

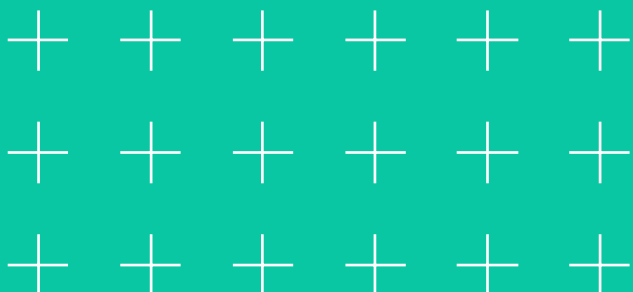


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Occupational Therapist, Graduate
Position**

Multiple Positions



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**



KEY ACCOUNTABILITIES

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, carers and families.
- Work collaboratively with colleagues across all teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the Orygen a smoke-free environment.
- Ensure risk management activities are completed, effective controls are in place and incidents are 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.
- Clinical work as allocated, including individual, family/carer and group work.
- Specific occupational therapy assessment and intervention in practice areas including sensory modulation, group work, vocation and driving.
- Active participation in managerial and discipline specific supervision.
- Attend and participate in team meetings including those with a managerial and/or clinical focus.
- Attend and participate in all components of the OT & SW Graduate Program.

KEY RELATIONSHIPS

Internal

- Program or Unit Manager
- Consultant Psychiatrists/ Registrars
- Team Leader
- Multidisciplinary Team
- Consumers and Carers
- OT Clinical Educator
- OT Supervisor
- OT Discipline Lead

External

- Key community stakeholders, including but not limited to:
 - GPs
 - Private practitioners
 - NDIS providers
 - Vocational and employment agencies
 - Child Protection

KEY SELECTION CRITERIA

Formal Qualifications & Registration

- An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Occupational Therapy Australia.
- Registration with the Australian Health Practitioner Regulation Agency (AHPRA) as an Occupational Therapist (must provide proof of pending registration for new graduates).



Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- An understanding of the concept of recovery as it relates to mental health.
- A particular interest in or experience working with young people aged 12 to 25, and appreciation of the unique issues associated with this stage of life.
- A basic understanding of the mental health service system and the Mental Health and Wellbeing Act 2022.
- Demonstrated understanding of occupational therapy theory, models and their application in clinical settings.
- Ability to undertake a range of occupational therapy assessments and interventions, including individual, family, group work and community liaison.
- Fieldwork (paid or voluntary experience) in a mental health or health or aged care setting and/or demonstrated interest in developing knowledge and skills in the mental health area.
- Ability to transfer skills and knowledge to the mental health sector from previous experience.
- Ability to work with consumers, family and carers from a range of cultural backgrounds and to provide gender sensitive services.
- Ability to function effectively as part of a multidisciplinary team.
- Well-developed interpersonal skills and ability to communicate clearly, effectively and compassionately with others (verbal and written communication).
- Sound organisational skills and demonstrated capacity for using initiative and problem solving.
- A willingness to prioritise growth and professional development through clinical supervision, peer support, reflective practice and attendance at training/education days.
- Demonstrated ability to reflect and learn from experience.
- Competent computer skills.
- A current Victorian driver's licence.

Desirable:

- Ability to speak a community language in addition to English.
- Aboriginal and Torres Strait Islanders and/or those with experience in working with ACCHO and Aboriginal Communities and Families are highly encouraged to apply.

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:



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- 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
