



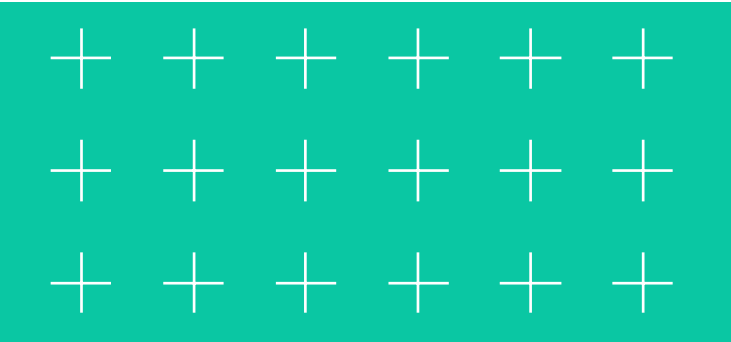
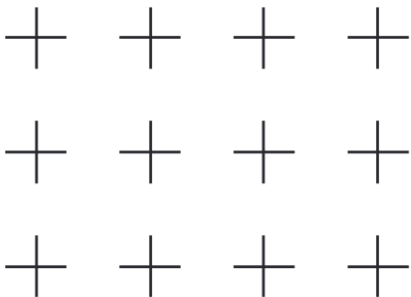
The Royal
Melbourne
Hospital

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Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Nurse Practitioner - Custodial Forensic
Youth Mental Health Service

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

Position Title:	Nurse Practitioner - Custodial Forensic Youth Mental Health Service
Service:	Orygen Specialist Program
Location:	Parkville and Cherry Creek Youth Justice Precincts
Reports To:	Clinical Stream Lead - Forensic Youth Mental Health Service and Director of Nursing, OSP
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020–2024
Classification:	RPN Grade 6
Immunisation Risk Category:	Category A
Date of Review:	September 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.

Within OSP 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 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, 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 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

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 Orygen 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 Custodial FYMHS teams are located at Parkville and Cherry Creek Youth Justice Precincts (PYJP and CCYJP consecutively).

The main objectives of Custodial FYMHS within OSP include:

- Improve the mental health of young people in custody by providing evidence-based specialist assessment and treatment intervention and reduce the risk of reoffending.
- Provide services that are integrated with other key custodial and community services to ensure a holistic approach that supports effective treatment outcomes and reintegration to the community.
- A key component of this role is to provide effective and timely on-site clinical treatment and case management to young people in custody.

Our voluntary Mental Health unit at Cherry Creek Youth Justice Precinct adheres to a philosophy of least restrictive practice, that is recovery focussed and young person centred. The model of care is the corner stone of the unit where every member of the multi-disciplinary team plays a part. For referrals to be accepted by the Custodial FYMHS team, the young person must be resident at a Youth Justice Custodial Precinct (Parkville or Cherry Creek).

POSITION SUMMARY

A Nurse Practitioner is as a registered nurse who practices at a clinical advanced level, meets and complies with Nursing and Midwifery Board of Australia (NMBA) Nurse Practitioner Standards for Practice. The NMBA Nurse Practitioner Standards for Practice list four key domains: Clinical; Education; Research; and Leadership. The scope of practice of the Nurse Practitioner is determined by the context in which the Nurse Practitioner is authorised to practice.

The Nurse Practitioner can manage and is accountable for full episodes of care either as the primary carer provider or as part of a multidisciplinary team. Using a high degree of systems knowledge, critical thinking, leadership and communication skills, the Nurse Practitioner will collaborate and consult widely to ensure optimal outcomes. The Nurse Practitioner role includes assessment and management of clients using nursing knowledge and skills and may include, but is not limited to, the direct referral of patients to other health care professionals, prescribing medications and ordering investigations alongside education and evaluation.

The Nurse Practitioner is a key leadership position within Custodial FYMHS and broader OSP and is accountable for effective clinical care, commensurate with their clinical skills at a level of proficiency or expertise as aligned to their level of experience and within the professional standards, codes and behaviours as legislated through the Health Act, relevant professional bodies, and Royal Melbourne Hospital Policy, Standards and Practice Guidelines.

As the Nurse Practitioner, you will provide a high standard of care using advanced nursing knowledge and skill, implement and enhance clinical policies, protocols and planning for delivery of interventions to reduce the current service gaps.

The role will be responsible for developing a model of care to maximise health outcomes for consumers with a mental health and/or AOD focus subject to Orygen agreement. The model of care will be aligned to their level of experience and within the nurse practitioner standards for practice framework as guided by the Nursing and Midwifery Board of Australia (NMBA), NMBA Nurse Practitioner Standards of Practice, codes and behaviours

as legislated through the Health Act, relevant professional bodies, and The Royal Melbourne Hospital Policies, Standards and Practice Guidelines.

