centres:

- Meet with individual young people and families within the service and externally for "Welcome Appointments". These appointments enable young people and families to be aware of the services offered within the Recovery and Youth Programs and enable them to register for the group program, enrol in Discovery College courses or connect with other Recovery or Youth Program services.

- Perform discipline specific assessments and interventions with consumers.
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PERSONAL QUALITIES AND CAPABILITIES

- Ability to seek advice and assistance when required/appropriate.
 - Sound communication and interpersonal skills
 - Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health
 - Ability to recognise the needs of family members/carers including dependants and consider relevant support options.
 - Recognises the importance of work/life balance and use strategies of self-care
 - Understanding on how own emotions and feelings can impact performance.
 - Assume responsibility for own learning needs.
 - Demonstrate self-motivation to develop a high level of communication, teamwork and time management skills.
 - Demonstrate self-motivation to develop the ability to adapt to meet multiple demands and prioritise workload.
 - Demonstrate the ability to listen actively, respond sensitively and understand others' perspectives.
 - Support the development of others by acting as a resource and assisting colleagues/students to grow and develop their skills.
 - Work effectively as part of a team and model team qualities such as respect, helpfulness and cooperation.
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KEY SELECTION CRITERIA

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

- An approved tertiary qualification in Social Work and eligibility for membership with the Australian Association of Social Workers (AASW)

Essential:

- Recently graduated or new to the mental health field (early career)
- Have a commitment to ongoing learning, supervision, reflective practice, professional development, service development and evaluation
- Commitment to delivering recovery-oriented, person-centred care to individuals experiencing significant mental health challenges across acute and community settings.
- Manage time and prioritise competing demands to ensure clinically appropriate care is delivered in a timely manner, and non-clinical timeframes and responsibilities are met
- Understanding of privacy, confidentiality, and professional ethics
- Knowledge of the Mental Health Act 2022 and other relevant legislation

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful achievement of:

- Attendance and active participation at meetings as required
 - Achieve 100% compliance with the core learning plan, associated competencies, and mandatory training requirements in accordance with the GV Health Education Framework.
 - Active participation in the Performance and Development review process.
 - Actively engage in supervision, reflective practice and supported learning to develop capability in contemporary mental health practice.
 - Demonstrate progressive development of mental health and risk assessment, intervention and care coordination skills, working towards increasingly autonomous and effective clinical practice.
 - Successful achievement and completion of all requirements of the graduate social worker program including competencies, theoretical components professional development days
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ALL GV HEALTH STAFF ARE REQUIRED TO

- Demonstrate GV Health's CREATE values and behaviours and being a role model for living the values of 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;
- Develop and maintain collaborative relationships with all other teams and professionals;
- Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- 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 and maintain all 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;
- Comply with requirements of the 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 Victorian Department of Health Victoria;
- Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
- In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All 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.

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 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 & Mental Health	Graduate Mental Health Social Worker
Reviewed by:	Senior Mental Health Nurse
Issue Date:	September 2026

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](#)