



**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
every day.**

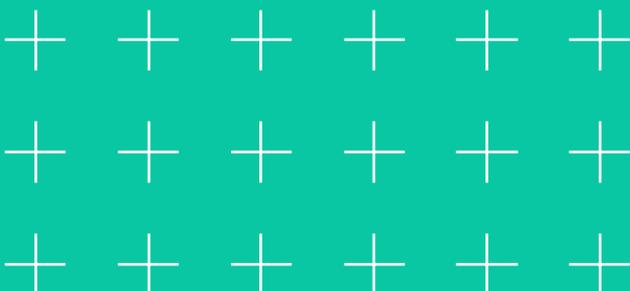
**Join The Royal
Melbourne Hospital's
NorthWestern Mental
Health Service**

Artwork from Walk Together
by Dixon Patten
Gunnai and Yorta Yorta, Bayila Creative



Position Description

**Aboriginal and Torres Strait
Islander Social and Emotional
Wellbeing Clinician**





About The Royal Melbourne Hospital

As one of Victoria's largest public health services, the Royal Melbourne Hospital (RMH) provides a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs. We are a designated state-wide provider for services including trauma, and we lead centres of excellence for tertiary services in several key specialties including neurosciences, nephrology, oncology, cardiology and virtual health.

We are surrounded by a Parkville Precinct of brilliant thinkers, and we are constantly collaborating to set new benchmarks in health excellence - benchmarks that impact across the globe. While the work we do takes us in inspiring new directions; caring for each other, our patients and consumers is as essential to who we are, as any scientific breakthrough we make.

Our people of more than 10,000 strong, embody who we are and what we stand for. We're here for when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing and for delivering excellence together, always.

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:	Aboriginal and Torres Strait Islander Social and Emotional Wellbeing Clinician
Service:	Inner West Area Mental Health Service
Location:	Royal Melbourne Hospital City Campus and Chelsea House
Reports To:	Program Manager and IWAMHS Senior Aboriginal Social and Emotional and Wellbeing Clinical Specialist
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:	SW2, OT2, P2, RPN3
Immunisation Risk Category:	Category A
Date of Review:	July 2023

Position Purpose

The Inner West Area Mental Health Service (IWAMHS) Aboriginal and Torres Strait Islander Social and Emotional Wellbeing (SEWB) Clinician role, will be based in Community Team 1. The role will add further culturally appropriate clinical resources to our team that holds the homeless portfolio as well as our inpatient unit. It will also provide additional support to, and be supported by, our existing Senior Aboriginal and Torres Strait Islander Social and Emotional and Wellbeing Clinical Specialist within IWAMHS.

In addition, the position will:

- Provide direct cultural consultation and welcoming of consumers to the service across both:
 - Community Team 1 (CT1) and
 - Royal Melbourne Hospital John Cade Inpatient Psychiatry Unit (JCU).
- Provide short term contact and engagement conjointly with clinical staff.
- Provide ongoing consultation to staff regarding culturally appropriate service delivery.
- Establish, develop and maintain positive relationships and networks with Aboriginal Community Controlled Organisations and other relevant stakeholders.
- Across JCU and CT1, increase Aboriginal community / cultural knowledge and awareness of mental health and related services available.
- Promote and facilitate increased access to IWAMHS and other mental health services.
- Include provision of key clinician responsibilities with an agreed case load of direct clinical recovery and wellness planning and support with Community Team 1 consumers.

CT1 are based in close proximity to the Royal Melbourne Hospital and provide care to consumers living in the CBD and residents of the Inner Melbourne catchment, additionally they hold the homeless portfolio for IWAMHS. CT1 provides an Assertive Community Treatment (ACT) model of care characterized by lower caseloads, community based treatment (outreach) and a team based approach with high intensity of care. This often includes medication management, psychosocial support assessment and referral (housing, financial, vocation), counselling and crisis admissions/assessments. CT1 clinicians work closely with support staff at the homeless shelters offering secondary consultation, psycho-education, management plan development and formalised mental health education sessions.

In summary CT1's role is to:



- Identify, engage and assess homeless persons displaying symptoms of mental illness who are otherwise not engaged with services.
- Collaboratively manage homeless persons with major mental illness.
- Advocate for the needs of homeless persons with mental illness.
- Provide assertive outreach to IWAMHS consumers that reside in the CBD area that otherwise are not able to attend appointments at Waratah Clinic.
- Support the services that work with our shared homeless consumers.
- Receive allocation of referrals for residents of the Inner Melbourne catchment.

CT1 works collaboratively with the following services:

Bolton Clarke Homeless Persons Program, Salvation Army (Flagstaff, Open Door, Project 614, Community Outreach Services) Vincent care (Ozanam House and Community Centre), Launch Housing (Elizabeth Street Common Ground, Rough Sleepers Initiative, Daily Support Team), CoHealth (HOMHS, Outreach Program, Central City Community Health), Youth Projects Living Room, Melbourne City Mission Frontyard, Melbourne City Council and Victoria Police.

Department Description

The Royal Melbourne Hospital NorthWestern Mental Health (RMH NWMH) is one of the largest providers of mental health services in Victoria. Our multi-disciplinary workforce of skilled and dynamic clinicians, consumers and carers, provide a recovery-oriented approach to care.

We are dedicated to providing a caring and high quality range of specialist, community and hospital-based mental health services for youth, adult and aged people who are experiencing, or are at risk of developing a serious mental illness.

We have a robust outlook regarding research and our partnerships with the University of Melbourne, Australian Catholic University and Deakin University enable us to undertake clinical teaching and research in mental health.

The RMH NWMH boasts a sophisticated learning structure and we pride ourselves on supporting continuing professional development.

