



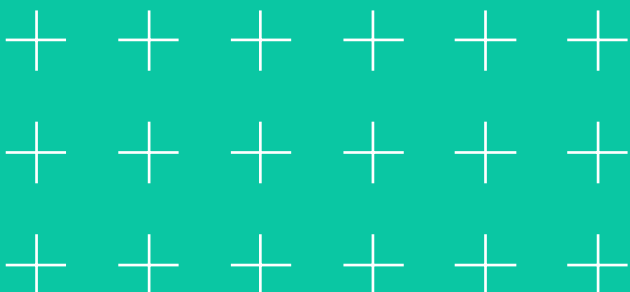
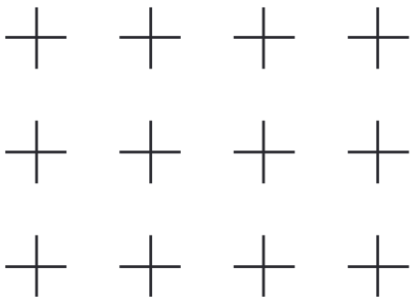
The Royal  
Melbourne  
Hospital

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Advancing  
health  
for everyone,  
everyday.

Could this be you?

Join The Royal  
Melbourne  
Hospital Team



Position Description

Mental Health Clinician – HOPE

## 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**

# Position Description

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<b>Position Title:</b>	Mental Health Clinician – HOPE
<b>Service:</b>	Orygen Specialist Program
<b>Location:</b>	Parkville
<b>Reports To:</b>	HOPE Coordinator
<b>Enterprise Agreement:</b>	Victorian Public Mental Health Services Enterprise Agreement 2020–2024; Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021–2025
<b>Classification:</b>	Occupational Therapist Grade 2 (YB20 - YB23) / Social Worker Grade 2 (YC42 - 45) / Psychologist Grade 2 (PK1 - PK4) / Registered Psychiatric Nurse Grade 3 (NP81 - NP83)
<b>Immunisation Risk Category:</b>	Category A
<b>Date of Review:</b>	May 2025

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## 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 four 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.

Multidisciplinary teams deliver individually tailored services that comprise assessment and crisis intervention, case management, medication, psychotherapy, 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 YPARC programs making up the acute and sub-acute care sector. Additional information is available at [www.oyh.org.au](http://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 culturally and linguistically diverse populations. Responsive and inclusive practices are at the forefront of all Orygen care.

## DEPARTMENT DESCRIPTION

The Hospital Post Suicide Engagement service (HOPE) is an aftercare service initiative based on the recommendations from the 2019 Royal Commission into Victorian Mental Health Services. The service has been codesigned with a lived experience workforce with the aims to provide intensive and targeted wrap around supports to young people aged 12 to 25 years who have presented to an emergency department due to an acute onset of deliberate self-harm, suicidal thoughts and/or suicide attempt(s).

HOPE services provide clinical, lived experience and psychosocial supports to eligible young people and their support network for a 3-month period. Contact with eligible young people occurs within 24-hours of referral and focus of care targets stressors that may have contributed to the person considering/attempting suicide and/or deliberate self-harm. The service forms part of the front-end access to Orygen and will partner with specialist and primary care services.

The service operates over a number of sites and staff may be required to work from Parkville, Footscray, Wyndham, Sunshine, Melton, or other sites within the catchment.

## POSITION SUMMARY

The OSP HOPE Mental Health Clinician provides comprehensive crisis support, care coordination and brief psychological interventions to young people and families/carers. Young people engaging with HOPE will be experiencing suicide attempts, suicidal ideation, and deliberate self-harm and may also present with a range of co-morbid mental health and wellbeing issues.

The Mental Health Clinician works within a specialist multidisciplinary team environment and is responsible for devising, implementing and evaluating an appropriate treatment plan for each young person and their family/carers. This involves provision of highly skilled clinical assessments, psychological interventions, home-based assertive outreach to facilitate engagement and brief intervention tasks, such as liaison with other agencies and advocacy on behalf of the young person.

The Mental Health Clinician will function autonomously, carry a caseload of young people, participate in clinical review meetings and practice according to the philosophy and protocols of the service.

