

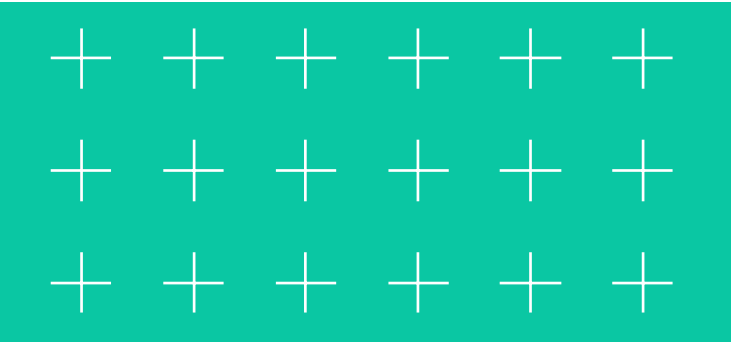


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



**Emergency Mental Health –
Senior Clinician MWAMHS**



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 Clinician MWAMHS
Service:	EMH/PARC/MHaP
Location:	Sunshine Hospital /Deer Park /Keilor Downs
Reports To:	Manager EMH/PARC/MHaP
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2016–2020 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2017–2021
Classification:	Occupational Therapist Grade 3 (YB24 - YB27) / Social Worker Grade 3 (YC46 - 49) / Psychologist Grade 3 (PL1 - PL4) / Registered Psychiatric Nurse Grade 4 (NP75 - NP77)
Employment Status:	Full time or Part Time
Immunisation Risk Category:	Category A
Date of Review:	2022

POSITION SUMMARY

The EMH team plays a pivotal role within the ED providing assessment, management and treatment for consumers with an acute mental health disorder or psychological distress with associated at risk behaviour. EMH also provide supports to families, carers and support people of consumers in the ED. The service provides high level clinical mental health consultation within the Sunshine Hospital Emergency Department to support ED staff in the care and treatment of mental health consumers. EMH provide a critical interface between the community mental health and inpatient services. EMH Clinicians also provide a support and assessment service with Victoria Police known as MHaP (PACER).

The EMH Senior Clinician is responsible for high quality assessment and interventions to mental health consumers and their families and carers presenting to the Sunshine ED. The Senior Clinician will work both autonomously in the ED setting and as part of the wider team in the delivery of the EMH and MHaP programs. The Senior Clinician will provide support to other EMH Clinicians and ED staff.

The Sunshine Hospital ED is expanding with the new Mental Health & AOD Hub and Behaviour Assessment Unit (BAU) due to open later in 2022. EMH will expand to service these additional beds to provide care to mental health consumers within a purpose built environment. EMH will work alongside ED staff and the Mental Health Nurse Navigator to deliver high quality care across all areas of Sunshine ED to mental health consumers in ED.



KEY ACCOUNTABILITIES

- Provide high quality clinical mental health assessment, support, interventions and treatment to mental health consumers across all areas of Sunshine ED and MHaP programs.
- Provide support to families, carers and support people of consumers.
- Collaborate with ED staff to provide timely and high quality care to mental health consumers across all areas of ED.
- Complete all required clinical and legal documentation in a comprehensive, clear and articulate manner.
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH and Western Health programs.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH and Western Health is a smoke-free environment.
- Demonstration of Melbourne Health values, being a role model for living the values;
- 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;
- 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
- 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.
- 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).
- Accept accountability to ensure that all clinical information is documented and stored in compliance with the Victorian Health Records Act 2001.
- Participation in formal performance and annual discussion review processes.
- Operate within the legal frameworks e.g. Mental Health Act and Privacy Act.
- 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.

KEY RELATIONSHIPS

Internal

- Sunshine Hospital Emergency Department
- All MWAMHS programs
- Victoria Police
- Ambulance Victoria
- NWMH programs
- Western Health

External

- General Practitioners
- Private Psychiatrists and Psychologists
- MHCSS organisations
- AOD, housing and homelessness services
- Relationship services
- Consumers, family and carers
- Primary Health Network and other stakeholders

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

Essential:

- A minimum 5 years' demonstrated experience in a variety of clinical mental health settings, including acute mental health
- High level skills and knowledge in conducting mental health and risk assessments.
- High level skill in developing management plans and comprehensive care formulations.
- Demonstrated ability to deliver best practice brief therapeutic interventions
- Demonstrated supervision and consultation skills, and experience in developing professional competencies.
- Strong leadership skills and evidence of contributing to a cohesive multidisciplinary team.
- Demonstrated ability to develop and maintain working relationships with a wide variety of stakeholders
- Demonstrated ability to consult, liaise and negotiate sensitively with consumers, their family or carers, treating teams and members of other community services.

- Experience in supporting clinical students on placement.
- Ability to work in a computerized environment.
- Hold a current Victorian driver's licence.
- Be familiar with and adhere to relevant professional codes of ethics, the values of Melbourne Health, and relevant legislation, in particular: the Mental Health Act (2014), the Guardianship & Administration Act, Victorian Charter of Human Rights and Responsibilities Act 2006 and clinicians' responsibilities under s141 Health Services Act with regard to the sharing of health information.
- 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.
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

Desirable:

- Experience in the Alcohol and Other drug field.
- Experience in evaluation of clinical programs

Clinical Governance Framework

Employees have a responsibility to deliver Safe, Timely, Effective, Person-Centred Care (STEP) by:

- Fulfilling your roles and responsibilities as outlined in the Clinical Governance Framework
- Acting in accordance with all safety, quality and improvement policies and procedures
- Identifying and reporting risks in a proactive way in order to minimise and mitigate risk across the organisation
- Working in partnership with consumers/patients and where applicable their carers and families
- Complying with all relevant standards and legislative requirements
- Complying with all clinical and/or competency standards and requirements, ensuring you operate within your scope of practice and seek help when needed.

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

1. Clinical Care:

- Practice at an advanced level of clinical mental health nursing
- Be capable of advanced decision making in collaboration with the ED team.
- Demonstrate critical thinking and reasoning, advanced problem solving and expert clinical judgement
- Undertake operational leadership.
- Apply principles of clinical governance.
- Actively contribute to the development of an individual support plan.
- Encourage and ensure linkages with community, health and other support services as indicated.



- Participate in education and training for staff across the ED
- Use evidence based mental health clinical practice to facilitate positive outcomes to patients in the ED.

2. Quality Improvement

- Undertake evaluation of this role
- Participate in audits and review of data reports where required.
- Actively contribute to the evaluation of the EMH and MHaP programs.
- Enact strategies that support improvements in care and practice
- Contribute to organizational key objectives and performance indicators.

3. Communication and Team work

- Serve as a role model for professional practice and exhibit effective communication of expected standards.
- Provide supervision and consultation to the clinical practice area and individual nurses
- Where multiple service providers are involved in a client's care, ensure coordination is established in order to support best outcomes for the client.
- Participate in internal and external meetings where appropriate and at the direction of the EMH Manager, MWAMHS Area Manager. Director of clinical services

4. Contribution to Service

- Adhere to established guidelines, protocols, procedures, standards and systems of work set by the organisation.
- Provide clinical supervision to nurses and other clinicians to ensure clinical competency and professional development now and into the future.
- Undertake administrative tasks according to the protocols established for the team and required for reporting on the minimum data set reporting framework.
- Contribute to research and evaluation activities within MWAMHS and across NWMH as appropriate.
- Contribute to the application of information systems to improve clinical practice and inform clinical decision making
- Promote a culture of continuous improvement

5. Professional Development

Demonstrate strong ongoing commitment to own professional development and the ability to support and develop knowledge and skills in other team members.

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
