

POSITION DESCRIPTION **TEMPLATE**

POSITION TITLE	Senior Social Worker Level 3
STAFFLINK POSITION NO.	TBC new position
COST CENTRE	260695
CLASSIFICATION	Social Worker Level 3
AWARD	NSW Health Services Health Professionals (State) award
REGISTRATION/LICENCE REQUIREMENTS	
VACCINATION CATEGORY	Category A
PRE-EMPLOYMENT SCREENING CHECKS	Working With Children and National Criminal Record Check
RESPONSIBLE TO	Perinatal and Infant Mental Health Coordinator/SAFESTART CL
RESPONSIBLE FOR	Nil
PRIMARY PURPOSE OF THE ROLE	<p>The Nurturing Connections: Caregiver-Child Relationship Service aims to improve outcomes for children and families through evidence-based assessment and intervention for caregivers and their infants and young children. The team will work with caregivers who are pregnant or caring for a child up to age 4. The focus of intervention is on improving responsive caregiver-child relationships and the quality of family relationships; increasing strength, skills and competencies of caregivers and their children and improving caregiver capacity to manage mental health and psychosocial stressors.</p> <p>The Senior Social Work position will work within a multidisciplinary team to support parents/caregivers experiencing complex, moderate to severe mental health challenges and other parental stressors (e.g. substance use, DV, trauma, etc) where there are impacts on the parent/caregiver’s ability to establish an early attachment relationship with their infant/child (0-4 years).</p> <p>The clinician will use high levels of clinical expertise and extensive specialised knowledge to support families engaged in the service.</p> <p>The role will provide key linkages with Nurturing Connections NGO partners and lead on providing family and carer supports within the service.</p>
KEY ACCOUNTABILITIES <i>(Maximum of 8)</i>	<p>Key Accountabilities cannot exceed 3200 characters total</p> <p><u>Clinical</u></p>

	<p>The Social Work Senior Clinician will prioritise their workload to provide high quality, direct care to consumers, their families and carers of the Nurturing Connections service, NSLHD. This will include the provision of senior practitioner level psychosocial assessment, counselling, information and advocacy to consumers, carers and families in a consumer centred framework. The Social Work Senior Clinician will utilise independent professional judgment to ensure patient care is delivered within professional, organisational, legal and ethical boundaries and reflects evidence based, best practice knowledge and practice.</p> <p>The Clinician will provide support to families and carers of those engaged within the NC service ensuring family focussed care provision.</p>
	<p><u>Teamwork</u></p> <p>The Social Work Senior Clinician will liaise with other care and service providers to ensure seamless continuum of care that meets the needs of consumers, carers and families. Working in partnership with other health professionals daily, the Social Work Senior Clinician will utilise high level interpersonal skills to make shared decisions about consumer-focused care.</p> <p>Encourages cooperation in the provision of services for consumers and families and collaborates with internal and external stakeholders to reach consumer and family goals.</p> <p>The clinician will be primarily responsible for ensuring linkages with Non-Government Organisation (NGO) Partners to provide effective support for consumers and families.</p>
	<p><u>Practice and Performance</u></p> <p>The Social Work Senior Clinician will ensure patient care is delivered within professional, organisational, legal and ethical boundaries. Care will reflect evidence based and best practice knowledge. Work will be conducted in a manner that demonstrates NSLHD's CORE Values, the AASW Code of Ethics and EEO principles. The Social Work Senior Clinician will actively participate in annual performance reviews, departmental meetings and clinical supervision.</p> <p>Promotes and role models a culture of safety and wellbeing for staff and consumers.</p>
	<p><u>Education Training and Research</u></p> <p>The Social Work Senior Clinician will maintain responsibility for personal and professional development by participating in training and education activities in order to continuously improve the level of service provided to the consumers. The Social Work Senior Clinician will be required to identify opportunities for improvement in clinical practice and develop and lead ongoing quality improvement activities and research. The Social Work Senior Clinicians will lead the development of policies, procedures, standards and practices to continuously improve the level of service</p>