## KEY ACCOUNTABILITIES

- Manage and undertake mental health and risk assessment, psychological treatment, crisis intervention, family work and systems containment, for the young people/families/carers/system
- Timely completion of mental health assessments including formulation, individual service plans, crisis management plans, outcome measures, documentation of young people's progress in client files, discharge summaries and contact sheets
- Provide high-quality clinical care based on clinical experience working with young people with serious mental illness
- Work within a multidisciplinary team partnering with management, medical, clinical, lived experience and administrative workforce
- Provision of brief case management or family work to selected clients and associated documentation
- Attendance at clinical review meetings
- Support and participate in the Health Services Occupational Health & Safety (OHS) Policies and Procedures and implement (where appropriate) at unit/service area level including reporting any incidents of unsafe work practices, sites/areas or equipment
- Comply with Safety & Service Improvement / Quality Management policies and procedures
- Participation in formal performance and annual discussion review processes
- Participate in ongoing service improvement and professional development initiatives and activities
- Contribute to organisation-wide and service/division initiatives and planning activities
- Successful completion of required mandatory training activities, including training related to the National Standards
- Operate within the legal frameworks e.g., Mental Health Act and Privacy Act.

- Contributes to the timely and effective management of critical incidents and emergency situations, including team and individual debriefing processes
- Ensure high standards of clinical care that are congruent with Orygen's aims – client focused, accessible, responsive and consistent with best practice
- Capacity to provide, or develop skills in, integrated assessment, treatment and care for clients with significant risk and/or comorbidity
- Manage clinical risk and actively work toward implementing risk reduction strategies
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including Drug and Alcohol services, Youth Justice, Disability and primary care providers etc.
- Ensure service provision 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 culturally and linguistically diverse populations
- Speak up for safety, our values and wellbeing.
- Compliance with Health Service and Divisional specific Regulations, Melbourne Health Policy & Procedures, Code of Conduct and the by-laws and Policies and the ethical standards of the profession
- Participate in research expanding the evidence base regarding youth eating disorders care including innovative care trials and program evaluation
- Accept accountability to ensure that all clinical information is documented and stored in compliance with the Victorian Health Records Act 2001
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service
- Seek feedback on your work including participation in annual performance discussion.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Work in your scope of practice and seek help where required

## KEY RELATIONSHIPS

### Internal

- HOPE Coordinator
- HOPE Lead Psychiatrist
- HOPE Senior Clinicians
- Emergency Mental Health
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD, HYPE, Eating Disorders, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams; Community Development; Psychosocial program; Youth Access Team; Inpatient Unit; and FYMHS.

### External

- Key Agencies
- Community Groups
- Drug and Alcohol Services
- Education Services and Vocational Programs
- Youth Justice and Primary Care Providers
- Family services

## KEY SELECTION CRITERIA

### Formal Qualifications:

#### *Occupational Therapists:*

- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.

- An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.).

*Social Workers:*

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

*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.

*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 (or eligibility to enter a registrar program as a clinical, forensic or clinical neuro psychologist with the Psychology Board of Australia where relevant).

**Essential:**

- A minimum of 12-24 months' experience in clinical practice within the mental health field, including young people experiencing mental health disorders.
- Demonstrated experience in providing case management.
- Ability to develop, implement and evaluate client-centred individual service plans, risk assessments and diagnostic formulations.
- Demonstrated commitment to the recovery approach in mental health treatment and support, with a focus on working collaboratively with consumers and families/carers to promote self-determination and enable progress towards reaching consumers personal recovery goals.
- Ability 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 PDRSs.
- Ability to develop, implement and evaluate integrated client-centred individual service plans, risk assessments and diagnostic formulations.
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- Ability to work collaboratively and effectively with young people and their families/carers.
- Well-developed interpersonal and communication skills (written and verbal).
- Knowledge of the rationale and evidence for early intervention in mental illness.
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences.
- 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.
- Willingness to work from a community-based site and across multiple sites if required.
- A Working with Children check.
- A current Victorian driver's licence.
- Melbourne Health will organise a Police Check prior to commencement of employment.
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.



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**Desirable:**

- Nursing: Evidence of current Continuing Professional Development as outlined by ACMHN or RCNA. Evidence ACMHN Credentialed Mental Health Nurse (CMHN); Postgraduate qualification in Psychiatric/Mental Health Nursing
- Occupational Therapists: OT Australia Accredited Occupational Therapy status (AccOT)
- Social Workers: MAASW (Acc) or AASW Accredited Mental Health Social Worker status
- A working knowledge of community-based organisations and human services organisations.
- Computer and keyboard skills.
- Commitment to the development of integrated clinical research within the service
- Understanding of the Children & Young Person's Act, Mental Health Act 2014 and other Acts/ legislation relevant to working with young people in a mental health setting.
- 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)
- The incumbent may be required to perform other duties as directed.

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**KEY PERFORMANCE INDICATORS**

Your performance will be measured through your successful:

- Demonstration of RMH values
- 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

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**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.

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**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.

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Employee Signature



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Employee Name (please print)

/ /

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Date

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