

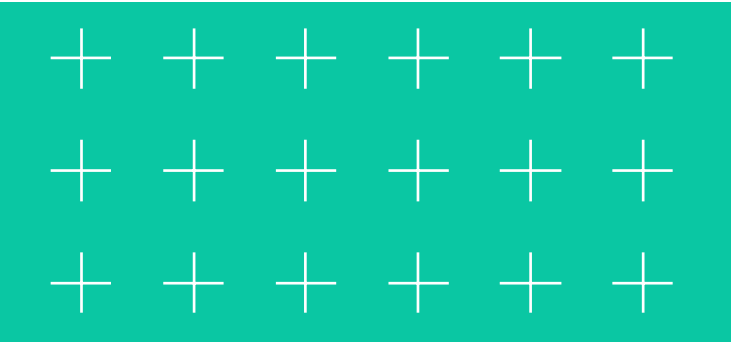


**The Royal  
Melbourne  
Hospital**

**Advancing  
health  
for everyone,  
every day.**

**Could this be you?**

**Join the Royal  
Melbourne  
Hospital team**



## Position Description

**Senior Mental Health Clinician,  
Children's Court Mental Health Advice  
& Response Service (CCMHARS),  
Community FYMHS**



## THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

## OUR VISION

# Advancing health for everyone, every day.

## THE MELBOURNE WAY

At the RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it the Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

### People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

### Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

### Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

## OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. **Be a great place to work and a great place to receive care**
2. **Grow our Home First approach**
3. **Realise the potential of the Melbourne Biomedical Precinct**
4. **Become a digital health service**
5. **Strive for sustainability**









supervision. The incumbent may also be required to work at other locations of the Children's Court of Victoria. When required to travel to other site locations, a workplace vehicle or MYKI will be provided for travel to the workplace destination within working hours.

### • KEY ACCOUNTABILITIES

- Undertake primary mental health assessments in order to determine the presence or absence of serious/acute mental illness, and provide feedback based on these assessments to the Children's Court in a timely manner regarding outcomes and recommendations
- Provision of secondary consultation to the Court and its key stakeholders, regarding the mental health of a young person appearing before the Court.
- Assist with accessing appropriate treatment, including liaison with mental health services, when a young person before the court is assessed as having a serious mental illness and/or requires further support to aid recovery.
- Assistance with determining appropriate mental health conditions for a community-based disposition (including bail) where the young person is affected by a serious mental illness
- Conducting risk assessments in the domains of self-harm/suicide (SASH), or risk to others as it pertains to the young persons psychiatric symptomology. Note that forensic risk assessment is out of scope for CCMHARS.
- Providing information to the Court by means of written mental health reports, summaries and/or oral evidence;
- Assist the Court in making informed decisions in situations where factors related to mental illness need to be considered
- Provide advice to the Court on available options for diversion from the criminal justice system into mental health services
- Capacity building of the Court through provision of advice and education on matters related to youth mental health
- Provide consultation to care teams and key-stakeholders to assist in the care and clinical case management of a young person, including diagnostic clarification and referral
- It is expected that the incumbent will work in a culturally safe and sensitive manner with all Aboriginal children, young people and their families under the Youth Justice "Strategic Plan (2020 – 2030)", the "Aboriginal Youth Justice Strategy (Wirkara Kulpa)" and the "Aboriginal Justice Agreement (Burra Lotjpa Dunguludja)".
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including AOD services, Youth Justice and primary care providers
- Promote youth and family lived experience by participation in service design, planning, implementation and evaluation.
- Manage clinical risk and actively work toward implementing risk reduction strategies.
- Ensure that FYMHS service delivery is guided by evidence-based, culturally safe and trauma-informed principles incorporating the diverse needs of all young people and families, including those from LGBTQI+, Aboriginal and Torres Strait Islander and multicultural and multifaith diverse populations.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- Disseminate evidence-based practice and relevant research outcomes.
- Ensure high standards of clinical care that are congruent with OSP aims – client focused, accessible, responsive and consistent with best practice.



recommendations to support further assessment, treatment and recovery.

