



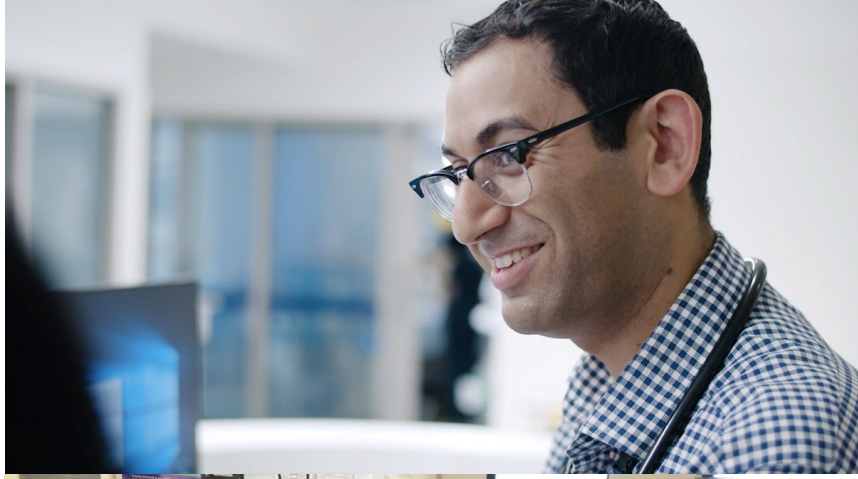
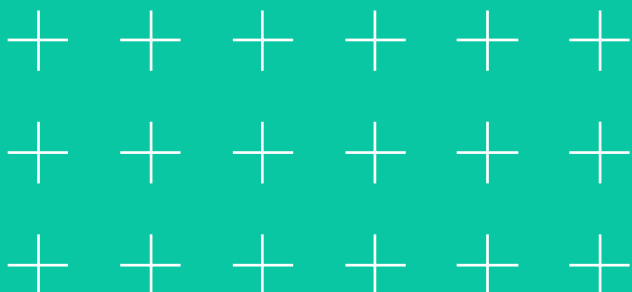
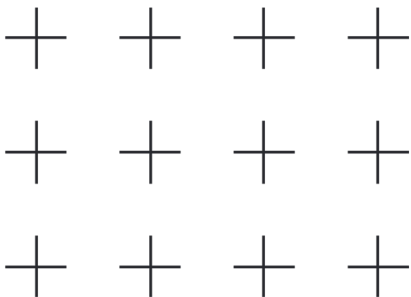
The Royal
Melbourne
Hospital

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Advancing
health for
everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Speech Pathologist - Custodial Forensic
Youth Mental Health Service (FYMHS)



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**

DEPARTMENT DESCRIPTION

Due to the high rate of mental illness amongst Youth Justice clients and the significant increase in the number of young people entering Youth Justice custody, there is a need for early intervention specialist mental health support in this cohort. The relationship between mental illness and offending behaviour in youth is complex but undeniably connected. As such, effective early intervention and treatment of mental health issues is crucial to improving health and social outcomes for young people in or at risk of entering custody.

The Forensic Youth Mental Health Service (FYMHS) forms part of the specialist clinical programs of Orygen. FYMHS is made up of two separate streams – Community and Custodial FYMHS. The Custodial FYMHS teams are located at Parkville, Malmsbury and Cherry Creek Youth Justice Precincts (PYJP, MYJP & CCYJP consecutively).

The main objectives of Custodial FYMHS within OSP include:

- Improve the mental health of young people in custody by providing evidence-based specialist assessment and treatment intervention and reduce the risk of reoffending
- Provide services that are integrated with other key custodial and community services to ensure a holistic approach that supports effective treatment outcomes and reintegration to the community

A key component of this team is to provide effective and timely on-site clinical consultation and recommendation for young people in custody

For referrals to be accepted by the Custodial FYMHS team, the young person must be resident at a Youth Justice Custodial Precinct (Parkville, Malmsbury or Cherry Creek).

The Community FYMHS stream is made up of three (3) different multi-disciplinary sub-teams that provide assessment and consultation only:

- **Youth Forensic Assessment & Consultation Service (YFACS)**

*Senior Clinical Specialist and Psychiatrists (Consultant & Registrar) provide primary and secondary **forensic** consultation to clients and case managers from CYMHS/CAMHS services regarding forensic risk and safety planning.*

- **Youth Justice Mental Health Clinician (YJMHC) initiative**

*Senior clinicians provide primary and secondary **mental health** consultation to clients and community Youth Justice (YJ) case managers at Youth Justice Centres in Broadmeadows, Reservoir, Sunshine and Werribee.*

- **Children's Court Mental Health Advice & Response Service (CCMHARS)**

CCMHARS Senior Clinicians are based at the Melbourne Children's Court to provide primary and secondary mental health consultation to the Court and its key stakeholders regarding the mental health of the young person appearing before the Court.

