

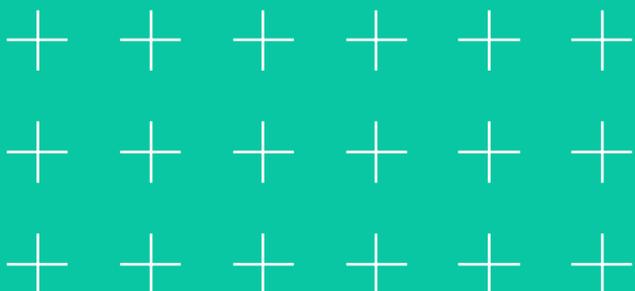


**The Royal  
Melbourne  
Hospital**

# Advancing health for everyone, every day.

**Could this be you?**

**Join the Royal  
Melbourne  
Hospital team**



**Position Description**

**Senior Clinician – Emergency Mental  
Health**



## 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



# Position Description

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<b>Position Title:</b>	Senior Clinician – Emergency Mental Health
<b>Service:</b>	Royal Melbourne Hospital (MHS) Mental Health Services
<b>Location:</b>	The RMH and North Melbourne Police Station
<b>Reports To:</b>	Manager RMH Ambulatory Mental Health Services
<b>Enterprise Agreement:</b>	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021-2025  Victorian Public Mental Health Services Enterprise Agreement 2020-2024
<b>Classification:</b>	OT3, SW3, P3, RPN4
<b>Employment Status:</b>	Full-time   Part-time   Ongoing   Fixed Term
<b>Immunisation Risk Category:</b>	Category A
<b>Date of Review:</b>	February 2026

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## POSITION SUMMARY

The Emergency Mental Health (EMH) clinician plays a critical role in providing immediate and compassionate support to individuals experiencing psychiatric crises in the Emergency Department. They serve as a crucial link between community mental health services and inpatient care, ensuring consumers, carers and families receive the timely and comprehensive care they need. The EMH clinician will work as part of a dynamic, multi-disciplinary team, providing this essential care 24 hours a day, 7 days a week.

This role:

- Provides high level clinical consultation within the ED, including assessment, management, and treatment to ensure the best possible outcomes for clients, families and carers.
- Contribute to the Police, Ambulance and Clinical Early Response (PACER) initiative to ensure appropriate assessment and delivery of targeted interventions to consumers with complex mental health related needs in the community in partnership with Victoria Police.
- Help to coordinate timely and appropriate access to other RMH Mental Health Services for individuals in the ED who need this support.

## ABOUT RMH MENTAL HEALTH SERVICES

Royal Melbourne Hospital Mental Health Services (MHS) 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 provide caring and high-quality specialist community

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and hospital-based mental health services for adults and older adults 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. Care 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 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.

## KEY ACCOUNTABILITIES

- The EMH clinician will work a rotating roster which fulfils both PACER, access coordination and night shift. Individuals who request a preference to work additional night shift will be supported to do so whilst also maintaining attendance at operational and clinical meetings scheduled during business hours.
- Provide a high level of clinical expertise in the assessment, treatment and delivery of targeted brief interventions to consumers with complex mental health related needs, where possible including family and carers in decisions.
- When performing the role of PACER clinician: provide a timely, mobile secondary response in association with police to people experiencing mental health crisis. Provide training and educational opportunities for police enhancing their mental health literacy. Provide an enhanced Police and Area Mental Health Service capability to respond to incidents whilst reducing the amount of time operational units spend with people presenting with mental illness and risk issues.
- Ensure effective communication and a positive working relationship with RMH ED, acute services, Consultation Liaison Psychiatry, inpatient units and all elements of RMH MHS
- Provide recovery orientated assessment and interventions in collaboration with family and carers.
- Participation as a supervisor and supervisee in relevant discipline specific clinical supervision.
- 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.
- Participate in clinical service development activities within the team and encourage and support quality initiatives and research.
- Maintain continuing professional development (CPD) and mandatory training aligned with the practice domains endorsed by RMH MHS.
- Ensure training needs of direct reports are identified and undertaken, regular feedback is given and participation in regular direct line management supervision
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams and other care providers including General Practitioners, NDIS service providers and other external agencies and mental health services.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing and help to 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.



