



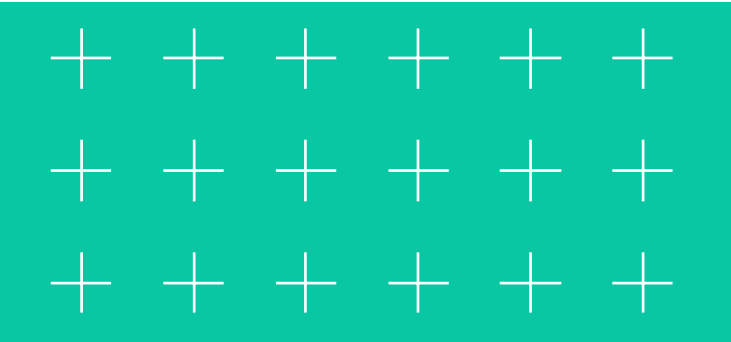
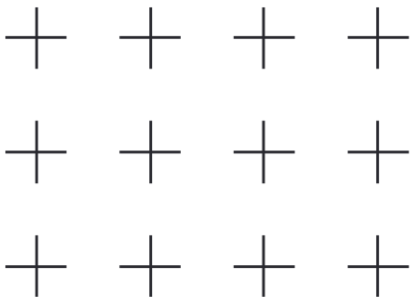
The Royal
Melbourne
Hospital

orygen

Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Senior Clinician - Orygen @ Home

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:	Senior Clinician - Orygen @ Home
Service:	Orygen Specialist Program
Location:	Footscray
Reports To:	Orygen @ Home Coordinator
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2016–2020 / Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2017–2021
Classification:	Registered Psychiatric Nurse Grade 4 (NP75-NP77) / Occupational Therapist Grade 3 (YB24-YB27) / Social Worker Grade 3 (YC46-YC49) / Clinical Psychologist grade 3 (PL1-PL4)
Immunisation Risk Category:	Category A
Date of Review:	April 2022

PROGRAM DESCRIPTION

Orygen Specialist Program (OSP), a program of Melbourne Health, provides specialist mental health services for young people aged 15 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.

Specialist clinical streams in OSP offer targeted interventions for psychotic disorders (including young people at 'ultra-high risk' of psychosis), mood disorders and personality disorders; and also manage co-morbid substance use disorders, eating disorders, and neurodevelopmental disorders.

These clinical streams are multidisciplinary teams that deliver individually tailored services to the young person that comprises assessment and crisis intervention, case management, medication, psychotherapy, family support, inpatient care, group work, vocational support, educational assistance, and intensive outreach.

Additional programs focus on: forensic youth mental and refugee access. Bed-based services include the Orygen Inpatient Unit and Orygen @ Home. Streams are supported by the Youth Assessment Team (YAT), and Psychosocial Recovery program, Community Development program, and Orygen Training Team. Additional information is available at www.oyh.org.au.

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 also 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 and the Community Development program. Orygen also has a 19-bed Inpatient unit, 15-bed Hospital in the 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.

DEPARTMENT DESCRIPTION

Orygen @ Home is an addition to the acute services provided at Orygen. This program will partner with young people families and carers to provide inpatient like care within the home environment. Access to care is provided 24 hrs a day 7 days per week by a multidisciplinary team of professionals completing shift work rosters ensuring comprehensive, collaborative and coordinated care.

The program will play a key role in the support and transition of young people and families between Orygen acute services (IPU and YAT), the continuing care teams and other services within Orygen and North Western Mental Health. Care will be in partnership with ongoing care providers and enable opportunities for targeted acute care interventions that can be completed within the home environment.

Orygen places extremely high importance on responsivity services for youth in the western and north western region of Melbourne. Orygen @ Home, as with all Orygen programs, is 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. As the care team will be operating within the homes of young people and families/carers, responsive and inclusive practices will be at the forefront of care.

Orygen highly values responsive services for youth in the western and north western 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.

POSITION SUMMARY

The Senior Clinician supports the provision of comprehensive clinical acute mental health care to young people and families of the Orygen @ Home program. The Senior Clinician will provide leadership within the rotating roster to other staff with the Orygen @ Home program and play a key role in providing this comprehensive care within the Orygen @ Home model.

The incumbent will have demonstrated experience in the provision of acute care with young people from a range of backgrounds and diagnoses; including risk assessment, mental state assessment, crisis management, psychoeducation related to illness and medication, care coordination, and partnering with young people and family/carers.

