



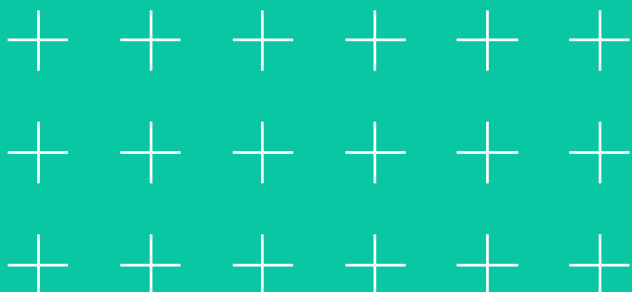
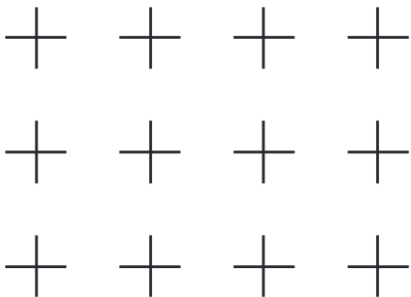
The Royal
Melbourne
Hospital

orygen

Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Lead Family Worker - Orygen @ Home

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**

Orygen @ Home is an addition to the acute services provided at Orygen. This program will collaborate with young people and their families/carers to provide inpatient-like care within the home environment. Access to care is 24 hours a day 7 days per week by a multidisciplinary team of professionals completing shift work rosters ensuring comprehensive, collaborative and coordinated care.

The program will play a key role in the support and transition of young people and families between Orygen acute services (IPU and YAT), the continuing care teams and other services within Orygen and other former NorthWest Mental Health (NWMH) services. Care will be in partnership with ongoing care providers and enable opportunities for targeted acute care interventions completed within the home environment.

Orygen places extremely high importance on responsiveness services for youth in the western and north-western region of Melbourne. Orygen @ Home, as with all Orygen programs, enacts 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. As the care-team will be operating within the homes of young people and families/carers, responsive and inclusive practices will be at the forefront of care.

POSITION SUMMARY

The Lead Family Worker will provide leadership of acute home-based family work and play a key role in providing comprehensive clinical acute mental health care to young people and families/carers of the Orygen @ Home program. The role will function within the Orygen @ Home rotating roster.

The Lead Family Worker will support current and emerging acute care family workforce through supervision, training and mentoring as well as working collaboratively with the OSP Family Work Lead to develop frameworks for the delivery of family work in acute settings.

The role will enhance the capacity of the Orygen @ Home team to engage families through:

- Providing training, primary and secondary consultation and provision of direct clinical work alongside clinicians to support the development of their skills.
- Sharing the considerable knowledge and experience of working with families of young people with severe mental health problems with the Orygen @ Home multidisciplinary team.
- Contribute to general mental health clinician tasks within the Orygen @ Home model to ensure comprehensive and safe consumer- and family/carer-oriented care is provided in the home environment.
- Demonstrate high standards of clinical care that are responsive to each young person's developmental stage, presenting issues, and informed by existing evidence and guidelines.

The service operates over a number of sites and staff may be required to work from these and be based at one or more sites, including, Parkville, Footscray, Wyndham, Sunshine, Melton, or other sites within the catchment.

KEY ACCOUNTABILITIES

- Provide high-quality family-focused interventions, including single-session family consults, based on clinical experience working with young people with serious mental illness, and congruent with Orygen aims – client-focused, accessible, responsive, and consistent with best practice.
- Provide support, supervision, primary and secondary consultations to the multidisciplinary team, regarding family inclusive practice principles and approaches.
- Document and review a framework for family engagement and collaboration in the Orygen @ Home context as well as family work across OSP acute services.
- Ensure high standards of training and learning activities consistent with OSP values – client- and family/carer-focused, accessible, responsive and consistent with best practice.
- Participate in quality management, accreditation and ongoing improvement activities.
- Attendance at clinical review meetings.
- Disseminate evidence-based practice and relevant research outcomes.
- Work with the lived experience workforce (young people and family members) to ensure they are meaningfully involved in training activities.

