

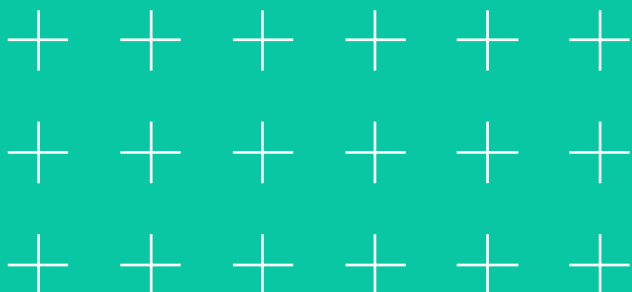


**The Royal
Melbourne
Hospital**

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

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**Senior Psychologist P4 – Mental
Health Forensic Interface Team (MH-
FIT)**

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.

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.

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 Psychologist or Senior Forensic Psychologist
Service:	Mental Health Forensic Interface Team (MH-FIT)
Location:	North Melbourne
Reports To:	Team Leader / Director of Community Operations
Enterprise Agreement:	5. Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Classification:	P4
Employment Status:	0.6 eft
Immunisation Risk Category:	Category A
Date of Review:	September 2025

Royal Melbourne Hospital Mental Health Services provides person-centred, recovery-oriented care, treatment and support through our multi-disciplinary workforce of skilled and dynamic clinicians and Lived and Living experience (LLE) consumer and carer experts. We are dedicated to providing caring and high-quality specialist community and hospital-based mental health services for adults and older adults who are experiencing or are at risk of developing a serious mental illness. We are committed to working with consumers during their recovery by offering trauma informed holistic and evidence-based treatment, which is inclusive of family, carers and kin and provided by staff with well-developed skills. Staff employed within the service are expected to identify evidence-based practice approaches and to use these within their work.

We have a robust future ahead as the lead mental health service for the Victorian Collaborative Centre for Mental Health and Wellbeing Service, and also for the Statewide Trauma Service. These leading programs will drive mental health reform across the sector and will offer a wide range of opportunities for involvement of staff within the RMH MHS. Our partnerships with multiple community and academic organisations support our program and enable a sophisticated learning structure, with a focus on research translation.

MH-FIT is a state-wide specialist service that operates in the North and the West of Victoria and provides a service to individuals, across the age range, referred by the Victorian Fixated Threat Assessment Centre (VFTAC) and forensic clinical specialists in area mental health services. The team provide a range of clinical mental health services to those with a mental illness and at risk of serious offending, especially a pathological grievance, expressed through violent behaviour in the context of making threats against public office holders and/or expressing radicalism and extremism to the extent that the public may be placed at risk.



MH-FIT are responsible for coordination of services involved in the individuals support and care which includes working closely with a variety of mental health and other support services across metropolitan and rural areas.

The team provide a forensic assertive community treatment model of care, utilising a 'systems enhancement' approach to work either directly with the individual to mobilise supports or by supporting Area Mental Health services in mitigating risk. MH-FIT utilise a team-based approach, which is characterised by lower caseloads, community-based treatment (outreach/intensive) and case co-ordination. Episodes of care can range from 6 months to 2 years. The team adopts a proactive, preventative, and targeted approach towards early intervention.

MH-FIT clinicians liaise closely with VFTAC. The team is based in North Melbourne. This is an office base only. Clients will access assessment, treatment, and support via home visits where possible and safe to do so. Interviews/reviews may also be conducted at another AMHS community clinic, or other appropriate safe venue. MH-FIT currently work Monday to Friday Business Hours only, however in the future, the program may expand to operate on a 7-day week basis therefore there is an expectation that the successful candidate would be willing to work a rotating roster.

Position Summary

The MH-FIT Senior Psychology P4 position is a newly created role with a focus on the following key areas of expertise:

- The provision of secondary consultation to MH-FIT, RMH-MHS and other external services where indicated.
- Conducting and interpreting SPJ risk assessments (such as HCR-20, SAVRY, and others) and demonstrated skills in supporting clinicians to use these tools.
- Sound clinical judgement and expertise in articulating the interplay between mental health and forensic issues, and other comorbidities particular to each consumer.
- Active secondary case manager with the possibility of holding a small clinical caseload based on interest and expertise.
- Expertise in the provision of person-centred psychological treatment and high-level skills in assessing consumer readiness for treatment, as well high-level skills in making recommendations for treatment and care.
- Flexibility and willingness to develop the role based on identified needs of MH-FIT and the consumer group.
- Alongside the Forensic Clinical Specialist (RMH-MHS), the incumbent will also be expected to contribute to workforce capacity building.



KEY ACCOUNTABILITIES

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Flexibility and willingness to develop the role based on identified needs of MH-FIT.
- Expertise in secondary consultation and provision of sound clinical advice
- Provision of secondary consultation.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- 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.
- Respect that the RMH is a smoke-free environment.
- Work collaboratively with VFTAC, police and other external agencies and service providers.
- Provide expert advice and clinical support to clinical and MHCSS staff who are working with clients that are presenting as a medium to high Fixated Threat by VFTAC.
- Be aware of interdependent relationships between the Adult Mental Health Community Program, IPU, SECU, ED, EMH, CCU, and PARCs and contribute to consumer-focused processes across teams.
- Work closely with the Manager, Consultant Psychiatrist, and colleagues in all aspects of their work, observe safety measures and support other team members in their decision making.
- Provision of clinical supervision across RMH-MHS in consultation with the Principal Psychologist.
- Contribute to the psychology workforce initiatives.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- 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.
- Participate in, develop and lead professional development activities and in-service training and contribute to development of knowledge of mental health amongst the Team.
- Be responsible for maintaining state of the art knowledge across broad area of expertise.
- Carry portfolio and associated responsibilities, as required.
- Carry out other duties as directed.