	<p>provided to clients, patients and consumers. The Social Work Senior Clinician will participate in the training of Social Work students on clinical placements at NSLHD facilities and provide supervision to Level 1/ 2 Social Workers.</p>	
	<p><u>Information Management</u></p> <p>The Social Work Senior Clinician will maintain adequate client records, including databases and statistics relevant to the service. The Social Work Senior Clinician will document all aspects of patient care, including education, progress notes and referrals in compliance with NSW Health and NSLHD documentation standards and procedures. Work (including reports) will be completed in a timely manner; meeting all prescribed Key Performance Indicators.</p>	
<p>KEY CHALLENGES <i>(Maximum of 3)</i></p>	<p>Establishing a new role and program initiative including work to establish respectful, collaborative, and positive relations with Mental Health services and other perinatal and child focussed services, consumers, families/ carers and other key stakeholders. Ensuring continuing professional development of self, and education of NC team and wider services</p>	
	<p>Managing a busy workload with limited resources, competing demands and high-volume workload, including working across a range of physical locations requiring the ability to prioritise and organise tasks to ensure optimal outcomes. Working with a specialist client group requiring high level clinical judgement, theoretical knowledge and decisions based on current evidence while recognising the competing demands of adult and infant/child. Determining and recommending appropriate courses of action and interventions for parents with a prevention and early intervention focus for both the parent and infant while negotiating intra and inter-agency differences for the best consumer outcomes</p>	
	<p>Working with adults and infants/children (0-5 years) experiencing physical, psychological, and emotional distress Maintaining professional boundaries and personal wellbeing while responding appropriately to consumer expectations.</p>	
<p>KEY INTERNAL RELATIONSHIPS <i>(Maximum of 3)</i></p>	<p>WHO</p>	<p>WHY</p>
	<p>Perinatal and Infant Mental Health Coordinator</p>	<p>Line manager for the team</p>
	<p>Mental Health Inpatient and Community Teams, including PIMHS</p>	<p>Collaboration for care of consumers and families</p>

	LHD, Maternity, neonatal and Women's Health Network, Child Youth and Family Services and paediatric Services	Collaboration for care of consumers and families
--	--	--

DRAFT

KEY EXTERNAL RELATIONSHIPS <i>(Maximum of 2)</i>	WHO	WHY
	Non-Government Organisation Partners	Collaborative care for consumers and families.
	Department of Communities and Justice	Collaborative care for consumers and families. Ensure child wellbeing and safety.
SELECTION CRITERIA <i>(Minimum of 3 maximum of 8)</i>	Consistently demonstrates behaviours that reinforce the CORE Values of our organisation; Collaboration, Openness, Respect and Empowerment. Demonstrates these behaviours with all stakeholders; colleagues, direct reports, as well as our patients and consumers, and those that care for them.	
	Relevant qualification in Social Work, minimum Bachelor's degree level and eligible for membership of the Australian Association of Social Workers (AASW) with a minimum extensive relevant experience at Level 2.	
	Approved post registration tertiary qualification relevant to adult mental health, perinatal and infant mental health or extensive post graduate clinical experience in mental health, and with at least 3 years previous clinical experience in working with families of with infants/children where parents are experiencing severe and complex mental health and psychosocial vulnerabilities. Demonstrated knowledge of the impact of mental health problems and mental illness on parent infant/child relationships and infant/child development.	
	Excellent negotiation, decision making and advocacy skills including the ability to interact constructively and collaboratively with a diverse range of stakeholders, throughout all organisational levels. Demonstrated experience in providing advice to managers on clinical service development, practice change and service redesign.	
	Demonstrated ability to provide high level clinical advice, and consultation within and external to the organisation and experience in development of education tools or programs to support others in providing service excellence.	
	Highly competent computer skills utilising varied software programs and information systems with proven ability to utilise research / quality improvement strategies and service evaluation processes to effect changes in clinical practice.	
	Proven excellent written, oral, and interpersonal skills including the ability to consult and liaise effectively with a diverse range of people and work within a multidisciplinary team. applying advanced reasoning skills and independent professional judgement when dealing with situations of a novel, complex or critical nature	
	Current unrestricted NSW drivers' licence and willingness to travel across the LHD	

JOB DEMANDS CHECKLIST

The purpose of this checklist is to manage the risk associated with the position in relation to the occupant. It may be used to provide information about the position to a Health Professional required to perform a pre-employment medical assessment. Identification of possible risk can also assist with the development of a training plan for the occupant to ensure the risks are minimised.

