

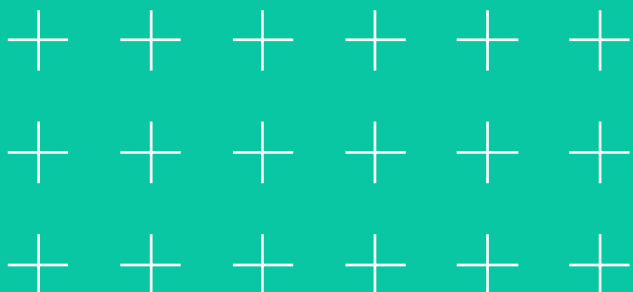


**The Royal
Melbourne
Hospital**

Advancing health for everyone, every day.

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**Allied Health Senior Clinician –
Community Team 1B**



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



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.
- 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.
- Assist in maintaining a positive culture and remain positive in a changing environment.
- Develop thoughtful, evidence-based recovery, treatment and management plans.
- Work rotating roster which includes weekdays and weekends. Contribute to Saturday and Sunday rostering and acute function requirements of RMH MHS located at the city campus and Moonee Ponds.
- Support the team to provide quality consumer-focused care and in their clinical decision making.
- Assessing family capacity, needs and preferences and provide support through psychoeducation.
- Implement new initiatives and contribute to existing portfolios
- Change priorities to meet the needs of the consumer or team and adjust quickly to new tasks.
- Participate in supervision and provide supervision to students as required
- Contribute to team functions including new patient assessments, intake, and rostered activities.
- Participate in research activities supporting service development.



KEY RELATIONSHIPS

Internal

- General Manager
- Director of Clinical Services
- Director of Community Mental Health Services
- Lead Consultant
- Community Team Managers
- Community Team Leaders
- Discipline Seniors
- Evaluation and Service Improvement Co-ordinator
- Health Information Manager
- Executive Assistant to Director Clinical Services and Area Manager
- Multidisciplinary Team
- Administration staff
- People and Culture

External

- Key community partner organisations
- Mental Health Training Development Unit
- Quality Planning and Innovation Unit
- Centralised Triage
- Facilities Management
- Office of Chief Psychiatrist
- Department of Health
- Housing Services
- Employment Services
- Emergency services
- Acute Health
- Pharmacies
- Non-Government Agencies
- Alcohol and Other Drug Services
- Primary Health Providers
- NDIS
- Consumers and Family/Carers

KEY SELECTION CRITERIA

Formal Qualifications

- 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.
- Social Workers:
 - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- **At least 5 years' experience** in the assessment, diagnosis, and treatment of severe mental illness and psychiatric disability for P3 applicants.



- At least 7 years' experience in the assessment, diagnosis, and treatment of severe mental illness and psychiatric disability for OT3 and SW3 applicants.
- Registration with Australian Health Practitioner Regulation Agency. Approved supervisor status with the Psychology Board of Australia (or willingness to be approved).
- Experience in at least one area of practice that aligns with endorsed practice domains of the RMH MHS and capacity and willingness to actively work using these approaches with consumers and carers.
- Well-developed skills in writing and an ability to promptly prepare case assessments, individual safety plans, discharge summaries and other forms of documentation.
- Capacity to undertake alcohol and other drug screening, assessment, treatment planning, brief interventions with clients who have co-occurring mental health, eating disorders and substance use disorders.
- Experience in working with a range of professional teams and services.
- Knowledge and commitment to the improvement of people's health and wellbeing, with a recovery oriented and consumer and carer informed practice.
- Ability to develop and implement education and training for mental health workforce.
- Well-developed knowledge and understanding of the public mental health service environment, the Mental Health Act and other relevant legislation, policies and strategic directions.
- Excellent interpersonal skills and the ability to develop effective relationships and communicate effectively with service leaders, clinicians, consumers, families/carers, colleagues and other service providers.
- The ability to flexibly manage variable caseloads and strong organisation and time management skills.
- Ability to work with consumers, family and carers from a range of cultural backgrounds, and to provide gender sensitive services.
- Enjoyment of and proven ability to work as part of a team.
- An ability to work responsibly and with autonomy.
- Professional self-awareness and reflective practice.
- Demonstrated commitment to ongoing professional development.
- Hold a current Victoria driver's license (or equivalent Australian driver's license) and ongoing ability to use this form of transport.
- 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.

Desirable:

- Ability to speak a community language.
- Aboriginal and Torres Strait Islanders are highly encouraged to apply.
- Experience in working with ACCHO and Aboriginal Communities and Families.
- Relevant postgraduate qualification in areas of specialist practice.
- Valid Working With Children's Check, Polcie Check & Immunisation Assesment

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

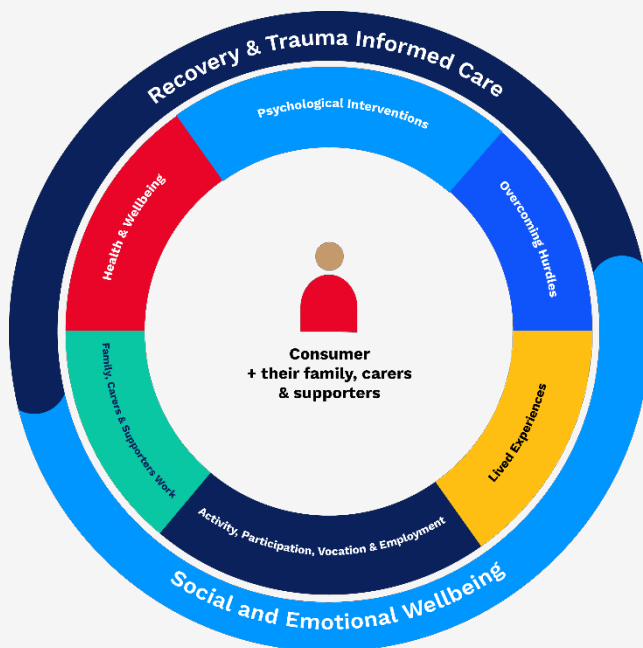
I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that the RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

/ /

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
		Metabolic monitoring	Sensory Approaches		AOD Relapse Prevention
CBT for Psychosis	Single Session Family Consultation	Medication safety, education & advocacy	Activity Engagement	PeerZone	Specialist Supportive Clinical Management for Eating Disorders
Acceptance & Commitment Therapy (ACT)	Multiple Family Group		Therapeutic Activity Groups	Consumer led inpatient groups	Forensic Risk Management Planning
Therapies for Borderline Personality Disorder	Family Therapy	Equally Well Physical Health Program	Vocation and Employment Support	Consumer Peer Support-led Community Groups	Forensic Risk Reduction Treatment
CBT for co-morbid Anxiety & Depression	FaPMI Programs	Medication Alliance	Sensory Assessment & Interventions	Individual Consumer Peer Support	AOD Motivational interviewing
Be Well Live Well - Early Warning Signs Relapse Prevention Program	Family Violence Assessment (MARAM)	QUIT Program	Driving Assessment	Family Peer Support-led Groups	Refer to Detox
				Individual Family, Carer & Supporters Peer Support	Autism Consultation and Evaluation Services (ACES)