POSITION SUMMARY

The Speech Pathologist is a new position that will be embedded within the Orygen Custodial FYMHS team, providing assessment and consultation to young people in custody who present with complex speech and language difficulties.

It is anticipated that this position will be part of and support the leadership of the specialist Neurodevelopmental Disorders (NDD) team within Custodial FYMHS comprising of Speech Pathology, Neuropsychology and Occupational Therapy. This specialist assessment team provides primary and secondary consultations regarding complex cases, particularly when diagnostic clarification around communication and cognition (i.e. ASD, Language Disorders, ADHD, ID) is sought.

The Speech Pathologist will work in collaboration with the wider Custodial FYMHS multidisciplinary team to provide assessment and consultation excellence in the areas of speech, language and specialist developmental assessment. This will contribute to diagnosis where appropriate and create foundations for strategies to support young people while in custody. Clinical supervision and support will be provided by the Senior Speech Pathologist and the wider Orygen NDD Stream

Training, mentoring and education to the FYMHS and wider care team regarding integrated Speech Pathology care within forensic mental health, including youth justice is also an important part of this clinical specialist position.

This position is currently based across the youth justice custodial precincts (Parkville, Malmsbury & Cherry Creek). As such, travel to the workplace destination is included within the working hours as/where required and access to a workplace vehicle will be provided.

Key Accountabilities

- Provide support to the Orygen Custodial FYMHS team, and the Custodial FYMHS NDD team and, as requested, to the OSP Neurodevelopmental Team (NDD).
- Provide speech pathology specific assessments, strategies, recommendations and intervention (as required) for young people with Speech, Language and Communication needs and their families/carers.
- Provide high quality interpretation of assessment findings, and comprehensive and meaningful recommendations to support the management of young people with Speech, Language and Communication Needs.
- Provide consultation and capacity building to clinicians within the multidisciplinary team and more broadly within Orygen with regards to young people with Speech, Language and Communication needs.
- Support the development and implementation of clinical guidelines and processes for speech pathology assessment and intervention in a youth mental health setting, based on evidence and best practice.
- Contribute to the development of Speech Pathology and integrated care within the Orygen leadership including development of clinical policy, protocols and planning for delivery of Speech Pathology-specific services.
- Provide support, supervision, primary and secondary consultations to members of the multidisciplinary teams, regarding evidence-based Speech Pathology practice principles and approaches.
- Support primary health service staff and Youth Justice custodial staff in identifying and working with young people Speech, Language and Communication Needs.
- Help to develop the capabilities of staff (Youth Justice staff; primary health staff) working with young people with Speech, Language and Communication Needs, in the Youth Justice precincts by providing training and support, including secondary consultation as required.
- Attend care team meetings and participate in a collaborative manner to provide consultation and
- Ensure service provision is guided by evidence-based, culturally-safe and trauma-informed principles incorporating the diverse needs of all young people and families, including those from LGBTQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations.
- Ensure high standards of clinical care that are congruent with OSP aims – client focused, accessible, responsive and consistent with best practice.
- Participate in ongoing service improvement and professional development initiatives and activities.
- Participate in quality management, accreditation and ongoing improvement activities.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Acceptance of accountability for all reasonable care to provide a safe working environment within your area of responsibility and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity.
- Successful completion of required mandatory training activities, including training related to the National Standards.
- Achievement of Melbourne Health and portfolio specific KPI targets as they apply to your area.
- Participate in ongoing service improvement and professional development initiatives and activities.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service. Work in your scope of practice and seek help where required.
- Acceptance of responsibility for Continuing Professional Development (CPD) of self that is aligned with the practice domains endorsed by NWMH, as part of Melbourne Health, and actively

liaison regarding assessment, treatment planning and progress updates as required.

- Provide reports/updates to the Youth Parole Board and courts upon request.
- Management of clinical risk and actively working towards implementing risk reduction strategies.
- Provide continuity of care through effective referral pathways to community services as young people transition out of custody.
- Attendance at Custodial FYMHS & OSP NDD clinical review meetings (CRMs).
- Establish and maintain effective relationships with key stakeholders through consultation, liaison, education and collaborative projects: including Speech Pathology services, Youth Justice and primary care providers.
- Participate in research expanding the evidence base regarding forensic youth mental health care including innovative care trials and program evaluation.
- Take reasonable care for your safety and wellbeing and that of others.
- Speak up for safety, our values and wellbeing.
- Ensure and demonstrate timely documentation of client's progress in client files (Electronic Medical Record), discharge summaries and contacts.
- Demonstrate person-centred practice by working in partnership with consumers, patients and where applicable carers and families.

keep a CPD portfolio as required by the standards of your profession.

