

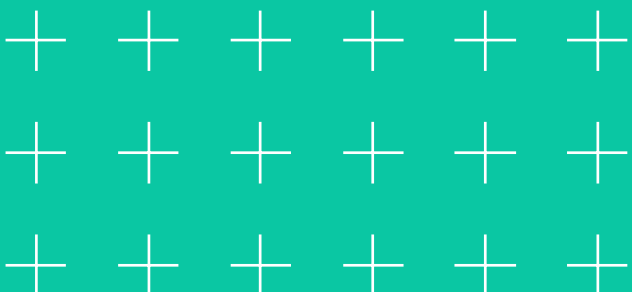
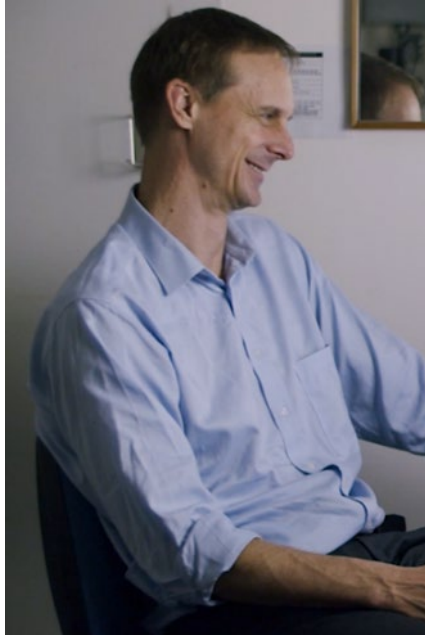


**The Royal
Melbourne
Hospital**

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

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

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Position Description

**Senior Clinical Educator - Orygen
Clinical Training Team**



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:	Senior Clinical Educator - Orygen Clinical Training Team
Service:	Orygen Youth Health
Location:	Parkville
Reports To:	Coordinator - Orygen Clinical Training Team
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 4 / Social Worker Grade 4/ Clinical Psychologist Grade 4 / Registered Psychiatric Nurse Grade 5
Immunisation Risk Category:	Category A
Date of Review:	Dec 2022

Position Purpose

Background:

The Orygen Clinical Training (OCT) team is a small, enthusiastic and highly skilled group of clinical educators, who work to build the competence of the Victorian Youth Mental Health (YMH) workforce. OCT clinical educators are all senior clinicians with excellent clinical skills currently working in Orygen Specialist Program streams of care, across acute, sub-acute and community settings. They have demonstrated experience delivering best practice, evidence-based early intervention to young people aged 15 - 25 years presenting with a wide range of complex and severe mental health difficulties. The OCT team develop training and professional development packages for YMH clinicians across the range of experience and skill levels from early career training through to advanced level training. The OCT service integrates evidence with clinical best practice models in their training initiatives, provided to the YMH workforce, both within Orygen and across Victoria.

- The Senior Clinical Educator is a key leadership position within the OCT team, a subprogram of Orygen Specialist Programs (formally known as Orygen Youth Health).
- The incumbent is responsible for the provision of leadership, innovation, and management in OCT, a multidisciplinary team specialising in the provision of training and development of the YMH workforce across Victoria.
- The role will specifically support the OCT coordinator with assessing and planning to address the needs of Orygen's clinical workforce, including clinical staff training and education, supervision, and mentoring.
- The role will also include the supervision and mentoring of clinicians new to clinical education roles, and will include liaison with internal clinical and other stakeholders to develop best-practice educational packages.
- As a senior clinician, the incumbent is expected to function autonomously as well as work collaboratively with the OCT Coordinator, OCT clinical educators, Orygen research and specialist program staff and others (e.g., Clinical Stream Leaders), to plan and develop training programs and initiatives consistent with best practice standards and evidence-based care, that are in line with the strategic direction and vision of Orygen services. This may involve undertaking specific time limited project work of relevance in collaboration with the Orygen Research and Knowledge Translation programs, to support quality assurance practices and enable model and practice change.
- While it is initially expected that this role will be located at Parkville, the incumbent may be required to work closely with staff from a range of Clinical Streams across Orygen's various sites; including Footscray, Wyndham, Sunshine, Melton, or other sites within the catchment. The incumbent might also at times be expected to deliver training in rural MHS across Victoria.



