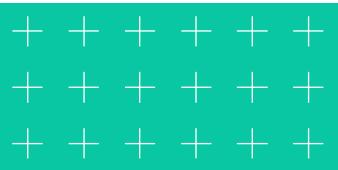


Advancing health for everyone, every day.

Could this be you?

Join the Royal Melbourne Hospital team





Position Description

Senior Mental Health 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

People are at the heart of everything

understand how we can make the

most positive difference for them.

we do. We take the time to

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

unique.



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

True excelle
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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 Mental Health Clinician - Forensic Youth Mental

Health Service (FYMHS)

Service: Orygen Specialist Program

Location: Parkville Youth Justice Precinct (PYJP)

Reports To: FYMHS Stream Leader; Custodial FYMHS Team Lead

Enterprise Agreement: 5. Victorian Public Mental Health Services Enterprise

Agreement 2020-2024

4. Medical Scientists, Pharmacists and Psychologists

Victorian Public Health Sector (Single Interest Employers) Enterprise Agreement 2021-2025

Classification: Registered Psychiatric Nurse Grade 4 (NP75-NP77) /

Occupational Therapist Grade 3 (YB24-YB27) / Social Worker Grade 3 (YC46-YC49) / Psychologist Grade 3

(PL1-PL4)

Employment Status: Permanent Full Time

Immunisation Risk Category: Category A

Date of Review: January 2025

PROGRAM DESCRIPTION

Orygen Specialist Program (OSP), a program of the Royal Melbourne Hospital, provides specialist mental health services for young people aged 12 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 five primary mental health care headspace services in the catchment area. Victoria's Mental Health Services are undergoing generational system reform to enable better service delivery and outcomes for all Victorians. Youth Mental Health Services are being reformed in this process. OSP will transition into the newly established Parkville Youth Mental Health and Wellbeing Service as part of this reform.

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 also now been established providing in 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, HOPE and Orygen Recovery 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 regions 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 the high rate of mental ill health 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 services. The relationship between mental illness and offending behaviour in youth is complex but undeniably connected. As such, the effective early 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 Youth Justice (PYJP) and Cherry Creek Youth Justice Precincts (CCYJP). CCYP is located in Little River, West of Melbourne.

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 reducing 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.

Our voluntary Mental Health Unit (MHU) at Cherry Creek Youth Justice Precinct (CCYJP) adheres to a philosophy of least restrictive practice, that is recovery focused and young person-centred with a model of care that is the cornerstone of the unit where every member of the multi-disciplinary team plays a part.

POSITION SUMMARY

Embedded within a multidisciplinary team at Parkville Youth Justice Precinct (PYJP), the Senior Mental Health Clinician will provide responsive, supportive and timely clinical mental health assessments, formulation, and evidence-based treatment to young people in youth justice custody. The Senior Mental Health Clinician plays an essential role in providing collaborative, person-centred and recovery-orientated consultation and liaison to the young person's care team and other key stakeholders.

The Senior Mental Health Clinician's role focuses on providing high-level consultation, leadership, and advice on complex clinical matters. The clinician is expected to have advanced knowledge and experience in the mental health sector. Knowledge and experience working in a forensic setting is desirable.

In this position, you will be required to work at the Cherry Creek and/or Parkville Youth Justice Custodial Precincts and/or wider OSP service locations. When required to travel to other site locations (within Youth Justice or OSP), a workplace vehicle will be provided for travel to the workplace destination within working hours.

The main elements of the Senior Mental Health Clinician – Custodial FYMHS position include:

- Provide leadership and support to a multi-disciplinary team as required.
- Mental Health assessment & the provision of evidence-based and age-appropriate treatment for young people who present with mental illness and wellbeing difficulties.





- Support and build the capacity of primary health service staff and Youth Justice custodial staff in identifying and working with young people experiencing mental illness via training and secondary consultation as required
- Provide consultation to primary mental health services to assist in the care and clinical case management of a young person, including diagnostic clarification and treatment reviews

KEY ACCOUNTABILITIES

- Undertake and/or contribute to mental health and risk
 It is expected that the incumbent will work in a assessment, formulation, psychological treatment, crisis intervention, family work, systems containment and systems support for the young people, families/carers and wider systems.
- Provide continuity of care through effective referral pathways to community services as young people transition out of custody and coordinate ageappropriate mental health care plans with other health and custodial services.
- Transition support may also include providing direct client services whilst the young person transitions between the custodial and community environment.
- 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 with clinical governance policy/procedures, 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 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.
- 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

- culturally safe and sensitive manner with all Aboriginal children, young people and their families under the Youth Justice "Strategic Plan (2020 – 2030)", the "Aboriginal Youth Justice Strategy (Wirkara Kulpa)" and the "Aboriginal Justice Agreement (Burra Lotipa Dunguludja)".
- Help to develop the capabilities of staff (Youth Justice staff; primary health staff) working with young people experiencing mental illness 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.
- · Participate in relevant and required training and professional development opportunities.
- Engage in regular clinical supervision and operational support as recommended
- 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.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.