- Accept accountability to ensure that all clinical information is documented and stored in compliance with the Victorian Health Records Act 2001.
 - Disseminate evidence-based practice and relevant research outcomes.
 - The incumbent may be required to perform other duties as directed.
 - Seek feedback and participate in formal performance and annual discussion review processes.
 - Operate within the legal frameworks e.g. Mental Health and Wellbeing Act 2022 and Privacy Act.
 - Compliance of clinical governance, legislative and documentation requirements, (e.g. Clinical Review discussions, completion of relevant documentation compliant with requirement of the Mental Health and Wellbeing Act 2022).
- Compliance with Health Service and Divisional specific Regulations, Melbourne Health Policy & Procedures, Code of Conduct and the by-laws and Policies and the ethical standards of the profession.
- The incumbent may be required to perform other duties as directed.

KEY RELATIONSHIPS

Internal

- Forensic Youth Mental Health Service (FYMHS) Stream and Medical Lead
- Custodial FYMHS NDD team
- Custodial and Community FYMHS teams
- OSP Neurodevelopmental (NDD) Stream Lead and Medical Leads
- Continuing Care Team (CCT) Region Coordinators
- Inpatient Unit Team (ICA East)
- OSP Case Managers as required
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD, HYPE, Eating Disorders, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams; Psychosocial program; Youth Access Team; Inpatient Unit; Orygen Recovery, Orygen @ Home and HOPE

External

- Custodial Primary Health & Primary Mental Health Service Providers
- Custodial & Community Youth Offending Program provider
- Youth Justice staff (Custody and Community), Department of Justice and Community Safety (DJCS)
- Youth Parole Board (YPB)
- Forensicare
- Justice Health (JH), Department of Justice and Community Safety (DJCS)
- Melbourne Children's Court of Victoria
- National Disability Insurance Scheme (NDIS)

- Key stakeholders as required (Child Protection, Alcohol and Other Drug (AOD) services, Housing and Legal).
- Other Tertiary Mental Health Providers (AMHS/CAMHS/CYMHS)
- Other Youth Mental Health Services (headspace centres) and private providers

KEY SELECTION CRITERIA

Formal Qualifications:

- Bachelor or Masters of Speech Pathology or equivalent tertiary qualification
- Eligibility for membership of Speech Pathology Australia

Essential:

- A minimum of 5 years' experience working with children and young people with neurodevelopmental disorders.
- Comprehensive clinical knowledge, skills and experience in the provision of Speech Pathology theory and clinical practice in Speech, Language and Communication needs of young people across a variety settings.
- Experience assessment in, and providing intervention for, young people with neurodevelopmental differences (ID, ASD, ADHD, SLD, Language Disorders) and experience in assessing all aspects of language, including social communication / pragmatic skills
- Understanding of cultural diversity and how that may impact communication
- Experience providing supervision to junior clinicians and demonstration of leadership skills.
- Completion of, or willing to undertake, Autism Diagnostic Observation Schedule (ADOS) training and the Developmental Psychiatry Course (Mindful)
- Experience supporting case management for complex clients.
- Knowledge of the rationale and evidence for early intervention approaches.
- An awareness of different mental health approaches and forensic complexity.
- Ability to work collaboratively and effectively with other community service providers.
- Ability to work collaboratively and effectively with young people and their families/carers experiencing complex circumstances.
- Ability to work independently and collaboratively as part of a multidisciplinary team, with evidence of sound conflict resolution skills.
- 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, Mental Health Services and other relevant agencies.
- Ability to develop, implement and evaluate integrated client-centred individual service plans and diagnostic formulations.
- Well-developed interpersonal and communication skills (written and verbal).
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences etc.

- 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.
- Willingness to work from a community-based site and across multiple sites if required.
- A current Victorian driver's licence.
- A Working with Children check.
- Melbourne Health will organise a Police Check prior to commencement of employment.
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

• **Desirable:**

- A working knowledge of community-based organisations and human services organisations.
- A sound knowledge of the youth justice and/or criminal justice system and other relevant community based forensic services.
- Clinical experience working within Department of Justice, Forensic Psychiatry or Youth Forensic Services.
- Experience in working within a multidisciplinary team
- According to professional qualifications: Demonstrated evidence of membership or Annual Continuing Professional Development as outlined by appropriate Professional Body; Speech Pathology Australia
- Understanding of the Child, Youth & Families Act (CYFA) 2005 which is the principal legislation for the youth justice service.
- Understanding of the Mental Health and Wellbeing Act 2022, Health Records Act 2001, Privacy Act (1998), Child Wellbeing and Safety Act (2005), Crimes (Mental Impairment and Unfitness to be Tried) Act 1997 and other Acts/ legislation relevant to working with young people in a mental health setting (i.e. Sentencing Act, 1991).
- Understanding and acceptance of the Child Safe Standards (2022) and Reportable Conduct Scheme
- 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).

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