Department Description

Orygen clinical training team is a sub-program of Orygen Specialist Programs (OSP), formally known as Orygen Youth Health (OYH), a program of The Royal Melbourne Hospital's NorthWestern Mental Health Service. OSP provide early intervention, treatment and care to young people aged 15 to 24 with severe and complex mental illness across the North and West of Melbourne. Specialist clinical streams offer targeted interventions for psychotic disorders (including young people at 'ultra-high risk' of psychosis), mood disorders, and personality disorders; and also manage the co-morbid substance use disorders, eating disorders, forensic mental health and neurodevelopment disorders. Streams are supported by the Psychosocial Recovery program and the Community Development program. Additional information is available at www.orygen.org.au. OCT work alongside Orygen National clinical programs (primary care, headspace services), Orygen's Research and Knowledge Translation programs.

Key Accountabilities – Position Specific

- Provide strategic leadership and support for OCT activities, through the development, delivery and evaluation of training packages and other educational resources and activities, focused on at least one area of YMH specialisation.
- Provide strategic leadership for the building of Orygen's youth mental health workforce through coordinating training, professional development, supervision and consultation initiatives across the areas of specialisation provided by Orygen specialist programs.
- Provide strategic leadership and direction for specific projects and initiatives to expand Orygen's clinical workforce. Including support the expansion of the Early Learning Program (ELP for grade one OT and SWs), coordinate the OSP professional development calendar, and coordinate the development of the YMH core skills modules.
- Provide effective support to the Coordinator of OCT, as appropriate.
- Attendance and/or leadership of OCT meetings.
- Ensure high standards of training and learning activities that are consistent with OSP values – client focused, accessible, responsive and consistent with best practice.
- Participate in quality management, accreditation and ongoing improvement activities.
- 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.
- 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

Key Relationships

Internal

- Coordinator OCT
- Deputy Director Clinical Programs when applicable
- Discipline seniors, region coordinators, clinical stream leaders, (e.g., Early Psychosis, Mood and HYPE, Neurodevelopmental disorders, Psychosocial program, Youth Access Team, Inpatient Unit, Community Development etc.)
- Research and Knowledge Translation Programs

External

- Mental Health Workforce Development Programs
- Allied Health University Programs
- Mental Health Associations



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:

- 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.
- A minimum of 10 years' experience in clinical practice within the mental health field, including young people experiencing mental health disorders.
- Specific training and demonstrated expertise in an area of specialisation in youth mental health.
- An excellent understanding of the rationale and evidence for early intervention and experience of how this is delivered in Orygen specialist programs.
- Experience supervising and mentoring clinicians within a specialist stream of care at Orygen.
- An excellent understanding of the needs of the clinical workforce at Orygen, good relationships within Orygen clinical programs and ability to assess these needs ongoingly.
- Experience and expertise in developing, delivering and evaluating high quality training packages for the youth mental health workforce.
- Knowledge of adult learning principles, and experience developing innovative and engaging learning opportunities and resources.
- Commitment to meaningfully including young people with lived experience of mental ill health and their families in training.
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services, including the Centre for Mental Health Learning, NWMH Mental Health Training and Development Unit, and specialist MH development agencies such as CEED, Spectrum, Forensicare, Summit, and Mindful.
- Highly developed interpersonal and communication skills (written and verbal) as well as abilities in problem solving and negotiation.
- Highly developed computer and keyboard skills, experience of presentation software (powerpoint) and experience with internet meetings software (e.g., zoom).
- Ability to work independently and effectively within a multidisciplinary team.
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- 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 document activities as required and comply with expectations for data collection e.g. contacts
- Willingness to work across multiple sites and travel within Victoria if required
- A current Victorian driver's licence
- A Working with Children check
- Current Police Check

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
- The incumbent may be required to perform other duties as directed.

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)