They will provide key discipline specific input within the Orygen @ Home period of care including individual, family and systems interventions aimed to support and facilitate recovery and well-being. This role will also participate in other generic roles within the Orygen @ Home model to ensure comprehensive and safe consumer and family/-carer-oriented care is attainable. Further, they will demonstrate high standards of clinical care that are responsive to the young person's developmental stage and presenting issues and informed by existing evidence and guidelines. This role will participate in delivering clinical supervision (where appropriate) and operational support of staff, daily shift planning and the on-call system.

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

KEY ACCOUNTABILITIES

- Provide senior/advanced discipline specific values and leadership within the multidisciplinary team.
- Provide leadership within the Orygen @ HOME model regarding care team planning, consultation and service delivery.

- Provide specialist mental health nursing interventions and leadership relating to acute management of mental health symptoms, physical health monitoring whilst initiating treatment and therapeutic interventions.
- Demonstrate advanced skills in mental health, physical health and risk assessment, interventions, least restrictive practices and improved outcomes using evidence based best practice.
- Provide leadership regarding the provision of care in the home including home risk assessments and policies, assessment of risk in provision of care within the environment and risks to the young person, others, self and organisation.
- Provide leadership regarding discipline specific interventions.
- Provide support and professional development around areas of specialist knowledge to members of relevant clinical teams, via training, secondary consultation, supervision and other appropriate strategies.
- Provide supervision to AH2/RPN3, graduate and undergraduates and potentially other disciplines within Orygen @ HOME and the wider Orygen service.
- Be a knowledge resource for your discipline specialty, and build the role within Orygen @ HOME and the greater Orygen service system.
- Participate in ongoing service improvement initiatives and activities.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- The incumbent may be required to participate in other activities within the Orygen @ HOME program as requested.
- 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, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH 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.
- Ensure service provision is guided by inclusive practices for all young people and families of all backgrounds and incorporates culturally safe and trauma informed principles
- Ensure service provision is in collaboration with young people and their families, is client centred, recovery oriented and strengths focused.
- Manage and undertake mental health and risk assessment, psychological treatment, crisis intervention, family work and systems containment, for the client/carers/system
- Ensure clinical processes are effectively managed, including; allocation of clients, critical incident responses, clinical review, discharges, business and team meetings in consultation with the Continuing Care Team Coordinator and the Clinical Stream Leader
- Provide high-quality clinical care based on clinical experience working with young people with serious mental illness
- Ensure high standards of clinical care that are congruent with OYH aims – client focused, accessible, responsive and consistent with best practice
- Capacity to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis clients
- Timely completion of mental health assessments including formulation, individual service plans, crisis management plans, outcome measures, documentation of client's progress in client files, discharge summaries and other required documentation
- Attendance at clinical review meetings
- Manage clinical risk and actively work toward implementing risk reduction strategies
- Comply with Safety & Service Improvement / Quality Management policies and procedures
- 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
- 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 and primary care providers etc.

KEY RELATIONSHIPS

Internal

- Orygen @ Home Coordinator
- Orygen @ Home Lead Psychiatrist
- Orygen @ Home Team Leader
- Senior discipline, Orygen Specialist Programs
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD and HYPE Clinical Streams, Psychosocial program, Youth Access Team, and Inpatient Unit

External

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

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).

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.

Essential:

- 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.
- A minimum of 6 years' experience in clinical practice within the mental health field, including young people experiencing mental health disorders
- Experience and expertise in providing mental health interventions
- Ability to develop, implement and evaluate client-centred individual service plans, risk assessments and diagnostic formulations
- Ability to provide effective case management to young people with a mental illness and their families/carers
- Knowledge of the rationale and evidence for early intervention in mental illness



- Demonstrable expertise in the development of effective collaborations, partnerships and alliances with a range of community services
- Experience developing and delivering training programs that upskill mental health workers
- Interest in research and demonstration of participation in research-based activities
- Ability to innovate and translate research knowledge into clinical practice
- High level of interpersonal and communication skills (written and verbal), problem solving and negotiation skills and demonstrated ability to consult, liaise, and negotiate with consumers, carers, family members and other professionals
- 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, etc.)
- Ability to work collaboratively and effectively with young people and their families
- A working knowledge of community-based organisations and human services organisations
- Ability to plan, develop, implement and evaluate health service delivery
- Demonstrated ability to be self-motivated and function autonomously
- Knowledge and understanding of relevant legislation, policies and strategic directions of mental health services and the literature on early intervention models for young people experiencing a serious mental illness
- Demonstrated commitment to ongoing professional development and training
- Computer and keyboard skills
- A current Victorian driver's licence
- A Working with Children check
- Current 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)
- 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 1986 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, etc)
- The incumbent may be required to perform other duties as directed.

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.

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
