



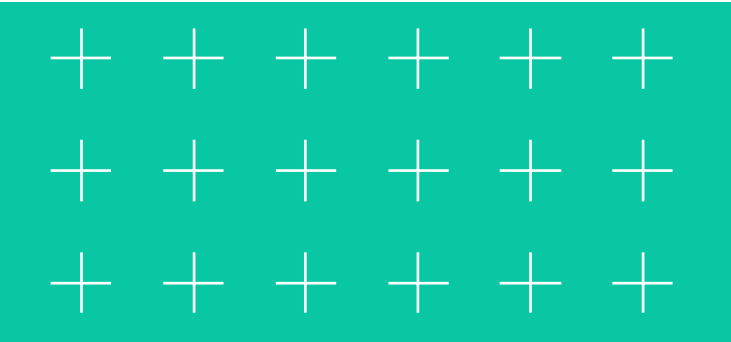
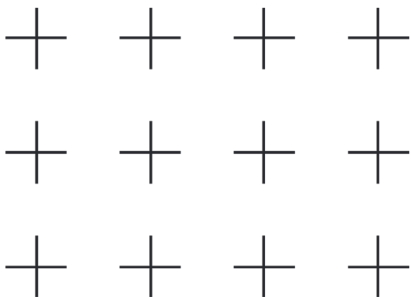
The Royal
Melbourne
Hospital

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Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Senior AOD Clinician - 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**

Position Description

Position Title:	Senior AOD Clinician - Forensic Youth Mental Health Service (FYMHS)
Service:	Orygen Specialist Program (OSP)
Location:	Parkville & Cherry Creek
Reports To:	FYMHS Stream 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 3 (YB24 - YB27) / Social Worker Grade 3 (YC46 - 49) / Registered Psychiatric Nurse Grade 4 (NP75 - NP77) / Psychologist Grade 3 (PL1 - PL4)
Immunisation Risk Category:	Category A
Date of Review:	December 2023

PROGRAM DESCRIPTION

Orygen Specialist Program (OSP), a program of Royal Melbourne Hospital, provides comprehensive and integrated specialist mental health services for young people aged 15 to 25 residing in North-Western Melbourne. OSP provides early intervention services to young people with severe and complex mental illness, working alongside Orygen, the National Centre of Excellence in Youth Mental Health (Orygen National) which operates five headspace enhanced primary youth mental health services in the catchment area, along with comprehensive research and knowledge translation programs, policy and advocacy, and digital mental health services.

Specialist clinical streams in OSP offer targeted, evidence-based interventions for psychotic disorders (including young people at 'ultra-high risk' of psychosis), mood disorders, personality disorder, eating disorders, co-occurring substance use disorders, and neurodevelopmental disorders. A dedicated forensic youth mental health stream provides these services in custodial and community youth justice services. The clinical streams are comprised of multidisciplinary teams that deliver individually tailored services that include assessment and crisis intervention, case management, medication, psychotherapy, family support, inpatient care, group work, vocational support, educational assistance, and intensive outreach.

All OSP programs are supported by the Psychosocial Recovery program, Community Development program, and Orygen Clinical Training Team. Orygen also has acute and sub-acute services that include a 19-bed Inpatient Unit (with 3 dedicated secure youth justice beds), 15-bed Hospital in the Home program, an acute outreach and assessment Youth Access Team, HOPE aftercare program for suicide prevention. A 20-bed Orygen Recovery program is operated by Orygen National. Additional information is available at www.oyh.org.au.

Orygen programs value evidence-based practice, cultural safety, and trauma-informed principles, incorporating the diverse needs of all young people and families. This is especially important for those from LGBTQIA+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations. Responsive and inclusive practices are at the forefront of all care at Orygen.

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 role is to provide effective and timely on-site clinical treatment and case management to 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 Senior AOD Clinician is embedded within the Custodial FYMHS team to assist and support young people in custody to address harmful behaviours resulting from problematic alcohol and the drug use and to develop and implement evidence-based practice.

The Senior AOD Clinician will work in collaboration with the FYMHS Steam Lead and the Custodial FYMHS multidisciplinary team to develop excellence in clinical service delivery in the areas of specialist addiction assessment and intervention. The incumbent will also be supported by the Orygen Youth Addiction and Diagnosis stream and Orygen Youth Addiction Working Group for specialist supervision and consultation.



