



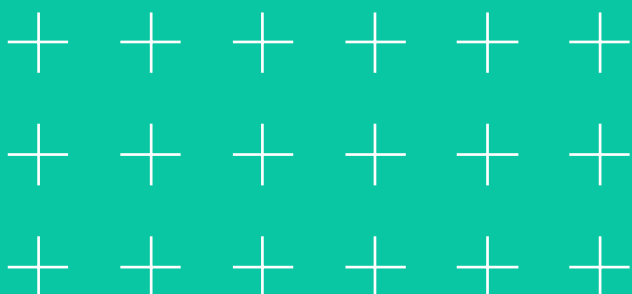
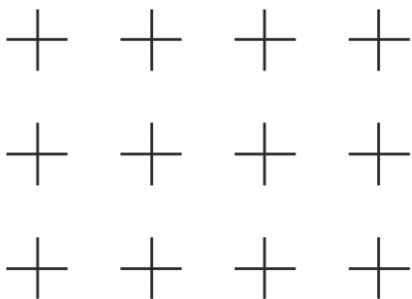
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Position Description

YPARC Team Leader

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.

Advancing health for everyone, every day.

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:	YPARC Team Leader
Service:	Orygen Youth Prevention & Recovery Care (YPARC), Clinical Services Reform
Location:	Parkville
Reports To:	YPARC Coordinator
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 / Social Worker Grade 3 / Registered Psychiatric Nurse Grade 4 / Psychologist Grade 3
Immunisation Risk Category:	Category A
Date of Review:	January 2022

POSITION SUMMARY

With support from the Coordinator - YPARC, the Team Leader will provide leadership and management for the clinical workforce within the YPARC care system and support a high level of evidence based clinical recovery-oriented practices. The role will be a key leadership position in maintaining smooth operations of the YPARC in collaboration with other YPARC leadership roles, workforce and the internal and external partners. The role will support recruiting, developing, maintaining and sustaining the clinical YPARC workforce.

This role supports the provision of comprehensive clinical sub-acute mental health care to young people and families of the Orygen YPARC program. The Team Leader role will provide leadership within the rotating roster to other staff with the Orygen YPARC program and play a key role in providing this comprehensive care within the Orygen YPARC model.

The incumbent will have demonstrated experience in the provision of acute and subacute care with young people from a range of backgrounds and diagnoses; including, risk assessment, mental state assessment, crisis management, psychoeducation related to illness and medication, care coordination, and partnering with young people and family/carers.

They will provide leadership in the day to day operations of the YPARC including supporting the safe and smooth transition of young people into and out of the YPARC program. This includes reviewing and discussing referrals, engaging in meet and greet sessions when applicable and leading clinical review processes. They will also be a key member of day to day management of the young people residing in YPARC including deteriorating young person care planning and support. Further, they will demonstrate high standards of clinical care that are responsive to the young person's developmental stage and presenting issues and informed by existing evidence

and guidelines. This role will participate in delivering clinical supervision and operational support of staff, daily shift planning and the on-call system.

This position focuses on the emerging Youth Prevention & Recovery Care ‘YPARC’ centre. The Orygen YPARC centre (YPARC) is a pivotal sub-acute program supporting young people transition to the community from inpatient psychiatric care, or to intervene early and prevent further deterioration that may lead to inpatient psychiatric care. The YPARC will also support young people with substance use issues. The YPARC will become a pivotal component of service delivery within the evolving Orygen service system.

KEY ACCOUNTABILITIES

- Provide senior / advanced discipline specific values and leadership within the multidisciplinary team.
 - Provide specialist mental health interventions and leadership relating to sub-acute management of mental health symptoms, physical health monitoring whilst initiating treatment and therapeutic interventions.
 - Demonstrate advanced skills in mental health, physical health and risk assessment, interventions, least restrictive practices and improved outcomes using evidence based best practice.
 - Provide leadership regarding the provision of care including risk assessments and policies, assessment of risk in provision of care within the YPARC environment and risks to the young person, others, self and organisation.
 - Provide leadership regarding discipline specific interventions.
 - Provide support and professional development around areas of specialist knowledge to members of relevant clinical teams, via training, secondary consultation, supervision and other appropriate strategies.
 - Provide supervision to AH2, graduate and undergraduates and potentially other disciplines within Orygen YPARC and the greater Orygen service.
 - Be a knowledge resource for your discipline specialty, and build the role within Orygen YPARC and the greater Orygen service system.
 - Take reasonable care for your safety and wellbeing and that of others.
 - Manage clinical risk and actively work toward implementing risk reduction strategies
 - Comply with Safety & Service Improvement / Quality Management policies and procedures
 - Participate in ongoing service improvement initiatives and activities.
 - Ensure training needs of direct reports are identified and undertaken.
 - Work in partnership with consumers, patients and where applicable carers and families.
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.
 - Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
 - Provide leadership within the Orygen YPARC model regarding care team planning, consultation and service delivery.
 - Ensure service provision is guided by inclusive practices for all young people and families of all backgrounds and incorporates culturally safe and trauma informed principles.
 - Ensure service provision is in collaboration with young people and their families, is client centred, recovery oriented and strengths focused.
 - Manage and undertake mental health and risk assessment, psychological treatment, crisis intervention, family work and systems containment, for the client/carers/system
 - Provide high-quality clinical care based on clinical experience working with young people with serious mental illness
 - 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 Coordinator and the Clinical Stream Leader
 - Ensure high standards of clinical care that are congruent with OYH aims – client focused, accessible, responsive and consistent with best practice

- 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 etc.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- The incumbent may be required to participate in other activities within the Orygen YPARC program as requested.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Capacity to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis clients
- Timely completion of mental health assessments including formulation, individual service plans, crisis management plans, outcome measures, documentation of client's progress in client files, discharge summaries and other required documentation
- Attendance at clinical review meetings
- Ensure risk management activities are completed, effective controls are in place and 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.

KEY SELECTION CRITERIA

Formal Qualifications

- Approved tertiary qualifications in a relevant discipline (such as psychology, social work, occupational therapy, and nursing).
- Must have full registration with AHPRA or eligibility for registration with AASW.

Essential:

- Experience working in youth mental health services.
- Experience in working in multi-disciplinary teams and leading teams.
- Advanced clinical skills, including the assessment and management of high-risk clinical situations
- The ability to utilise judgment and raise concerns with clinical team members and operational issues of concern and implement risk mitigation strategies as required
- Previous knowledge of and work within the framework of early intervention, de-stigmatisation, diversity, inclusion, and non-discrimination.
- An understanding of and commitment to ethics and confidentiality issues, particularly in relation to the health and allied-health professions
- Highly developed organisational, administrative and time management skills
- Well-developed interpersonal and communication skills (verbal and written)
- Experience in working collaboratively and developing effective internal and external relationships
- Ability to take initiative and work independently with proven problem-solving capabilities
- Knowledge of the mental health system of care and in particular within a youth mental health context
- Capacity to develop and maintain strong collaborative relationships with key partners within health or a related sector

- Well-developed computer skills, in particular Microsoft Office
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

Desirable:

- Experiencing working in acute mental health or sub-acute (PARC or Step Up/Step Down) or residential services
- Experience working alongside youth and family participation processes
- An understanding of the current policy context for youth mental health nationally.

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

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)

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Date _____