The Inner West Area Mental Health Service (IWAMHS) is committed to working with consumers during their recovery by offering holistic and evidence-based treatment, which is inclusive of family and carers, and provided by clinicians with well-developed skills. Staff employed within the IWAMHS are expected to identify evidence based (EB) practice competencies and to use these in their clinical work

Our service strives to create the best possible learning opportunities available to complement and support both emerging and existing expertise. Staff are required to actively participate in their own practice development by engaging in available learning opportunities within the service, as well as being committed to sharing their knowledge with their colleagues.

Key Accountabilities – Position Specific

- Positively promote the Aboriginal and Torres Strait Islander concepts of social and emotional wellbeing and mental health.
- Collaborate with multidisciplinary teams across IWAMHS JCU1 and CT1 to ensure the delivery of a positive and safe experience to Aboriginal and Torres Strait Islander consumers.
- Develop systems to access Aboriginal and Torres Strait Islander resources for clients, families and staff; collaborate with IWAMHS staff and structures to ensure maintenance of resources.
- Develop and maintain positive relationships with Aboriginal Community Controlled Organisations
- Identify opportunities, issues and risks; and determine strategies to address these, in line with the Royal Commission into Victoria's Mental Health System.
- Contribute to the professional development and educational programs for CT1 and JCU1 and our networked services.



Key Relationships

Internal

- IWAMHS Projects and Service Development Lead
- IWAMHS Aboriginal and Torres Strait Islander Social and Emotional Wellbeing Clinical Specialist
- Mental Health clinicians across the service
- NWMH and IWAMHS Lived Experience Workforces
- RMH Aboriginal Health Unit & Aboriginal Hospital Liaison Officers
- Diversity and Inclusion Advisor
- NWMH Aboriginal and Torres Strait Islander Working Group
- Area Manager and Director of Clinical Services
- Program Manager and Team Leaders
- CT1 and JCU Lead Consultants
- Multidisciplinary Team
- Administration staff

External

- Victorian Aboriginal Community Controlled Health Services
- Other Aboriginal Community stakeholders and local NGOs
- NorthWestern Mental Health
- General Practitioners and Primary Health Providers
- NDIS organisations
- AOD services
- Housing and homelessness services
- Relationship services
- Youth services
- People & Culture
- Mental Health Training Development Unit
- Quality Planning and Innovation Unit
- Centralised Triage
- Office of Chief Psychiatrist
- Consumers and Family/Carers
- SUMITT

Selection Criteria

Formal Qualification(s) & Required Registration(s):

- 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:

- Aboriginal and/or Torres Strait Islander background, and experience working with Aboriginal and/or Torres Strait Islander Communities.



- Strong personal commitment to diversity and inclusion with a focus on Reconciliation and self-determination for Aboriginal and/or Torres Strait Islander people.
- Knowledge of, and skills in, developing relationships and co-designing culturally safe mental health service models of care.
- Knowledge of and commitment to improve people’s health and wellbeing with a recovery oriented and consumer and carer centred practice.
- Knowledge and understanding of the public health service environment.
- An ability to work responsibly and with autonomy.
- Professional self-awareness and reflective practice.
- Hold a current Victoria driver’s license (or equivalent).

Desirable:

- Experience in working with ACCHOs and Aboriginal communities and families.

Required Capabilities

The Capability Development Framework applies to all The RMH employees and describes the capabilities that are needed to meet our strategic goals.

Below is a list of capabilities and the attainment level required in this position.

<i>Capability Name</i>	<i>Attainment Level</i>
Organisational savvy	Foundation
Communicating effectively	Foundation
Building relationships	Foundation
Patient and consumer care	Foundation
Working safely	Foundation
Utilising resources effectively	Foundation
Innovation, continuous improvement and patient safety	Foundation
Adaptability and resilience	Foundation
Integrity and ethics	Foundation
Delivering results	Foundation
Analysis and judgement	Foundation
Developing and managing skills and knowledge	Foundation

Health, Safety and Wellbeing

The RMH aims 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 to the RMH.

RMH employees have a responsibility to:

- Maintain an understanding of individual responsibility for patient safety, quality and risk and contribute to organisational quality and safety initiatives;
- Take reasonable care for their own safety and wellbeing and that of anyone else that could be affected by their actions;
- Speak up for the safety and wellbeing of patients, consumers, colleagues and visitors and escalate any concerns that have or could impact safety;



- Accept responsibility for ensuring the implementation of health and safety policies and procedures and cooperate with the RMH in any action it considers necessary to maintain a safe working environment which is safe and without risk.

RMH Employees in supervisory/management roles have, in addition to the above, responsibility to:

- Ensure all health, safety and wellbeing procedures are in place and maintained in their work areas;
- Ensure risk management activities are undertaken and effective risk controls are in place;
- Make sure that training needs for all employees are identified and undertaken as required;
- Ensure incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.

The RMH Key Performance Indicators

RMH employees are measured through successful:

- Demonstration of RMH values and behaviours, being a role model for living the values;
- Completion of mandatory training activities including training related to the National Standards;
- Participation in the RMH and Division/Service specific business planning process (if required);
- Achievement of RMH and portfolio specific KPI targets as they apply to areas of responsibility;
- Participation in and satisfactory feedback through the annual performance review process; and, where applicable, ensure direct reports have individual development plans including an annual review;
- Ability to provide a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Ability to operate within allocated budget (if required).

Clinical Governance Framework

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

- Fulfilling 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 and 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 and ensuring you operate within your scope of practice and seek help when needed.

Equal Opportunity Employer

The RMH is an equal opportunity employer. We are proud to be a workplace that champions diversity; we are committed to creating an inclusive environment for all people. Our goal is for our people to feel safe, included and supported so that they can be at their best every single day.



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 IN CAPITALS)

Date (day/month/year)