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## KEY RELATIONSHIPS

### Internal

- General Manager and Medical Director
- RMH MHS Managers and Team Leaders / ANUM's
- Lead Consultant and delegates
- RMH MHS Discipline Seniors
- RMH MHS Departments
- Quality Improvement Consultant
- Health Information Manager
- Administration staff

### External

- People & Culture
  - Quality Planning and Innovation Unit
  - Centralised Triage
  - Office of Chief Psychiatrist
  - Department of Health and mental Health and Drugs Division
  - MHCSS; Housing; Employment; non-government agencies; drug and alcohol services and primary health providers
  - Emergency services
  - Acute health
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## 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
    - 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's degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.
  - Essential:
    - Commitment to put people first, lead with kindness and achieve excellence together.
    - At least 5 to 7-years' experience with relevant mental health clinical experience (i.e. responsible for assessment, diagnosis and treatment of severe mental illness and psychiatric disability.) (NB: As per Victorian EBA, in order to apply for this role social workers and occupational therapists require 7 years' experience. Nurses and psychologists require 5 years' experience.
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- Excellent interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues, and other service providers.
  - Experience in at least one area of practice that aligns with endorsed practice domains of the IWAMHS and capacity and willingness to actively work using these approaches with consumers and carers.
  - Ability to work with consumers, family and carers from a range of cultural backgrounds and to provide gender sensitive services.
  - Well-developed skills in writing and an ability to promptly prepare case assessments, individual service plans, discharge summaries and other forms of documentation.
  - Capacity to undertake alcohol and other drug screening, assessment, treatment planning and brief interventions with clients who have co-occurring mental health and substance use disorders.
  - Familiarity with a range of computer software packages.
  - Demonstrate sound treatment skills for people with severe and enduring mental health conditions, or willingness and capacity to commit to development of evidence-based knowledge and practice.
  - Excellent organisational and time management skills.
  - A current Victorian Driver's Licence and ongoing ability to use this form of transport.
- Desirable:
- Aboriginal and Torres Strait Islanders are highly encouraged to apply.
  - Experience in working with ACCHO and Aboriginal Communities and Families.

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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.



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## 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.

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## 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.

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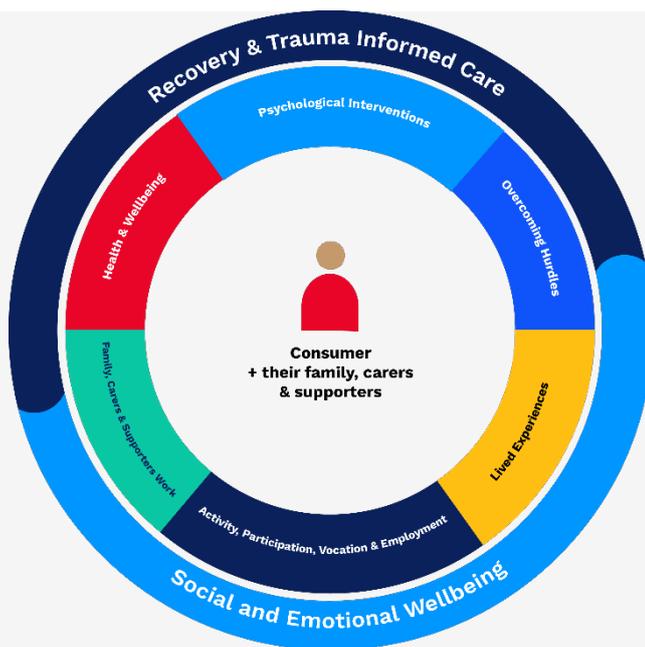
Employee Signature

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Employee Name (please print)

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