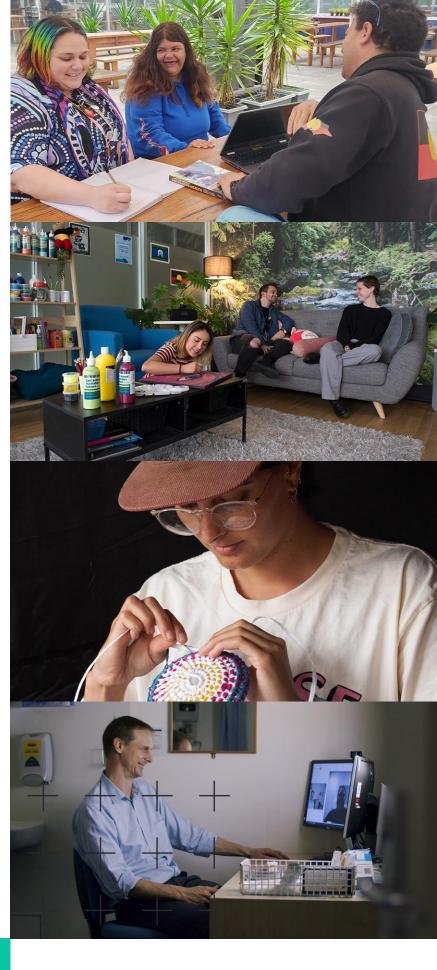
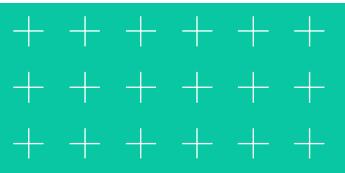


Advancing health for everyone, every day.

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

People are at the heart of everything

understand how we can make the

most positive difference for them.

we do. We take the time to

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



Lead with Kindness

unique.



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

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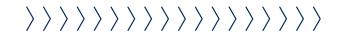
True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

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





Position Description

Position Title: Senior Mental Health Clinician, Children's Court Mental

Health Advice & Response Service (CCMHARS),

Community FYMHS

Service: Orygen Specialist Program

Location: Parkville

Reports To: Clinical Stream Lead - FYMHS; Community FYMHS

Team Lead.

Enterprise Agreement: 5. Victorian Public Mental Health Services Enterprise

Agreement 2020-2024

4. Medical Scientists, Pharmacists and Psychologists

Victorian Public Health Sector (Single Interest Employers) Enterprise Agreement 2021-2025

Classification: Occupational Therapist Grade 3 (YB24 - YB27) / Social

Worker Grade3 (YC46 - 49) / Registered Psychiatric Nurse Grade 4 (NP75 - NP77) / Psychologist Grade 3

(PL1 - PL4)

Employment Status: 24 months fixed term

Immunisation Risk Category: Category A

Date of Review: November 2024

PROGRAM DESCRIPTION

Orygen Specialist Program (OSP), a program of the Royal Melbourne Hospital, provides specialist mental health services for young people aged 12 to 25 and focuses on providing early intervention to young people with severe and complex mental illness. OSP also works alongside Orygen, the National Centre of Excellence in Youth Mental Health which operates five primary mental health care headspace services in the catchment area. Victoria's Mental Health Services are undergoing generational system reform to enable better service delivery and outcomes for all Victorians. Youth Mental Health Services are being reformed in this process. OSP will transition into the newly established Parkville Youth Mental Health and Wellbeing Service as part of this reform.

Multidisciplinary teams deliver individually tailored services that comprise assessment and crisis intervention, case management, medication, psychotherapy, discipline-specific interventions, family support, inpatient care, group work, vocational support, educational assistance, and intensive outreach. Specialist clinical streams offer targeted interventions for psychotic disorders (including young people at 'ultra-high risk' of psychosis), mood disorders, and personality disorders; and manage co-morbid substance use disorders, eating disorders, and





neurodevelopment disorders. A forensic stream has also now been established providing in custodial and community justice services. Streams are supported by the Psychosocial Recovery program, Community Development program, and Orygen Training Team. Orygen also has a 19-bed Inpatient Unit, 15-bed Orygen @ Home program, Youth Access Team and emerging HOPE and Orygen Recovery programs making up the acute and sub-acute care sector. Additional information is available at www.oyh.org.au. Orygen highly values responsive services for youth in the western and northwestern region of Melbourne. Orygen programs are to be guided by evidence-based, culturally-safe and trauma-informed principles incorporating the diverse needs of all young people and families. This is especially important for those from LGBTQI+, Aboriginal and Torres Strait Islander, and multicultural and multifaith diverse populations. Responsive and inclusive practices are at the forefront of all Orygen care.

DEPARTMENT DESCRIPTION

Due to the high rate of mental ill health amongst Youth Justice clients and the significant increase in the number of young people entering Youth Justice custody, there is a need for early intervention specialist mental health services. The relationship between mental illness and offending behaviour in youth is complex but undeniably connected. As such, the effective early treatment of mental health issues is crucial to improving health and social outcomes for young people in or at risk of entering custody.

