



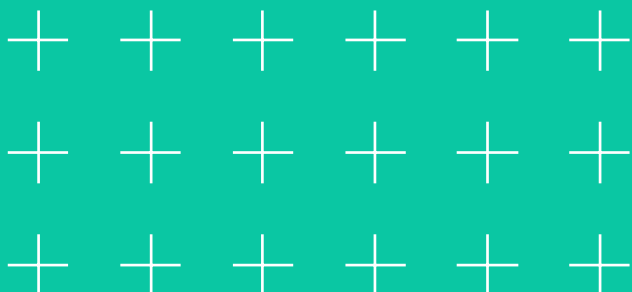
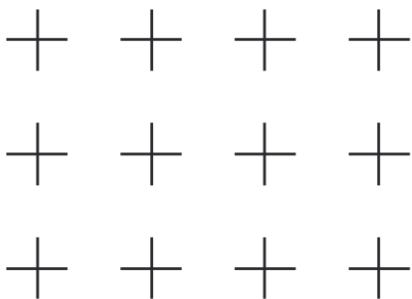
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Position Description

Mental Health Clinician – Orygen
Recovery (YPARC)

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.

Advancing health for everyone, every day.

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:	Mental Health Clinician – Orygen Recovery (YPARC)
Service:	Orygen Recovery (YPARC), Clinical Services Reform
Location:	Parkville
Reports To:	Clinical Team Leader
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020–2024; Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021–2025
Classification:	Occupational Therapist Grade 2 (YB20 - YB23) Social Worker (YC42-YC45) / Registered Psychiatric Nurse Grade 3 (NP81 - NP83) / Psychologist Grade 2 (PK1-PK4)
Immunisation Risk Category:	Category A
Date of Review:	January 2024

DEPARTMENT DESCRIPTION

Oxygen Recovery is a Youth Prevention & Recovery Care (YPARC) service, a pivotal sub-acute, psycho-social program supporting young people transition to the community from inpatient psychiatric care, or to intervene early and prevent further deterioration that may lead to inpatient psychiatric care. Oxygen Recovery is a pivotal component of service delivery within the evolving Oxygen service system.

POSITION SUMMARY

The Clinician will form part of the Orygen Recovery multidisciplinary team and support the provision of comprehensive clinical sub-acute mental health care for young people and families/carers.

The Clinician will provide leadership to a multidisciplinary team of other clinicians, Registered Nurses, lived experience and wellbeing staff on a shift-by-shift basis and work closely with the nurse in-charge within the operations of the service.

This role will also support the entry and exit transitions to the program and participate in a variety of other Oxygen Recovery activities 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.

KEY ACCOUNTABILITIES

- Ensure timely completion of mental health assessments including formulation, individual service plans, crisis management plans, outcome measures,
- Ensure high standards of clinical care that are congruent with Orygen's aims – client focused,

- Capable to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis clients.
- 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.
- Work in your scope of practice and seek help where required.
- Seek feedback on your work including participation in annual performance discussion.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- Comply with and support others to comply with Orygen's policies and procedures, including taking appropriate action to hold others accountable and promote a workplace culture that is safe, diverse and inclusive.
- Continue to learn through mandatory training and other learning activities.
- Speak up for safety, our values and wellbeing.

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
 - Advanced clinical skills, including the assessment and management of high-risk clinical situations.
 - Ability to develop, implement and evaluate client-centred individual service plans, risk assessments and diagnostic formulations.
 - Knowledge of the mental health system of care and in particular within a youth mental health context
 - Previous knowledge of and work within the framework of early intervention, de-stigmatisation, diversity, inclusion, and non-discrimination.
 - The ability to utilise judgment and raise concerns with clinical team members and operational issues of concern and implement risk mitigation strategies as required.
 - Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
 - Experience working alongside young people and their family/carer/significant others participation processes.
 - Ability to take initiative and work independently with proven problem-solving capabilities.
 - Proven ability to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system.
 - Working knowledge of the common mental health and substance use issues faced by young people, and evidence-based treatments for major adolescent health issues.
 - Knowledge of substance use and other health and social problems faced by young people and the indicated evidence-based treatment/support options.
 - A breadth of understanding of the different types of organisations involved in mental health and drug and alcohol service delivery to young people and to their support networks.
 - Highly developed organisational, administrative and time management skills
- Well-developed interpersonal and communication skills (verbal and written)
- An understanding of and commitment to ethics and confidentiality issues, particularly in relation to the health and allied-health professions.
- Proficient computer skills with a demonstrated ability in word processing, PowerPoint and database programs, as required.

Desirable:

- Experiencing working in acute or sub-acute (PARC or Step Up/Step Down) or residential services.

- Demonstrated understanding of the Children, Young Person's and Family Act 2004, Mental Health and Wellbeing Act 2022 and other Acts/legislation relevant to working with young people in a mental health setting.
- Knowledge and understanding of relevant legislation, government policies and strategic directions in relation to mental health and alcohol and other substances particularly as it relates to young people.
- An understanding of the current policy context for youth mental health nationally.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values - putting people first, leading with kindness and achieving excellence together.
- 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)

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Date _____