Each position should be assessed at the site as to the incumbent's (or future incumbent's) OHS responsibilities specific to the position. This form is to be completed in consultation with the manager/supervisor of the position being recruited for.

Infrequent: intermittent activity exists for a short time on a very infrequent basis
 Occasional: activity exists up to 1/3 of the time when performing the job
 Frequent: activity exists between 1/3 and 2/3 of the time when performing the job
 Constant: activity exists for more than 2/3 or the time when performing the job
 Repetitive: activity involved repetitive movements
 Not Applicable: activity is not required to perform the job

Physical Demands	Frequency
Sitting - remaining in a seated position to perform tasks	Constant
Standing - remaining standing without moving about to perform tasks	Occasional
Walking - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Occasional
Running - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Not applicable
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks	Occasional
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks	Occasional
Kneeling - remaining in a kneeling posture to perform tasks	Infrequent
Squatting / Crouching - Adopting a squatting or crouching posture to perform tasks	Infrequent
Leg / Foot Movement - Use of leg and / or foot to operate machinery	Not applicable
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, steps	Infrequent
Lifting / Carrying - Light lifting & carrying: 0 - 9 kg	Infrequent
Lifting / Carrying - Moderate lifting & carrying: 10 - 15 kg	Infrequent
Lifting / Carrying - Heavy lifting & carrying: 16kg & above	Infrequent
Reaching - Arms fully extended forward or raised above shoulder	Occasional
Pushing / Pulling / Restraining - Using force to hold / restrain or move objects toward or away from the body	Infrequent
Head / Neck Postures - Holding head in a position other than neutral (facing forward)	Occasional
Hand & Arm Movements - Repetitive movements of hands and arms	Frequent
Grasping / Fine Manipulation - Gripping, holding, clasping with fingers or hands	Occasional
Work At Heights - Using ladders, footstools, scaffolding, or other objects to perform work	Not applicable
Driving - Operating any motor powered vehicle	Occasional

Sensory Demands	Frequency
Sight - Use of sight is an integral part of work performance e.g. Viewing of X-Rays, computer screens	Constant
Hearing - Use of hearing is an integral part of work performance e.g. Telephone enquiries	Frequent
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals	Infrequent
Taste - Use of taste is an integral part of work performance e.g. Food preparation	Not applicable
Touch - Use of touch is an integral part of work performance	Infrequent
Psychosocial Demands	Frequency
Distressed People - e.g. Emergency or grief situations	Frequent
Aggressive & Uncooperative People - e.g. drug / alcohol, dementia, mental illness	Frequent
Unpredictable People – eg dementia, mental illness, head injuries	Occasional
Restraining - involvement in physical containment of patients / clients	Infrequent
Exposure to Distressing Situations - e.g. Child abuse, viewing dead / mutilated bodies	Occasional
Environmental Demands	Frequency
Dust - Exposure to atmospheric dust	Not applicable
Gases - Working with explosive or flammable gases requiring precautionary measures	Not applicable
Fumes - Exposure to noxious or toxic fumes	Not applicable
Liquids - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	Not applicable
Hazardous substances - e.g. Dry chemicals, glues	Not applicable
Noise - Environmental / background noise necessitates people raise their voice to be heard	Infrequent
Inadequate Lighting - Risk of trips, falls or eyestrain	Infrequent
Sunlight - Risk of sunburn exists from spending more than 10 minutes per day in sunlight	Infrequent
Extreme Temperatures - Environmental temperatures are less than 15C or more than 35C	Infrequent
Confined Spaces - areas where only one egress (escape route) exists	Infrequent
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground	Infrequent
Inadequate Housekeeping - Obstructions to walkways and work areas cause trips and falls	Occasional
Working At Heights - Ladders / stepladders / scaffolding are required to perform tasks	Not applicable
Biological Hazards - e.g. exposure to body fluids, bacteria, infectious diseases	Infrequent