The Forensic Youth Mental Health Service (FYMHS) forms part of the specialist clinical programs of Orygen. FYMHS is made up of two separate streams – Community and Custodial FYMHS. The Community FYMHS stream is made up of three (3) different multi-disciplinary sub-teams that provide assessment and consultation in community-based settings:

Youth Forensic Assessment & Consultation Service (YFACS)

• Senior Clinical Specialist and Psychiatrists (Consultant & Registrar) provide primary and secondary forensic consultation to clients and case managers from OSP and CYMHS/CAMHS services regarding forensic risk and clinical interventions to mitigate risk of problem or offending behaviour.

Youth Justice Mental Health Clinician (YJMHC) initiative

• Senior Clinicians provide primary and secondary mental health consultation to clients and community Youth Justice (YJ) case managers at Youth Justice Centres in Broadmeadows, Reservoir, Sunshine and Werribee regarding young people on community-based Youth Justice dispositions.

Children's Court Mental Health Advice & Response Service (CCMHARS)

• CCMHARS Senior Mental Health Clinicians are based at the Melbourne & Dandenong Children's Court. They provide primary and secondary mental health consultation to the Court and its key stakeholders regarding the mental health of the young person appearing before the Court.

POSITION SUMMARY

The Senior Mental Health Clinician (CCMHARS) is a specialist role embedded with the Community FYMHS team at Orygen Specialist Services. The primary purpose of the Senior Mental Health Clinician (CCMHARS) is to provide primary clinical mental health assessments and secondary consultation regarding young people appearing before the Court, who present with suicidality or Mental Health Concerns. Furthermore, CCMHARS Senior Clinicians will provide feedback to the court regarding these consultations and recommendations and facilitate timely access to appropriate treatment. Young people appearing before the Criminal Division of the Court and charged with an offence, or subject to Intervention Order or Secure Welfare related proceedings in the Family Division of the Court, are eligible for referral to CCMHARS. The role also entails providing support and building the capacity of key-stakeholders of The Court, including, but not limited to, judicial staff and Youth Justice staff to identify and work with young people experiencing mental illness via training and secondary consultation as required.

This Senior Mental Health Clinician (CCMHARS) role focuses on providing high level consultation, leadership and advice on complex clinical matters and is expected to have advanced knowledge of and experience regarding the youth forensic and mental health sectors. The Senior Mental Health Clinician (CCMHARS) will draw on a range of evidence-based knowledge areas, in particular Clinical and Forensic psychology, developmental psychology, child psychiatry, and trauma and family inclusive practice.

This role requires the incumbent to work onsite at the Melbourne or Dandenong Children's Court and attend weekly meetings at Orygen (Parkville) for the purpose of clinical review, team meetings, and clinical





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 communitybased 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 keystakeholders 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, antidiscrimination, 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.





KEY RELATIONSHIPS

Internal

- FYMHS Clinical Stream Lead and Medical Lead
- Community FYMHS Team Lead (Line Manager)
- Community FYMHS Lead Consultant Psychiatrist
- Community FYMHS Team including Youth Justice Mental Health (YJMH) Initiative, and Youth Forensic Assessment and Consultation Service (YFACS)
- Custodial FYMHS Team
- Continuing Care Team (CCT) Region Coordinators and Case Managers as required
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD, HYPE, Eating Disorders, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams; Community Development; Psychosocial program; Inpatient Unit, Youth Access Team; Orygen @ Home; HOPE; and Orygen Recovery.

External

- Magistrates, Court Personnel & Legal Practitioners
- Victoria Police Prosecutors
- Pre-existing treatment agencies including mental health services such as CAMHS/CYMHS
- Youth Justice Court Advice Service
- Children's Court Youth Diversion Service
- Youth Justice staff (Custody and Community), Department of Justice and Community Safety (DJCS)
- State-wide YJMHC initiative
- Forensicare
- Department of Families, Fairness & Housing (DFFH) Child Protection
- Key stakeholders as required (Child Protection, AOD services, Housing and Legal).
- Other Tertiary Mental Health Providers (AMHS/CAMHS/CYMHS)
- Other Youth Mental Health Services (headspace & YEPPS), AOD, Dual Disability Service, MACNI and private providers

KEY SELECTION CRITERIA

Formal Qualifications

Registered Psychiatric Nurses:

- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

Social Workers:

 An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

Occupational Therapists:

- An approved Degree from a recognised school of Occupational Therapy or other qualifications accredited by the Occupational Therapy Council of Australia Ltd.
- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia, meeting the Board's registration standards including ongoing professional development and recency of practice.

Psychologists:

- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia
- Masters or Doctoral qualification in Clinical, Neuro or Forensic Psychology
- Approved supervisor with the Psychology Board of Australia (AHPRA).

Essential:





- 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.

Employe	e Signature			
Employe	e Name (plea	ase print)		
	/	/		
Date				