- Promote family participation in service planning and evaluation.
- Undertake and contribute to mental health and risk assessment, formulation, psychological treatment, crisis intervention, systems support for the young person, family/carers and wider system, and documentation of client's progress in client files, discharge summaries and other required documentation.
- Be a knowledge resource for the Mental Health Family Work specialty and build the role of mental health Family Work within Orygen @ Home and the wider Orygen system.
- Provide leadership within the Orygen @ Home model regarding care team planning, consultation and service delivery.
- Ensure service provision is 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.
- Ensure service provision is in collaboration with young people and their families, is client centred, recovery oriented and strengths focused.
- Ensure clinical processes are effectively managed, including; allocation of clients, critical incident responses, clinical review, discharges, business and team meetings in consultation with the Continuing Care Team Coordinators and the Clinical Stream Leads.
- Engage in other roles within Orygen @ Home to support care interventions that are not specific to the family worker role but required in the holistic care parameters of the service.
- Provide high-quality clinical care based on clinical experience working with young people with serious mental illness.
- Ensure high standards of clinical care that are congruent with OSP aims – client focused, accessible, responsive and consistent with best practice.
- Capacity to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis clients.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH, OSP and Orygen teams.
- Comply with Safety & Service Improvement / Quality Management policies and procedures.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Be responsive to the training needs of Orygen @ Home staff in the development of relevant training resources.
- Ensure risk management activities are completed, that effective controls are in place, that incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up.
- Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Manage clinical risk and actively work toward implementing risk reduction strategies.
- Comply with Safety & Service Improvement / Quality Management policies and procedures.
- Support and participate in the Health Services Occupational Health & Safety (OHS) Policies and Procedures and implement (where appropriate) at unit/service area level including reporting any incidents of unsafe work practices, sites/areas or equipment.
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including Drug and Alcohol services, Youth Justice and primary care providers.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- 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.
- The incumbent may be required to perform other duties as directed.

KEY RELATIONSHIPS

Internal

- Nurse Unit Manager
- Orygen @ Home Leadership
- OSP Lead Family Worker
- 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; HOPE; and FYMHS.

External

- Key Agencies
- Community Groups
- Drug and Alcohol Services
- Education Services and Vocational Programs
- Youth Justice and Primary Care Providers

KEY SELECTION CRITERIA

- Formal Qualifications
- A post graduate level qualification in Family Therapy
- Formal training in family/systems therapy and/or approved qualifications in family therapy, mediation or equivalent.

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

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:

- Knowledge and training in family-based approaches in mental health
- Knowledge of and/or training in the Single Session Family Consultation Framework
- Demonstrated experience in the provision of acute care with young people from a range of backgrounds and diagnoses; including, risk assessment, mental state assessment, crisis management, diagnostic formulations, psychoeducation related to illness and medication, care coordination, and partnering with young people and family/carers.
- Demonstrated experience in providing supervision and support to clinical workforce and in particular family workers.

- A minimum of 7 years' experience in clinical practice within the mental health field, including young people experiencing mental health disorders
- Clinical experience and skills in engaging and working collaboratively with families in a mental health setting.
- Capacity to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis clients.
- 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.
- Experience developing and delivering training programs that upskill mental health workers.
- Interest in research and demonstration of participation in research-based activities.
- Ability to work collaboratively and effectively with young people and their families/carers.
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- Highly developed interpersonal and communication skills (written and verbal) as well as abilities in problem solving and negotiation.
- Ability to document activities as required and comply with expectations for data collection e.g. contacts.
- Knowledge of the rationale and evidence for early intervention in mental illness.
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences.
- 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 Persons Act, Mental Health and Wellbeing Act 2022 and other Acts/legislation relevant to working with young people in a mental health setting.
- 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.

Desirable:

- 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.
- A working knowledge of community-based organisations and human services organisations.
- Commitment to the development of evaluation research within the service.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values - putting people first, leading with kindness and achieving excellence together.
- Achievement of portfolio specific KPI targets



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- Participation in and satisfactory feedback through the annual performance review process
 - Ability to maintain a safe working environment and ensure compliance with legislative requirements
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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.
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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