Additionally, the role will provide leadership, integration of research, education, clinical practice, and clinical and/or professional supervision across all areas of Orygen. The NP will provide primary and secondary consultations and liaise with multidisciplinary members of the team and with other health professionals, internal and external across the Custodial FYMHS stream, and related AOD and community services. A key focus of this position is the provision of clinical nursing leadership, ensuring advanced assessment, strengths-based person centred management, ordering investigations where appropriate including physical health, biopsychosocial treatment planning and risk assessment, diagnostic reasoning and referrals. Further to this, there is focus on therapeutic interventions, including psychopharmacological interventions, for people experiencing complex mental ill-health and/or issues of substance use in the custodial setting.

You will be supported in this position by Consultant Psychiatrists, Nursing, Allied Health, and Lived Experience staff. Support will be provided for ongoing education and training that benefits treatment options for patients of the service. The successful applicant will be required to develop a FYMHS Mental Health, AOD or Dual Diagnosis Nurse Practitioner Model as discussed with and agreed by Orygen. They will also be required to successfully complete the Royal Melbourne Hospital Nursing Credentialing process.

The role will initially be embedded within Custodial FYMHS and be based across the Parkville and Cherry Creek Youth Justice Precincts. As such, travel to the workplace destination is included within the working hours. As the service and role expands, the role may be embedded across Custodial and Community FYMHS.

KEY ACCOUNTABILITIES

- Provide primary and secondary consultation for young people in line with the nurse practitioners extended scope of practice (obtain comprehensive health/mental health/AOD history, ordering and evaluating diagnostic investigations, diagnosis, identify and prescribing pharmacological interventions, facilitating referrals to specialists and monitoring of response to treatment).
- Provide support, clinical and or professional supervision.
- Provide consultation to custodial primary health services to assist in the care and clinical case management of young people living with mental health/AOD.
- Ensure and demonstrate timely completion of documentation of client's progress in client files (Electronic Medical Record), discharge summaries and contacts.
- Promote nurse practitioner services across Orygen clinical teams.
- Mentor RPNs and junior medical staff.
- Promote youth and family lived experience by participation in service design, planning, implementation and evaluation.
- Provide secondary consultation to Youth Justice staff in the case management of young people with a mental illness.
- 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)".
- Attendance of clinical review meetings and care team meetings (as required).
- Represent, promote and advocate for the development of FYMHS and integrated care within OSP.
- Contribute to the Orygen Nursing Clinical Supervision program to support nurses professional development.
- Provide updates to the Youth Parole Board and courts upon request.
- Participate in case conferences with Community Youth Justice and other key stakeholders as required, to help manage young people within custody and to support their reintegration to the community.
- Promote the involvement of young people and their families/carers in decision-making about their own care.
- Ensure risk management activities are completed, effective controls are in place and incidents are

- Prescribe and monitor for medication response and side effects.
- Screening for physical health and comorbidities.
- Manage clinical risk and actively work toward implementing risk reduction strategies within scope of practice.
- With an emphasis on social and emotional wellbeing, contribute to physical health, mental health and risk assessments, formulation, psychological treatment, crisis intervention, family work, discharge planning, systems containment and systems support for the young people, families/carers and wider systems, in youth justice custody.
- Provide continuity of care through effective referral pathways to community services as young people transition out of custody.
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including CALD services, AOD services, Youth Justice and primary care providers.
- Help to develop the capabilities of staff (Youth Justice staff; primary health staff) working with CALD young people in the Youth Justice precincts by providing training and support, including secondary consultation as required.
- Ability to provide strategic leadership; plan, develop, implement and evaluate health service delivery.
- Ability to develop, implement and evaluate integrated client-centred individual service plans, risk assessments and diagnostic formulations.
- Provide consultation to mental health professionals working with young people and their families/carers to improve the responsiveness of the custodial FYMHS team's care.
- Work with other clinical staff to identify, establish and improve relationships and referral pathways between Orygen and external organisations.
- Contribute to the implementation of the 'Orygen Custodial FYMHS – Service Development' short, medium and long-term recommendations.
- Review data and trends relating to compliance with mental health/AOD screens.
- Speak up for safety, our values and wellbeing.
- recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. 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 RMH, and actively keep a CPD portfolio as required by the standards of your profession.
- Successful completion of required mandatory training and other learning activities.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Participate in ongoing service improvement, quality management, accreditation and professional development initiatives and activities.
- 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.
- Operate within the relevant legal frameworks e.g. Mental Health and Wellbeing Act 2022 and Privacy Act.
- Work in your scope of practice and seek help where required.
- Work collaboratively with colleagues across all RMH, OSP and Orygen teams.
- 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.
- Achievement of RMH, OSP and Orygen portfolio specific KPI targets as they apply to your area.
- Contribute to the development and improvement of administrative process and application of new technology as required.
- The incumbent may be required to perform other duties as directed.

