

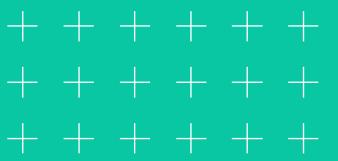


Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team





Position Description

Clinical Specialist - OCD and Anxiety







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



Lead with Kindness



Together

Excellence



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.

Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

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: Clinical Specialist - OCD and Anxiety

Service: Orygen Specialist Program

Location: Parkville

Reports To: Program Manager; Deputy Clinical Director

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 4 (HR9-HR12) / Social Worker Grade

4 (HR25-HR28) / Registered Psychiatric Nurse Grade 5 (NP51) /

Psychologist Grade 4 (PM1-PM5)

Immunisation Risk Category: Category A

Date of Review: July 2023

PROGRAM DESCRIPTION

Orygen Specialist Program (OSP), a program of Melbourne Health, provides specialist mental health services for young people aged 15 to 25 and focuses on providing early intervention to young people with severe and complex mental illness. OSP also works alongside Orygen, the National Centre of Excellence in Youth Mental Health which operates four primary mental health care headspace services in the catchment area.

Multidisciplinary teams deliver individually tailored services that comprise assessment and crisis intervention, case management, medication, psychotherapy, family support, inpatient care, group work, vocational support, educational assistance, and intensive outreach. Specialist clinical streams offer targeted interventions for psychotic disorders (including young people at 'ultra-high risk' of psychosis), mood disorders, and personality disorders; and manage co-morbid substance use disorders, eating disorders, and neurodevelopment disorders. A forensic stream has been established to provide custodial and community justice services. Streams are supported by the Psychosocial Recovery program, Community Development program, and Orygen Training Team. Orygen also has a 19-bed Inpatient Unit, 15-bed Orygen @ Home program, Youth Access Team and emerging HOPE and YPARC programs making up the acute and sub-acute care sector. Additional information is available at www.oyh.org.au.

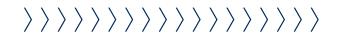
Orygen highly values responsive services for youth in the western and northwestern region of Melbourne. Orygen programs are to be guided by evidence-based, culturally-safe and trauma-informed principles incorporating the diverse needs of all young people and families. This is especially important for 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.

DEPARTMENT DESCRIPTION

Due to expansion of youth mental services and the need for early intervention specialist mental health service for young people presenting with Obsessive Compulsive Disorder (OCD), the Orygen Youth Mood Clinic (YMC)







will develop a sub-team with a focus on OCD and Anxiety. As this sub-team grows into a Clinical Stream, the multidisciplinary team aims to comprehensively develop and implement an evidence-based, sustainable model of care for young people accessing primary and tertiary treatment at Orygen. It is expected that new learnings will come from each stage of implementation therefore informing the latter stages.

The service operates over a number of sites and staff may be required to work from Parkville, Footscray, Wyndham, Sunshine, Melton, or other sites within the catchment. Ongoing commitment to improve service accessibility has seen the development of new sites, including the Sunshine Service, based within the Youth Hub and collocated with headspace, as well as satellite clinics in Wyndham and Melton. As these sites develop and more are considered, staff may be based at different sites dependent on the specific requirements of the position.

POSITION SUMMARY

The Clinical Specialist is a key leadership role within OSP and will support the development and implementation of OCD and Anxiety evidence-based practice: identification, assessment and interventions across OSP. The role will support the emerging OCD and Anxiety workforce and will work collaboratively with the broader Orygen workforce in providing integrated care to young people with OCD and other mental health issues.

The Clinical Specialist will work closely and collaboratively with the Medical Lead, the broader OSP and Orygen leadership and the service design team to provide guidance and oversight regarding the development of clinical policy and protocol unpinning an enhanced and innovative model of care to support not only the delivery of specialist evidenced-based mental health services.

The role is responsible for the provision of high-level consultation, clinical leadership and management, advice on complex clinical matters, training and supervision of the multidisciplinary team.

