



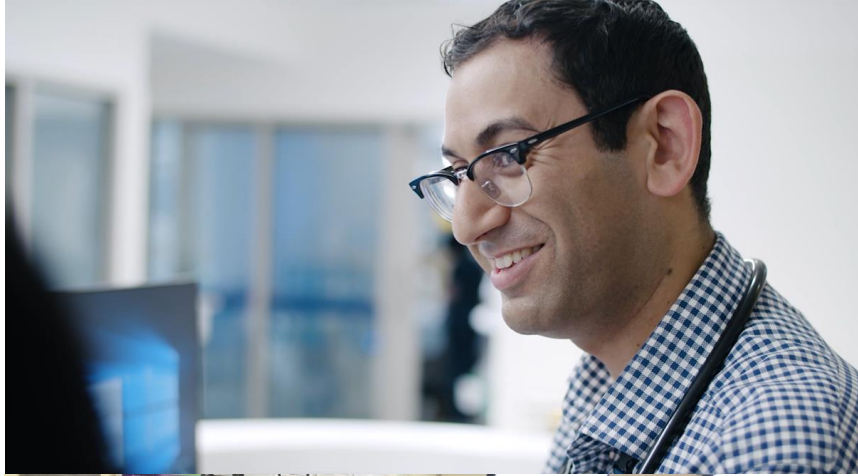
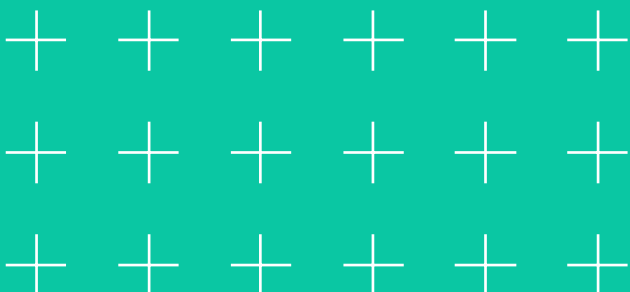
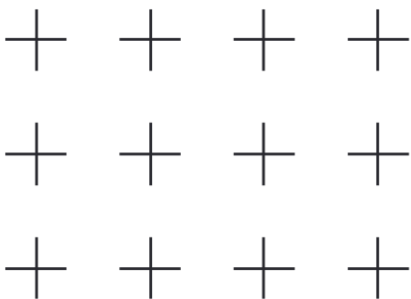
The Royal
Melbourne
Hospital

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Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Senior Clinician – IPU and 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**

- Undertake or contribute to mental health and risk assessment, formulation, psychological treatment, crisis intervention, case management & systems support for the young person, family/carers and wider system
- 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
- Provide effective and timely on-site clinical treatment and case management to young people in the IPU and in youth justice custodial precincts
- Manage clinical risk and actively work toward implementing risk reduction strategies
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including but not limited to Youth Justice, youth forensic services, AOD services and primary care providers
- Work in partnership with young people, and where applicable carers and families.
- Participate in research expanding the evidence base regarding youth dual diagnosis care including innovative care trials and program evaluation.
- Take reasonable care for your safety and wellbeing and that of others.
- Achievement of Melbourne Health and portfolio specific KPI targets as they apply to your area
- 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
- 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
- Compliance of clinical governance, legislative and documentation requirements, (e.g. Clinical Review discussions, completion of relevant documentation compliant with requirement of the Mental Health Act 2014).
- 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.
- Participate in quality improvement initiatives and undertake approved research and/or learning activities to ensure quality and safety and ongoing development of the services and its practitioners.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Successful completion of required mandatory training activities, including training related to the National Standards
- 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 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.
- Operate within the legal frameworks e.g. Mental Health Act and Privacy Act.
- Seek feedback on your work including participation in annual performance discussion.
- Work collaboratively with colleagues across all RMH teams.
- Speak up for safety, our values and wellbeing.

KEY RELATIONSHIPS

Internal

- Forensic Youth Mental Health Service Stream Lead

External

- Custodial Primary Health & Primary Mental Health Service Provider (Correct Care Australasia, CCA)



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- Custodial Forensic Youth Mental Health Service (FYMHS)
 - Community Forensic Youth Mental Health Service (FYMHS)
 - Youth Justice Mental Health Clinician (YJMHC) Initiative
 - Children's Court Mental Health Advice & Response Service (CCHMARS)
 - Youth Forensic Assessment & Consultation Service (YFACS)
 - Continuing Care Team Region Coordinators
 - Orygen Inpatient Unit Team (ICA East)
 - Orygen Case Managers as required
 - Custodial & Community Youth Offending Program provider (Caraniche)
 - Youth Justice staff (Custody and Community), Department of Justice and Community Safety (DJCS)
 - Youth Parole Board (YPB)
 - Justice Health (JH), Department of Justice and Community Safety (DJCS)
 - 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
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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.

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
 - An advanced level of skill in assessment (including forensic risk assessment), diagnostic formulation, and treatment interventions for young people presenting with both forensic issues and with mental health disorders.
 - 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).
 - Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
 - Understanding of the Children & Young Person's Act, Mental Health Act 2014 and other Acts/legislation relevant to working with young people in a mental health setting.
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- 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.
- 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 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:

- 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.
- 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)
- Advanced computer and keyboard skills are an advantage.
- A current Victorian driver's licence
- 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:



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- 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.
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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