KEY RELATIONSHIPS

Internal

- FYMHS Leadership (Clinical and Medical)
- Custodial FYMHS Leadership (Clinical, Operational and Medical)
- Director of Nursing, OSP
- OSP Clinical Leadership
- Custodial and Community FYMHS
- Continuing Care Team Region Coordinators
- OSP Case Managers, as required
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD, HYPE, Eating Disorders, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams; Psychosocial program; Youth Access Team; Inpatient Unit; Orygen Recovery; Orygen @ Home and HOPE

External

- Custodial Primary Health & Primary Mental Health Service Providers
- Custodial & Community Youth Offending Program providers
- Youth Justice staff (Custody and Community),
- Department of Justice and Community Safety (DJCS)
- Youth Parole Board (YPB)
- Forensicare
- Justice Health (JH), Department of Justice and
- Community Safety (DJCS)
- Children's Court of Victoria
- National Disability Insurance Scheme (NDIS)
- Key stakeholders as required (Child Protection, AOD services, Housing and Legal).
- Other Tertiary Mental Health Providers (AMHS/CAMHS/CYMHS)
- Other Youth Mental Health Services and private providers

KEY SELECTION CRITERIA

Formal Qualifications

- Registration as a Registered Nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia Regulation National Law Act (2009).
- Post-graduate qualification in Mental Health Nursing or a specialist undergraduate Mental Health Nursing program and completion of a NMBA approved Masters for Nurse Practitioner qualification.
- Current registration with NMBA as an Endorsed Nurse Practitioner, with no conditions or undertakings relating to unsatisfactory performance or unprofessional conduct, as administered by AHPRA.

Essential:

- Equivalent full-time experience of at least 3 years (5,000 hours) in an advanced clinical mental health nursing role in a youth and/or forensic mental health care setting.
- Understanding of the NMBA Nurse Practitioner Standards for Practice
- Knowledge and demonstrated skills in the principles and practice of working with mental health patients with addiction/AOD issues.
- Commitment to improving health outcomes for mental health consumers with a dual diagnosis.
- High level of motivation, reliability and professional conduct.
- Commitment to the development of integrated clinical research within the service.
- Understanding of the Child, Youth & Families Act (CYFA) 2005 which is the principal legislation for the youth justice service.

- 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).
- Well-developed knowledge and understanding of screening, assessment, interventions, and treatment planning for mental health, AOD or dual diagnosis consumers
- Solid understanding of consumer Rights and Responsibilities, and the ability to support consumers to make informed choices for recovery and treatment
- Willingness to work from a custodial-based site, and across multiple sites if required
- Ability to provide effective case management to young people with a mental illness and their families/carers, including the provision of advanced assessment, diagnosis and treatment, utilising clinical reasoning and prioritisation skills.
- Knowledge of the rationale and evidence for early intervention in mental illness.
- Experience developing and delivering training programs that upskill health workers.
- Expertise in the development of effective collaborations, partnerships and alliances with a range of community services, as well as consumers, family and carers from a range of cultural backgrounds, and to provide gender sensitive services.
- Innovative, resourceful and adaptive to change.
- Demonstrated interpersonal and communication skills (written and verbal) as well as abilities in problem solving and negotiation.
- A commitment to ongoing professional development. Maintains knowledge through access to current literature, continuing education, supervision and attendance at seminars conferences.
- Current knowledge of evidence-based practices that is effective for young people with a severe mental health condition, or willingness and capacity to commit to development of Evidence Based knowledge and practice.
- Knowledge and understanding of relevant literature on early intervention models for young people experiencing a serious mental illness.
- 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.
- Current compliance documentation including but not limited to: Valid Working with Children Check and Police check
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

Desirable:

- Nursing: Evidence of current Continuing Professional Development as outlined by ACMHN or RCNA.
- Evidence ACMHN Credentialed Mental Health Nurse (CMHN)
- A working knowledge of community-based organisations and human services organisations.
- Experience working within Department of Justice, or Youth Forensic Services.
- A working knowledge of community-based health and mental health organisations and human services organisations.
- Advanced computer and keyboard skills are an advantage.
- Experience providing supervised practice, clinical supervision, and training

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- Experience in leading service development and service improvement initiatives
 - Experience working in a dual diagnosis service setting
 - Postgraduate qualification in forensic mental health, or alcohol and other drugs or dual diagnosis
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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
-

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.

Employee Signature

Employee Name (please print)

/ /

Date