The role will enhance the capacity of the OSP workforce to provide integrated care through:

- The provision of training, primary, secondary and tertiary consultation regarding integrated health care;
- · Expertise and experience of working with families and young people with OCD and comorbidity in other mental health issues:
- Demonstrated 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

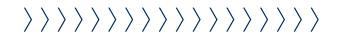
- Provide strategic clinical leadership and direction in development of a comprehensive service delivery model for the Clinical Stream interventions across OSP, in consultation with senior clinical and leadership

 Contribute to organisation-wide and team.
- · Collaboratively design, develop and support the delivery of training packages across primary and tertiary care services.
- Contribute to the development and implementation of Orygen resources related to OCD and Anxiety.
- Provide specialist assessments of young people who present with OCD and Anxiety.
- Provide education and training regarding OCD and Anxiety to other OSP staff.
- Attend care plan and clinical review meetings.

- Participate in ongoing service improvement and professional development initiatives and activities.
- service/division initiatives and planning activities.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Ensure training needs of direct reports are identified and undertaken.
- Collaborate with the Continuing Care Coordinators and senior clinical staff to ensure clinical processes are effectively managed, including: allocation of clients, critical incident responses, clinical review, discharges, business and team meetings
- Ensure training needs of all staff and direct reports are identified and undertaken.







- Undertake or contribute to mental health and risk assessment, formulation, psychological treatment, crisis intervention, systems support for the young person, family/carers and wider system.
- · Provide direct clinical case management to young people and families/carers for a limited clinical case load.
- Manage clinical risk and actively work toward implementing risk reduction strategies.
- Participate in research expanding the evidence base regarding youth OCD and Anxiety disorders including innovative care trials and program evaluation.
- 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

 • Create and support others to create and foster a and Torres Strait Islander, and culturally and linguistically diverse populations.
- Participate in ongoing service wide improvement, delivery, initiatives and planning activities.
- 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.
- Operate within allocated budget and attend regular budget meetings as required.

- Ensure all direct reporting staff receive and engage in regular feedback and participate in regular, annual discussions.
- Promote youth and family lived experience by participation in service design, planning, implementation and evaluation.
- Contribute to a culture of care, teamwork, continuous improvement, constructive performance review, high quality work standards and client service delivery.
- Encouraging staff to work within their scope of practice and seek support/consultation as required.
- Take reasonable care for your safety, wellbeing and that of others.
- Psychologically safe work environment where all staff feel safe to speak up. Speak up for safety, Orygen values and wellbeing.
- Monitor and achieve relevant KPIs and targets.
- Seek feedback on your own work and performance by participating in regular annual performance discussions.
- · 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.
- Speak up for safety, our values and wellbeing.

KEY RELATIONSHIPS

Internal

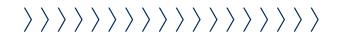
- OSP Program Manager
- OSP Clinical Leadership
- Youth Mood Clinic Stream Lead
- Youth Mood Clinic Medical Lead
- Continuing Care Team Coordinators
- · Case Managers, as required
- · Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD, HYPE, Eating Disorders, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams; Community Development; Psychosocial program; Youth Access Team; Inpatient Unit; Orygen @ Home; HOPE; and FYMHS.

External

 Other Youth Mental Health Services (headspace centres) and private providers







KEY SELECTION CRITERIA

Formal Qualifications

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

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 the application of clinical practice in the mental health field and specifically with young people experiencing mental health disorders.
- Ability to work collaboratively and effectively with CAMHS/CYMHS services.
- Demonstrated competence, and significant interest, in the treatment of youth OCD and anxiety disorders.
- Demonstrated experience at a senior clinician/clinical coordinator or clinical experience within an autonomous role.
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system.
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- Ability to work collaboratively and effectively with young people and their families.
- Well-developed interpersonal and communication skills (written and verbal).
- 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.
- 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.
- 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).







- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences.
- 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 health and mental health organisations and human services organisations.
- Advanced computer and keyboard skills are an advantage.
- 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.
- 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).
- 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

Date

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)	