- Undertake liaison with mental health services as clinically indicated, including Victoria Police, Victoria Police nurses, Ambulance Victoria, Youth Justice, and OSP's Custodial FYMHS, about young people assessed by CCMHARS, to assist those services to effectively meet their mental health needs.
- Contribute to research, service monitoring and evaluation as appropriate
- Participate in quality improvement initiatives and undertake approved research and/or learning activities to ensure quality and safety and ongoing development of the service and its practitioners
- Successful completion of required mandatory training activities, including training related to the National Standards.
- Attending training courses as discussed in supervision and annual discussions to support your clinical skill-set
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families
- Work collaboratively with colleagues across all RMH teams
- Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Acceptance of responsibility for Continuing Professional Development (CPD) of self that is aligned with the practice domains endorsed by Royal Melbourne Hospital and actively keep a CPD portfolio as required by the standards of your profession.
- Accept accountability to ensure that all clinical information is documented and stored in compliance with the Victorian Health Records Act 2001.
- Compliance with Health Service and Divisional specific Regulations, Royal Melbourne Hospital Policy & Procedures, Code of Conduct and the by-laws and Policies and the ethical standards of the profession.
- Represent, promote and advocate for the development of FYMHS and integrated care within OSP
- Ensure and demonstrate timely completion of outcome measures, documentation of client's progress in client files (Electronic Medical Record), discharge summaries and contacts.
- Speak up for safety and participate in regular reviews of the Child Safe Standards (Commission for Children and Young People).
- Acceptance of accountability for all reasonable care to provide a safe working environment within your area of responsibility and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity.
- Comply with Safety & Service improvement/quality management policies and procedures.
- Support and participate in Health Services Occupational Health & Safety (OH&S) Policies and Procedures and implement (where appropriate) at unit/service area level including reporting any incidents of unsafe work practices, sites/areas or equipment.
- Seek feedback on your work including participation in formal performance and annual discussion review processes.
- Commitment and regular participation in clinical supervision and operational support (line management).
- Operate within the legal frameworks e.g. Mental Health and Wellbeing Act 2022 and Privacy Act.
- Other tasks and duties as deemed appropriate by the manager and within the capabilities of the person at the time.
- Create and support others to create and foster a Psychologically safe work environment where all staff feel safe to speak up.
- The incumbent may be required to perform other duties as directed.







- A minimum of 5 years' experience in the application of clinical practice in the mental health field and specifically with young people experiencing mental health disorders
- An advanced level of skill in assessment, diagnostic formulation, and treatment interventions for young people presenting with both forensic issues and with mental health disorders.
- A thorough knowledge of current mental health approaches to working with mentally ill clients with behavioural and/or forensic complexity
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system.
- Demonstrated experience at a senior clinician/clinical coordinator or clinical experience within an autonomous role.
- A sound knowledge of the youth justice and/or criminal justice system and other relevant community based forensic services.
- Knowledge of the rationale and evidence for early intervention in mental illness.
- Clinical experience and skills in engaging and working collaboratively with young people and their families/carers/supporters
- A sound knowledge of the youth justice and/or criminal justice system and other relevant community based forensic services
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- Well-developed interpersonal and communication skills (written and verbal).
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system including primary care, AOD agencies, employment and housing services and other relevant agencies.
- Understanding of the Child, Youth & Families Act (CYFA) 2005 which is the principal legislation for the youth justice sector.
- Understanding of the Mental Health and Wellbeing Act 2022, Health Records Act 2001, Privacy Act (1998), Child Wellbeing and Safety Act (2005), Crimes (Mental Impairment and Unfitness to be Tried) Act 1997 and other Acts/ legislation relevant to working with young people in a mental health setting (i.e Sentencing Act, 1991).
- Understanding and acceptance of the Child Safe Standards (2022) and Reportable Conduct Scheme
- Knowledge of relevant guidelines, plans and strategies related to the mental health service system (e.g. Victorian Mental Health Reform Strategy, National Standards for Mental Health Services).
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
- Willingness to work from multiple court locations if required
- A current Victorian driver's licence.
- A current Working with Children check.
- RMH will organise a Police Check prior to the commencement of employment.

**Desirable:**

- Clinical experience working within Department of Justice, Forensic Psychiatry or Youth Forensic Services
- A working knowledge of community-based health and mental health organisations and human services organisations.
- A commitment to ongoing professional development. Maintains knowledge through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- According to professional qualifications: Demonstrated evidence of membership or Annual Continuing Professional Development as outlined by appropriate Professional Body (NMBA, OTA, AASW, APS); MAASW (Acc) or AASW Accredited Mental Health Social Worker status.





---

### KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values - putting people first, leading with kindness and achieving excellence together.
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

---

### AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

---

### ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that the RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

---

Employee Signature

---

Employee Name (please print)

/ /

---

Date

---