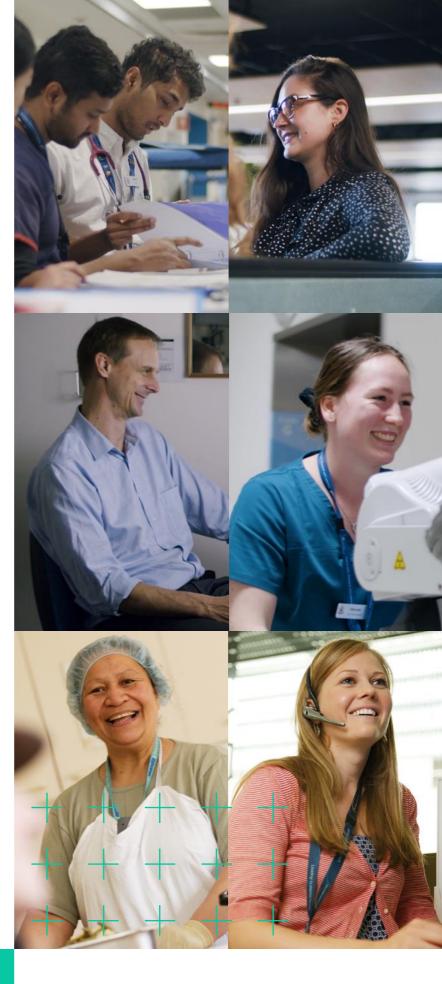
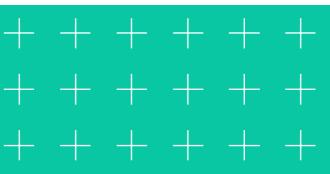


Advancing health for everyone, every day.

Join The Royal Melbourne Hospital's NorthWestern Mental Health Service





Position Description

Senior Clinician - Custodial Forensic Youth Mental Health Service (FYMHS)





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



Lead with Kindness



Excellence Together



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.

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

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

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Position Description

Position Title: Senior Clinician - Custodial Forensic Youth Mental Health Service

(FYMHS)

Service: Orygen Specialist Programs

Location: Parkville

Reports To: Stream Leader - FYMHS

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)

Immunisation Risk Category: Category A

Date of Review: January 2022

Position Purpose

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

For referrals to be accepted by the FYMHS (Custodial) team, the young person must be resident at a Youth Justice Custodial Precinct (Parkville or Malmsbury).

The Senior Clinician provides clinical assessments, formulation and treatment to young people in youth justice custody. Appropriate discharge planning and referrals also need to take place once the young people transition back into the community.

The role is embedded within the newly developed Orygen Youth Health Forensic Youth Mental Health Service, and is currently based at either the Parkville or Malmsbury Youth Justice Precinct. It is expected that the Senior Clinician will draw on a range of evidence-based knowledge areas, in particular forensic psychology, developmental psychology, child psychiatry, and trauma and family inclusive practice.

Department Description

Orygen Specialist Programs (OSP), a program of Melbourne Health, provides specialist mental health services for young people aged 15 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 four primary mental health care headspace services in the catchment area.

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 also manage the co-morbid substance use disorders, eating disorders, and neurodevelopment disorders.

Today one million young Australians suffer from mental health problems; OSP is dedicated to connecting with young people experiencing problems with their mental health and ensuring they remain at the

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forefront of everything we do.

Due to the high rate of mental illness among 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.

Key Accountabilities – Position Specific

The main objectives of FYMHS (Custodial) within OSP include:

- Improve the mental health of young people in custody by providing evidence-based specialist assessment and treatment intervention and reduce 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

The main elements of the Senior Clinician – FYMHS (Custodial) position include:

- Assessment of young persons who appear to be mentally unwell and in need of immediate treatment
- In coordination with other health and custodial services operating within the precinct; development, implementation, monitoring, and review of age and development appropriate mental health treatment and care plans
- Support primary health service staff and Youth Justice custodial staff in identifying and working with young people experiencing mental illness
- Participate in quality improvement initiatives and undertake approved research and/or learning activities to ensure quality and safety and ongoing development of the service and its practitioners
- 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
- Provide secondary consultation to youth justice staff in the case management of young people with a
 mental illness. Participate in case conferences with Community Youth Justice and other key
 stakeholders as required, to manage young people with mental health conditions in custody and to
 support their reintegration to the community
- Provide continuity of care through effective referral pathways to community services as young people transition out of custody
- Help to develop the capabilities of staff (YJ 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
- Participate in relevant and required training
 Provide reports to the Youth Parole Board and courts upon request

Key Relationships

Internal

- Stream Leader FYMHS
- Youth Justice Mental Health Team (Community)
- Children's Court Mental Health Advice & Response Service
- Orygen Region A Coordinator
- Orygen Inpatient Unit (ICA East)
- Orygen Case Managers as required

External

- Custodial primary health & primary mental health service provider (CCA)
- Custodial & Community Youth Offending Program provider (Caraniche)
- Youth Justice staff (Custody & Community).
- Youth Parole Board
- Key stakeholders as required (Child Protection, ADO, Housing, Legal).
- Other tertiary mental health providers (AMHS/CAMH/CYMHS)

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Internal

External

Other youth mental health services (e.g. headspace)

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:

- Comprehensive (minimum of 5 years') experience in the application of clinical practice in the mental health field and specifically with young people experiencing mental health disorders
- An advanced level of skill in assessment (including risk assessment), diagnostic formulation, and treatment interventions for young people presenting with mental health disorders.
- Ability to work collaboratively and effectively with young people and their families, and capacity to deal
 with the range of co-morbidity and complexity inherent in these young people
- Ability to work collaboratively and effectively with CAMHS/CYMHS services
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system.
- 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).
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
- 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 full, current Victorian Drivers Licence
- A current Employee Working with Children Check
- A National Police Check prior to commencement of employment
- Willingness to work across multiple sites

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Desirable:

- Clinical experience working within Department of Justice, Forensic Psychiatry or Youth Forensic Services
- 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
- A working knowledge of community-based health and mental health organisations and human services organisations
- A 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
 - o OT Australia Accredited Occupational Therapy status (AccOT)
- Understanding of the Children & Young Person's Act, Mental Health Act 1986 and other Acts/ legislation relevant to working with young people in a mental health setting
- 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, etc.)
- Advanced computer and keyboard skills are an advantage
- 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;

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- 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)

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