



# Position Description

Position Identification			
Position Title:	Social Worker – Specialist Aged Services Team		
Direct Reports	Nil	Indirect Reports:	Nil
HRIS Position Number:	2296	Effective Date:	April 2024
Location:	Merri Health Glenroy, 5D Cromwell Street Glenroy 3046 and other sites as required		
Scope of Practice:	Scope of Practice Link / Not Applicable		
Delegation of Authority:	Refer to Delegation of Authority Policy		
Agreement/Classification <small>*For HR use only</small>	Merri Health Enterprise Agreement 2021 <ul style="list-style-type: none"> <li>• SACSE Level 5</li> </ul>		
Organisational Context			
Divisional:	Aged and Primary Care		
Program:	Active and Healthy Ageing	Unit: Specialist Aged Services	
Organisational Chart	<pre> graph TD     A[Manager, Active and Healthy Ageing] --- B[Team Leader, Specialist Aged Services]     B --- C[Social Worker] </pre>		
Position Summary			
<p>The Social Worker position sits within the Specialist Aged Services team, a multidisciplinary allied health service which includes Occupational Therapy, Physiotherapy, Exercise Physiology, Social Work, Nursing and Geriatrician services. The Social worker provides services under the Commonwealth Home Support Program (CHSP) program. This position will see clients referred through My Aged Care for the following services:</p> <ul style="list-style-type: none"> <li>• The Specialist Dementia and Memory Service: an early intervention service for clients diagnosed with dementia or self-reporting cognitive decline utilising a strengths-based framework.</li> <li>• CHSP allied health and therapies: Provision of goal focussed, time limited allied health services for CSHP-eligible clients</li> </ul> <p>This role primarily involves working collaboratively as part of the multidisciplinary team with people living with Dementia and their carers, to provide support, information and access to services with a view to improving their quality of life. Furthermore, the Social Worker will work with vulnerable older persons to</p>			



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provide linkages support for social inclusion, mental wellbeing and physical health through comprehensive assessment, emotional support, service coordination, and referral.

## Position Accountabilities

### Responsibilities

#### Service Delivery:

- Provision of 1:1 direct service underpinned by a wellness, restorative care and reablement approach including goal planning, client capacity building, case conferencing, referrals, review and discharge.
- Liaise with potential consumers and inform them on CHSP services. This will include the provision of short term, episodic support to CHSP eligible clients needing to engage with appropriate services at key stages of the care pathway, as reflected by the key elements of the Service Coordination framework (initial contact, initial needs identification, assessment and care planning).
- Advocate on behalf of clients and empower people to self-advocate while assisting consumers to overcome barriers in accessing appropriate services and supports.
- Use a wellness model/strengths based/capacity building approach to consumer needs identification, assessment, care planning and service provision that recognises and builds on client's existing skills and resources.
- Supports people living with dementia and their carers in their understanding of the impact of dementia.
- Provides clients and/or carers with assistance to navigate, coordinate and access appropriate supports including planned respite and/or community access funded through other programs (e.g. MAC/NDIS).
- Promotes carer support groups which address the impacts of dementia and other relevant issues.
- Contributes to the design, facilitation and evaluation of group information and support sessions with a specific focus on people living with dementia and their carers.
- Works closely with clients and their carers to identify goals for them and develops strategies to achieve these goals in a collaborative manner.
- Collaborates with other team members and provides secondary consultation and information in relation to support for clients and carers, sharing expertise to facilitate best outcomes for clients and carers.
- Ensures a flow of information between relevant external stakeholders and clients/internal stakeholders.
- Contributes to policy and process development to ensure best practice approaches are implemented in supporting people living with dementia and their carers.
- Contributes to the continuous development and advancement of the Specialist Memory and Dementia Program
- Maintains comprehensive and up to date records and case notes in Merri's client management system, ensuring case notes and other client information adheres to service standards and practice.
- Contributes to relevant Merri Health activities including meetings and other work-related duties.



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	<ul style="list-style-type: none"> <li>• Contributes to other relevant Merri Health activities as directed by the Team Leader, Specialist Aged Services</li> <li>• Undertakes professional development in accordance with an annual work plan developed in consultation with the Team Leader, Specialist Aged Services</li> <li>• Participated in annual Individual Performance Reviews.</li> <li>• Undertakes regular individual supervision and debrief with peers and the Team Leader, Specialist Aged Services where appropriate.</li> <li>• Undertakes other reasonable tasks as directed by Merri Health.</li> </ul> <p><b>Other Duties</b></p> <ul style="list-style-type: none"> <li>• Maintain and enhance professional knowledge and technical skills by keeping up to date with new developments and relevant trends.</li> <li>• Undertake any reasonable additional tasks as directed by Merri Health.</li> <li>• Ensure compliance with all relevant legislation, funding guidelines, service standards and contractual obligations.</li> <li>• Practice complies with professional registration, national code for health care workers and delegated scope of practice.</li> </ul>
<p><b>Safety and Risk</b></p>	<p><b>Occupational Health &amp; Safety (OHS)</b></p> <ul style="list-style-type: none"> <li>• All employees have a duty to take reasonable care for the health and safety of themselves and others affected by their actions at work, and to comply with Merri Health’s OHS Frameworks.</li> </ul> <p><b>Physical Inherent requirements (PIR)</b></p> <ul style="list-style-type: none"> <li>• Involves sedentary tasks requiring a low level of physical activity and alternation between seated and standing positions</li> <li>• Incorporates computer-based activities, where employees are required to maintain a slight to moderate degree of cervical flexion for periods of several minutes at a time, occasionally sitting for periods in excess of 20 minutes</li> <li>• Sound upper limb joints, with the ability to withstand repetitive upper limb activity</li> <li>• May be required to occasionally lift and carry items weighing up to 10kgs</li> </ul> <p><b>Quality &amp; Risk</b></p> <ul style="list-style-type: none"> <li>• Be proactive in risk identification, notification and management.</li> <li>• Comply with Merri Health’s policies and procedures</li> <li>• Participate in quality improvement activities and engage clients in these activities when relevant.</li> </ul> <p><i>Merri Health is an equal opportunity employer and committed to ensuring a safe environment for children and young people. We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse, the GLBTIQ community and those living with a disability to join our workforce.</i></p>
<p><b>Capabilities</b></p>	<p>All employees are expected to align their behaviours and utilise capabilities (or ‘soft skills’) in line with our organisational values and the level of responsibility</p>



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	of the position. The capabilities for this position can be found within Merri Health's Capability Matrix.
<b>Key Selection Criteria</b>	
<b>Essential</b>	<ul style="list-style-type: none"><li>• Bachelor Qualification in Social Work and registered or eligible for general registration with AASW</li><li>• Good understanding of dementia-related issues and a desire to work with people living with dementia</li><li>• Knowledge of the community care sector, including the challenges faced by older people, carers and those with chronic illness or disability.</li><li>• Effective interpersonal and communication skills (written and oral).</li><li>• High level organisational skills, including time management.</li><li>• Ability to work in a team environment.</li></ul>
<b>Desirable</b>	<ul style="list-style-type: none"><li>• Experience with group facilitation.</li><li>• Ability to speak a relevant community language.</li></ul>
<b>Checks, Licences and Registration</b>	<ul style="list-style-type: none"><li>• National Police check</li><li>• Current full or probationary Drivers Licence</li><li>• Statutory declaration</li><li>• Right to work in Australia</li><li>• Immunisation Category A</li></ul>