A key component of this role is to provide timely AOD assessment, intervention and expert opinion regarding diagnostic clarification, practice guidance and treatment recommendations to support young people and their service providers in custody; and be involved in the consultation and liaison with the young person's care team and other key stakeholders in the community.

It is anticipated that this position will be part of and support the leadership of the specialist Youth Addiction and Dual Diagnosis (YADD) team within Custodial FYMHS comprising a Lead Senior Addictions Specialist and other AOD staff

The Senior AOD Clinician will enhance the capacity of the Custodial FYMHS team regarding integrated AOD care in mental health and support the development of high quality AOD-specific clinical interventions across the FYMHS steam and the wider Orygen community (including the acute and sub-acute teams). Appropriate discharge planning and appropriate referrals for ongoing AOD may also need to take place once the young people transition back into the community. The role is involved in consultation and liaison with the young person's care team and other key stakeholders.

Training, mentoring and education to the FYMHS and wider care team regarding integrated AOD care within forensic mental health, including youth justice is also an important part of this clinical specialist position. Further, it is expected that the position will provide secondary consultation to youth justice staff in the case management of young people with dual diagnosis and participate in case conferences with Youth Justice and other key stakeholders (as required) to assist and support young people in custody and as they reintegrate back into the community.

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).

This position is currently based across the youth justice custodial precincts (Parkville & 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

- Manage and undertake specific youth AOD assessments and interventions: substance use stabilisation (intoxication and withdrawal), dual diagnosis interventions, tobacco cessation and other AOD-specific interventions
- Undertake and/or contribute to risk assessment, formulation, psychological treatment, crisis intervention, family work, systems containment and systems support for the young people, families/carers and wider system
- Document and review framework for youth addiction and dual diagnosis specific mental health care across Orygen, engaging and collaborating with Orygen Primary, Specialist, Research, and Knowledge and Translation.
- Represent, promote and advocate for the development of AOD and integrated care within the Orygen leadership including development of clinical policy, protocols and planning for delivery of AOD-specific mental health services.
- Collaborate and integrate with the OSP Youth Addiction and Dual Diagnosis Stream and associated working groups including the Orygen Youth Addiction working group.
- Provide support, supervision, primary and secondary consultations to members of the multidisciplinary teams, regarding evidence-based youth AOD and dual diagnosis practice principles and approaches.
- Support primary health service staff and Youth Justice custodial staff in identifying and working with young people experiencing mental illness.
- Provide continuity of care through effective referral pathways to age appropriate AOD community services as young people transition out of custody.
- Ensure and demonstrate timely completion of outcome measures, documentation of client's progress in client files (Electronic Medical Record), discharge summaries and contacts.
- Accept accountability to ensure that all clinical information is documented and stored in compliance with the Victorian Health Records Act 2001.
- 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).
- Provide support, supervision, primary and secondary consultations to members of the multidisciplinary
- Help to develop the capabilities of staff (Youth Justice staff; primary health staff) working with young people experiencing mental illness and substance misuse/addiction in the Youth Justice precincts by providing training and support, including secondary consultation as required.
- Collaboratively design, develop and support the delivery of forensic youth mental health training packages across primary and tertiary care services.
- Work alongside other case managers, in partnership with consumers, clients and patients and support their family/carer systems.
- Ensure high standards of clinical care that are congruent with OSP aims – client focused, accessible, responsive and consistent with best practice.
- Disseminate evidence-based practice and relevant research outcomes.
- Facilitate and support participation in research and evaluation expanding the evidence base regarding forensic youth mental health including but not limited to innovative trails and program evaluation.
- Ensure that FYMHS service delivery 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 linguistic diverse populations.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- Take reasonable care for your safety, wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Create and support others to create and foster a Psychologically safe work environment where all staff feel safe to speak up.
- Work collaboratively with colleagues across all RMH teams.



teams, regarding evidence-based mental health practice principles and approaches.