KEY RELATIONSHIPS

Internal

- Team Leader
- Consultant Psychiatrist
- MH-FIT Team members
- Forensic Clinical Specialist
- RMH-MHS clinicians

External

- Victorian Fixated Threat Assessment Centre
- Area Mental Health Services
- Police, legal services, Primary care providers
- Other services where indicated

KEY SELECTION CRITERIA

Formal Qualification:

- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical or Forensic Psychologist with the Psychology Board of Australia.
- Status as a Board Approved Supervisor with the Australian Health Practitioner Regulation Authority.

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together
 - At least 8 years' experience in the assessment, diagnosis, and treatment of clinical and forensic populations
 - Expertise in undertaking thorough and ongoing risk assessment activities at all stages of engagement and treatment of the client cohort utilising designated risk assessment screening tools and violence risk assessment tools (e.g. HCR20, SAVRY, LSI-SV)
 - Excellent interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues, and other stakeholders and service providers
 - Expertise in the provision of effective evidence-based practices for this cohort
 - Excellent written skills, an ability to promptly prepare documentation and to communicate effectively with consumers, families/carers, colleagues, and other service providers
 - High level skills in the provision of primary, secondary, and tertiary consultation services, community development and education, liaison and linkage to other agencies
 - Sound knowledge and understanding of the Mental Health & Wellbeing Act 2022 and other relevant legislation, policies, charters, and strategic directions of Public Mental Health Services
 - Sound working knowledge and understanding of ethnic and culturally sensitive issues and practice
 - Ability to change priorities to meet the needs of the consumer and/or team, adjust quickly to new tasks, be flexible and remain positive in a changing environment
 - Ability to be proactive, look for opportunities for self-development and service delivery improvements
 - Highly developed problem-solving skills and proven track record of working collaboratively and flexibly with others
 - Provide support and assistance to the Team Leader in the development and maintenance of professional standards, monitoring performance and workforce planning
 - Provide advanced clinical advice and clinical supervision to other staff in the team and across the RMH-MHS
 - Participation in quality assurance processes, research and service evaluation programs is expected
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- Demonstrate behaviours that support a recovery approach to care. Promote a friendly, respectful and supportive environment within the Team and across the AMHS
 - Excellent organisational and time management skills Willingness to work from a community-based site and across multiple sites
 - Current Victorian Divers licence, ability, and willingness to drive without restrictions

Desirable:

- Ability to speak a second language would be well regarded
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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
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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, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- 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.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

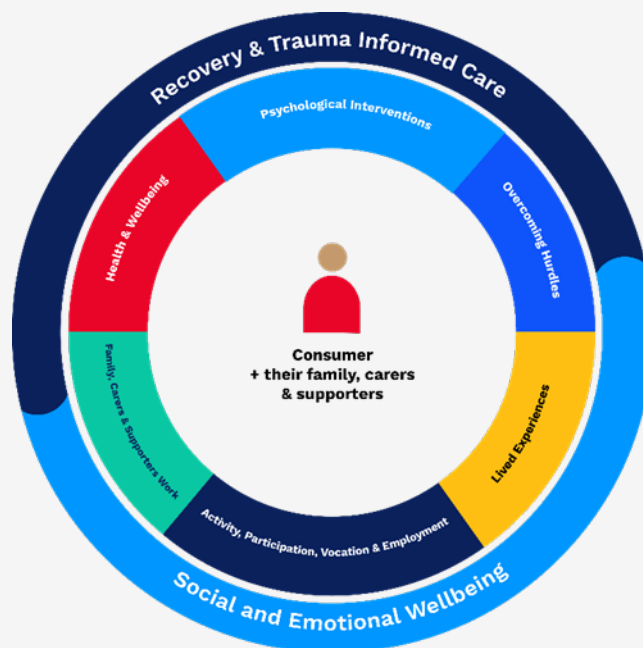
ACCEPTANCE

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



Community Core and Specific Evidence-Based Practice

Psychological Interventions	Family, Carers and Supporters Work	Health & Wellbeing	Activity, Participation & Employment	Lived Experiences	Overcoming Hurdles
Early Warning Signs & RWP discussion	Initial Conversation with Family/Carer	Physical health screening	Initial Conversation about activity, participation and vocation	Initial Conversation about consumer peer support	LSI-R:SV
CBT Fundamentals	Family/Carer Fundamentals	Physical health conversations	APQ6	Initial Conversation about family, carer and supporters peer support	SUBA
▼	Family Violence Screen	Physical health assessment	Driving Screen	▼	AOD Harm Minimisation
CBT for Psychosis	▼	Metabolic monitoring	Sensory Approaches	PeerZone	AOD Relapse Prevention
Acceptance & Commitment Therapy (ACT)	Single Session Family Consultation	Medication safety, education & advocacy	▼	Consumer led inpatient groups	Specialist Supportive Clinical Management for Eating Disorders
Therapies for Borderline Personality Disorder	Multiple Family Group	▼	Activity Engagement	Consumer Peer Support-led Community Groups	Forensic Risk Management Planning
CBT for co-morbid Anxiety & Depression	Family Therapy	Equally Well Physical Health Program	Therapeutic Activity Groups	Individual Consumer Peer Support	Forensic Risk Reduction Treatment
Be Well Live Well - Early Warning Signs Relapse Prevention Program	FaPMI Programs	Medication Alliance	Vocation and Employment Support	Family Peer Support-led Groups	AOD Motivational Interviewing
	Family Violence Assessment (MARAM)	QUIT Program	Sensory Assessment & Interventions	Individual Family, Carer & Supporters Peer Support	Refer to Detox
			Driving Assessment		Autism Consultation and Evaluation Services (ACES)