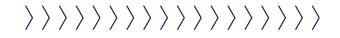


- operating within the precinct; development, implementation, monitoring, and review of age and development appropriate mental health treatment and care plans.
- · Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education 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).
- · Attending training courses as agreed
- Commitment and regular participation in clinical supervision and operational support (line management).
- Acceptance of responsibility for Continuing Professional Development (CPD) of self that is aligned with the practice domains as part of Royal Melbourne Hospital, 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, and their training needs are identified and undertaken.

 • Work collaboratively with colleagues across all
- Operate within the relevant legal frameworks e.g. Mental Health and Wellbeing Act 2022 and Privacy
- Achievement of service portfolio specific KPI targets as they apply to your area

- In coordination with other health and custodial services Ensure that FYMHS service delivery is guided by evidence-based, culturally safe and traumainformed principles incorporating the diverse needs of all young people and families, including those from LGBTQI+, Aboriginal and Torres Strait Islander and multicultural and multifaith diverse populations.
 - Take reasonable care for your safety, wellbeing and that of others.
 - Work in your scope of practice and seek help
 - Create and foster a Psychologically safe work environment where all staff feel safe to speak up.
 - Speak up for safety and participating in regular reviews of the Child Safe Standards (Commission for Children and Young People).
 - Ensure high standards of clinical care that are congruent with OSP aims - client focused, accessible, responsive and consistent with best practice.
 - Contribute to the development and improvement of administrative process and application of new technology as required.
 - 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, antidiscrimination, and equal opportunity.
 - 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, Royal Melbourne Hospital Policy & Procedures, Code of Conduct and the bylaws and Policies and the ethical standards of the profession
 - The incumbent may be required to perform other duties as directed.
 - RMH teams.
 - Comply with Safety & Service improvement/quality management policies and procedures.





KEY RELATIONSHIPS

Internal

- FYMHS Leadership (Clinical and Medical Lead)
- Custodial FYMHS Leadership (Team and Medical Lead)
- Custodial and Community FYMHS teams
- Inpatient Unit Team (ICA East)
- Continuing Care Team Region Coordinators and Case Managers as required
- Sub-programs, including Early Psychosis,
 MOOD, HYPE, Eating Disorders,
 Neurodevelopmental Disorders and
 Addictions/Dual Diagnosis Streams; Community
 Development; Psychosocial program; Youth
 Access Team; Orygen @ Home; HOPE; and
 Orygen Recovery.

External

- Custodial Primary Health & Primary Mental Health Service Provider
- Custodial & Community Youth Offending Program provider
- DJCS, particularly Justice Health and Youth Justice
- Youth Parole Board (YPB)
- Forensicare
- 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:

An approved degree from a recognised school of Occupational Therapy or other qualification accredited by the Occupational Therapy Council of Australia Ltd

Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia, meeting the Board's registration standards including ongoing professional development and recency of practice.

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

Masters or Doctoral qualification in Clinical, Neuro or Forensic Psychology

Approved supervisor with the Psychology Board of Australia (AHPRA).





Essential:

- A minimum of 5 years' experience in the application of clinical practice in the mental health field specifically with young people experiencing mental health disorders.
- A thorough knowledge of current mental health approaches to working with mentally ill clients with behavioural and/or forensic complexity.
- Demonstrated experience at a senior clinician/clinical coordinator or clinical experience within an autonomous role.
- Demonstrated significant experience in the provision of mental health care with young people; including case management, risk assessment, mental state assessment, psychoeducation related to illness and medication, care coordination and partnering with young people and family/carers.
- Ability to work collaboratively and effectively with community service providers.
- 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, MHCSS, and other relevant agencies.
- 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).
- 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.
- Commitment to the development of integrated clinical research within the service.
- 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.
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars and conferences.
- Willingness to work from a community-based site and across multiple sites if required.
- A current Victorian driver's licence.
- A current Working with Children Check (WWCC).
- RMH and DJCS will organise a Police Check prior to commencement of employment.





Desirable:

- A strong working knowledge of community-based organisations and human services organisations.
- Clinical experience working within the Department of Justice, Forensic Psychiatry or Youth Forensic Services.
- Demonstrated experience at a Senior Clinician/Clinical Coordinator level or clinical experience within an autonomous role.
- A strong and demonstrated 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).

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



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