- Support primary health service staff and Youth Justice custodial staff in identifying and working with young people experiencing mental illness.
- Represent, promote and advocate for the development of FYMHS and integrated care within OSP
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including AOD services, Youth Justice and primary care providers
- Provide updates to the Youth Parole Board and courts upon request.
- Promote youth and family lived experience by participation in service design, planning, implementation and evaluation.
- Manage clinical risk and actively work toward implementing risk reduction strategies
- Attendance and/or leadership of clinical review meetings and care team meetings (as 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 keep a CPD portfolio as required by the standards of your profession.
- Successful completion of required mandatory training activities, including training related to the National Standards.
- Participate in ongoing service improvement, quality management, accreditation and professional development initiatives and activities.
- Seek feedback on your own work and performance by participating in regular annual performance discussions.
- Ensure all direct reporting staff receive and engage in regular feedback and participate in regular, annual discussions and ongoing professional development.
- Support the student placement program and supervise students as requested.
- Speak up for safety and participating in regular reviews of the Child Safe Standards, 2022 (Commission for Children and Young People, CCYP).
- Ensure high standards of clinical care are delivered, that are congruent with Orygen's values and are client focused, accessible, responsive and consistent with best recommended practice.
- 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.
- Comply with Safety & Service improvement/quality management policies and procedures.
- Support and participate in Health Services Occupational Health & Safety (OH&S) Policies and Procedures and implement (where appropriate) at unit/service area level including reporting any incidents of unsafe work practices, sites/areas or equipment.
- 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.
- Operate within the legal frameworks e.g. Mental Health and Wellbeing Act 2022 and Privacy Act.
- Achievement of Melbourne Health and portfolio-specific KPI targets as they apply to your area.
- Contribute to the development and improvement of administrative process and application of new technology as required.

KEY RELATIONSHIPS

Internal

- FYMHS Stream & Medical Lead
- Custodial FYMHS Team Lead and staffing team
- Community FYMHS Team Lead and staffing team
 - Children’s Court Mental Health Advice & Response Service (CCHMARS)
 - Youth Justice Mental Health Clinician Initiative (YJMHC)
 - Youth Forensic Assessment & Consultation Service (YFACS)
- Orygen Youth Addiction and Dual Diagnosis Stream Lead and Medical Leads
- Orygen Continuing Care Team (CCT) Region Coordinators
- Sub – programs, including Early Psychosis, MOOD and HYPE clinical streams, Psychosocial programs, Youth Access Team (YAT), Inpatient Unit, Orygen@ Home, HOPE, Dual Diagnosis, Eating Disorders, Neurodevelopmental Disorders, Community Development, Orygen Recovery and Refugee Access.
- Orygen Inpatient Unit Team (ICA East)
- Orygen Case Managers as required

External

- Custodial Primary Health & Primary Mental Health Service Provider
- 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, 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:

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 Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing, Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent.

Social Workers:

- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

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.).

Psychologists:

- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009), Post-Graduate Qualifications with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia.

Essential:

- A minimum of 5 years experience in the application of clinical practice in the mental health field and specifically with young people experiencing mental health disorders and have a demonstrated understanding of interventions for reducing alcohol and drug related harm.
- Previous experience in the AOD sector and the ability to provide leadership and supervise other staff.
- A thorough knowledge of current mental health approaches to working with mentally ill clients with behavioural and/or forensic complexity.
- Ability to work collaboratively and effectively with CAMHS/CYMHS services.
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system.
- A sound knowledge of the youth justice and/or criminal justice system and other relevant community based forensic services.
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- Well-developed interpersonal and communication skills (written and verbal).
- Experience and expertise in providing case management.
- Knowledge of the rationale and evidence for early intervention in mental illness.
- Ability to work collaboratively and effectively with young people and their families.
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
- According to professional qualifications: Demonstrated evidence of membership or Annual Continuing Professional Development as outlined by appropriate Professional Body;
- 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)
- 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.
- Knowledge of the rationale and evidence for early intervention in mental illness.
- Ability to develop, implement and evaluate integrated client-centred individual service plans, risk assessments and diagnostic formulations.
- Ability to work independently and effectively within multidisciplinary teams.
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences etc.



- Willingness to work from a community-based site and across multiple sites if required.
- A current Victorian driver's licence.
- A current and valid Working with Children Check (WWCC).
- 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:

- Nursing: Evidence of Credentialed Mental Health Nurse (ACMHN).
- 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.
- Clinical experience working within Department of Justice, Forensic Psychiatry or Youth Forensic Services.
- Demonstrated experience at a senior clinician/clinical coordinator or clinical experience within an autonomous role.
- A working knowledge of community-based health and mental health organisations and human services organisations.
- A commitment to ongoing professional development. Maintains knowledge through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- According to professional qualifications: Demonstrated evidence of membership or Annual Continuing Professional Development as outlined by appropriate Professional Body (NBA, OTA, AASW, APS); MAASW (Acc) or AASW Accredited Mental Health Social Worker status or OT Australia Accredited Occupational Therapy status (AccOT).
- Advanced computer and keyboard skills are an advantage.
- 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