



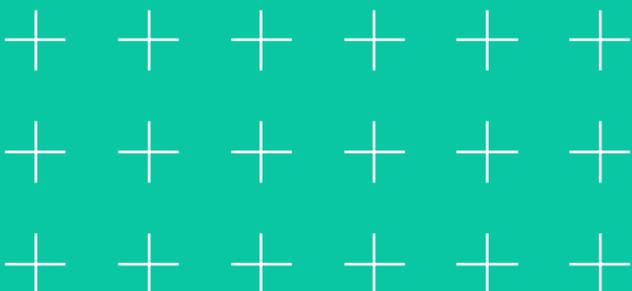
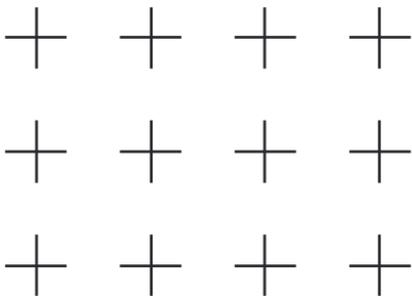
The Royal  
Melbourne  
Hospital

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Advancing  
health for  
everyone,  
everyday.

Could this be you?

Join The Royal  
Melbourne  
Hospital Team



Position Description

Clinical Specialist - Family Work - Early  
Psychosis

## 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**



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.

## PROGRAM DESCRIPTION

Early Psychosis is a clinical stream within OSP that delivers early intervention to young people at ultra-high risk of developing a psychotic illness (PACE) or experiencing a first episode of psychosis (EPPIC) who may also present with a range of co-morbid mental health issues.

The service operates over a number of sites and staff may be required to work from Sunshine, Wyndham, Melton and Footscray or other sites within the catchment. Orygen has an ongoing commitment to improve service accessibility and the development of new sites across the catchment area.

## POSITION SUMMARY

The Clinical Specialist - Family Work is a key leadership position within Orygen Specialist Program. The role is responsible for the provision of clinical leadership and management, training and supervision of a multidisciplinary team specialising in the provision of comprehensive case management and psychological interventions to clients in the Early Psychosis Stream.

The key focus of the Clinical Specialist - Family Work is to enhance the capacity of mental health clinicians in Orygen to engage the families/supports of young people experiencing eating disorders through providing training, primary and secondary consultation and doing direct clinical work alongside clinicians to support the development of their skills.

The Clinical Specialist - Family Work is expected to function autonomously as well as work collaboratively with the Continuing Care Team Coordinator, Clinical Stream Lead and Family Worker Stream Lead to plan and develop services for young people and their families that are consistent with best practice standards and evidence-based care and are in line with the strategic direction and vision for Orygen. The role will specifically support the development and implementation of specialist family-focused interventions. This will occur at a primary, secondary and tertiary level, including direct clinical work with clients and families, supervision and mentoring of clinicians, and staff education and training.

The Clinical Specialist - Family Work will manage or may assist a Senior Clinician to manage one sub-team, including clinical supervision arrangements, clinical governance frameworks such Clinical Review and throughput processes and chairing clinical review meetings as well as supporting the Stream Lead and Regional Coordinator with the oversight of these processes for the other sub-teams.

## KEY ACCOUNTABILITIES

- Provide high-quality family-inclusive consultations, based on clinical experience working with young people at ultra-high risk of developing a psychotic illness (PACE) or experiencing a first episode of psychosis (EPPIC) and other serious mental illness and/or substance use and disabilities and their families/supports
- Provide clinical leadership, support, supervision, primary and secondary consultations to members of the multidisciplinary team regarding family inclusive practice principles and approaches
- Be a knowledge resource for Psychosis and Family Work and build the role of early psychosis/family work
- Provide mental health services to young people with severe mental health issues and provide targeted interventions to a small group of clients
- Disseminate evidence-based practice and research outcomes relevant to Early Psychosis across several OSP teams, including acute, sub-acute and continuing care
- Manage and oversee clinical risk and actively support the multidisciplinary team toward implementing risk reduction strategies
- Contribute to a culture of caring, teamwork, continuous improvement, constructive



within the Early psychosis Stream and the wider Orygen service

- Provide high-quality clinical care for the families/supports of clients of the Clinical Stream, based on clinical experience working with young people with serious mental illness and their and families/supports
  - Support the development of high-quality clinical family-focused interventions across the Clinical Stream and Orygen community, acute and sub-acute teams by providing clinical leadership, supervision and mentoring, as well as consultation, education and training to clinicians and the lived experience workforce based on clinical experience working with young people experiencing eating disorders and other serious mental illness and/or substance use and disabilities and their families/supports
  - Provide strategic clinical leadership and direction in the development and implementation of evidence-based phase-specific clinical interventions for Early Psychosis
  - 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
  - Facilitate the delivery of high-quality clinical care by supporting professional development and training activities, as well as ensuring and providing access to supervision and the provision of secondary consultation
  - Provide high standards of clinical care that are congruent with OSP aims – client-focused, accessible, responsive, and consistent with best practice
  - Ensure ongoing service improvement aimed at delivering high standards of clinical care that are congruent with OSP aims
  - Participate in and promote research and evaluation projects
- performance review, quality work standards and client service.
  - 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 Family support services, Drug and Alcohol services, Youth Justice and primary care providers etc.
  - Maintain accurate and timely electronic medical records and client related data
  - Participate in ongoing service improvement initiatives and activities
  - Ensure training needs of direct reports are identified and undertaken.
  - Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service
  - Contribute to organisation-wide and service/division initiatives and planning activities.
  - Work in your scope of practice and seek help where required.
  - Continue to learn through mandatory training and other learning activities.
  - Seek feedback on your work, including participation in annual performance discussion.
  - Take reasonable care for your safety and wellbeing and that of others.
  - Speak up for safety, our values and wellbeing.

## KEY RELATIONSHIPS

### Internal

- Continuing Care Team Coordinator - Region B
- Early Psychosis Stream Lead
- Lead Family Work Clinician
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD and HYPE Clinical Streams, Psychosocial Program, Youth Access Team, Inpatient Unit, Orygen @ Home, HOPE, FYMHS, Eating Disorders and Neurodevelopmental Disorders

### External

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

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- Research and Training Programs
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## KEY SELECTION CRITERIA

### Formal Qualifications:

- A post-graduate level qualification in Family/Systems Therapy, knowledge of and/or training in the Single Session Family Consultation Framework and knowledge and training in family-focused approaches in mental health

#### *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.

#### *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 10 years' experience in clinical practice within the mental health field, including young people experiencing mental health disorders
- Previous experience in clinical practice within the mental health field, including young people experiencing mental health disorders
- Knowledge of the rationale and evidence for early intervention in mental illness
- Ability to work collaboratively and effectively with young people and their families
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system including primary care, AOD agencies, employment and housing services, PDRSs and so on
- 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
- Demonstrated interpersonal and communication skills (written and verbal) as well as abilities in problem solving and negotiation
- Ability to work independently and effectively within a multidisciplinary team
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients

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- Ability to document care as required and comply with expectations for data collection e.g. contacts
  - Willingness to work from a community-based site and across multiple sites if required
  - A current Victorian driver's licence
  - A satisfactory National Police Check
  - A Working with Children 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.

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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

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**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.

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Employee Signature

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Employee Name (please print)

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Date