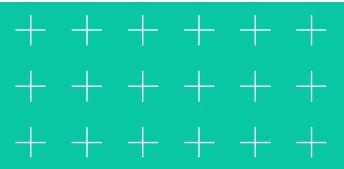


# Advancing health for everyone, everyday.

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

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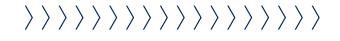
True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

#### **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:** Occupational Therapist, Graduate Position

Service: Orygen Specialist Programs

**Location:** Parkville, Footscray, Sunshine, other satellite sites as

required.

**Reports To:** Program Manager, Discipline Lead, Occupational

Therapy Clinical Educator

**Enterprise Agreement:** Victorian Public Mental Health Services Enterprise

Agreement 2020 - 2024.

Classification: Occupational Therapist GR 1 YR2 to GR 1 YR5 (YB14 to

YB17) Increment reflects qualification and experience

**Employment Status:** Full time, two years fixed term

Immunisation Risk Category: Category A

Date of Review: January 2025

#### **POSITION SUMMARY**

The Grade One Occupational Therapist positions are part of the Orygen Specialist Program (OSP) Occupational Therapy (OT) and Social Work (SW) Graduate Program.

The OT and SW Graduate Program offers new graduates and early career occupational therapists (with up to 2 years of experience) the opportunity to develop skills in clinical youth mental health with a strong focus on supervision, reflective practice, education, training and self-care. Many occupational therapists currently working at Orygen commenced their career in the Graduate Program.

Graduates are offered a 24 month contract, typically spending 12 months in one clinical setting, and then rotating to a second clinical setting for the final 12 months. This gives graduates the opportunity to develop and practise generalist and discipline specific clinical skills in a broad range of areas, with the aim of ultimately preparing them to apply for a grade 2 position at the conclusion of the program. Clinicians will engage in regular supervision, facilitated peer support sessions and a youth specific program of professional development (10 protected days per year) over the course of the 24 month program.

The Graduate Program provides learning opportunities aligned with the Mental Health Occupational Therapy Capability Framework, and supports graduates in meeting the Australian Occupational Therapy Competency Standards.

Each position is a full-time contract at eighty hours per fortnight including monthly ADO.





#### 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. In line with reform, OSP is transitioning from Melbourne Health to sit within the legal entity of Parkville Youth Mental Health and Wellbeing Service (PYMHWS).

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.

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.

#### OCCUPATIONAL THERAPY AT OSP

Occupational Therapy at OSP encompasses services for people experiencing mental health and wellbeing difficulties; as well as their families and supports. Occupational therapists are employed in both generic clinical roles, and discipline specific roles across OSP's acute and community based programs. Successful applicants will be given an opportunity to indicate preferences for rotations.

Occupational therapists have opportunities to develop generalist clinical skills and experience in assessment, formulation, treatment, support, and other evidence-based interventions. In addition, discipline specific skills such as occupational assessment, NDIS screening/assessment, sensory modulation, and group work all contribute to the role of occupational therapy within clinical mental health settings.

At the core of occupational therapy practice in mental health is an emphasis on strengths-based, recovery oriented care with a particular focus on occupational performance and participation. Occupational therapists at OSP work in collaboration with consumers from diverse cultural, linguistic and socio-economic backgrounds, and are encouraged to seek opportunities to extend their skills in partnering with community agencies that support these groups. Occupational therapists are committed to providing safe, ethical care while working effectively within the frameworks of the Mental Health and Wellbeing Act and other relevant legislations.

There are numerous opportunities available to participate in special interest groups which provide an opportunity to learn, share and build capacity. Our occupational therapy workforce engages in regular discipline specific training and events, supported by a dedicated Discipline Lead and Occupational Therapy Clinical Educator.

Occupational Therapists must be registered with AHPRA and engage in regular clinical supervision for the purposes of support, education, and accountability, as per the Occupational Therapy Australia professional supervision framework, 2019.





#### **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 Clinical work as allocated, including individual, learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- 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.
- family/carer and group work.
- Specific occupational therapy assessment and intervention in practice areas including sensory modulation, group work, vocation and driving.
- Prioritise wellbeing and ensure safe work practices are
   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:





- 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.

<b>ACCEPTA</b>	NCE
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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.

Employ	ee Signatu	re			
Employ	ee Name (	please print)			
	/	/			
Date					