

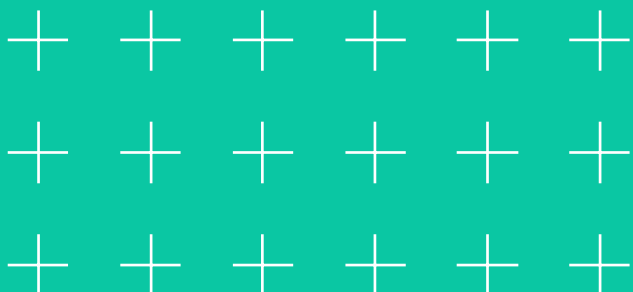


**The Royal
Melbourne
Hospital**

Advancing health for everyone, every day.

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

LGBTIQA+ Mental Health Clinician



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

- Champion LGBTIQ+ inclusive and affirming practice across all RMH MHS teams.
- Coordinate and support LGBTIQ+ roles already existing in RMH MHS
- Work collaboratively with RMH LGBTIQ+ Patient Liaison Service supporting referrals throughout the hospital, by taking the lead in supporting those registered with RMH MHS.
- Provide expertise for clinicians regarding assessment, risk, care planning and intervention considerations for LGBTIQ+ consumers and their carers.
- Support and build staff capability for intersectional, trauma-informed, rights-based assessments that affirm gender identity, sexuality and variations of sex characteristics, minimising iatrogenic distress (e.g., mis-gendering, inappropriate questioning).
- Support clinicians to identify and address risk and protective factors, evident in crisis and other presentations, and integrate these into risk formulation and safety planning. This may include a range of modalities including education and reflective practice.
- Deliver flexible, strengths-based interventions that address determinants of health relevant to LGBTIQ+ consumers, including stigma and discrimination, housing instability, and family dynamics.
- Support and improve referral pathways to LGBTIQ+ affirming healthcare, social supports and specialist services (e.g., youth, AOD, primary care, community groups) including referrals for families, carers and supporters.
- Support the design and delivery of learning and development aligned with RMH policies and procedures, Victorian Government policy and relevant practice guidelines
- Apply and promote a health equity lens to Whole System Quality activities across RMH-MHS including, quality planning, quality improvement and the application of quality controls (e.g., key performance indicators, experience and outcome measures).
- Co-design and implement welcoming, safe and accessible pathways that reflect RMH values and legislative requirements
- Work collaboratively with LGBTIQ+ Patient Liaison Service on non-clinical aspects of the role, ensuring efficiency and consistency across education and service improvement projects
- Promote and support participation of LGBTIQ+ consumers and carers in service development, quality improvement and research initiatives.
- Maintain collaborative working relationships with LGBTIQ+ service providers and community organisations
- 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.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- 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.
- Participate in and report to RMH-MHS Safety and Inclusion Committee (and other key committees) as required.
- Attend and represent RMH-MHS at the RMH LGBTIQ+ Governing Committee, including information sharing/reporting.



KEY RELATIONSHIPS

Internal

- RMH MHS Executive and Directors
- Program Managers / Team Leaders
- RMH LGBTIQ+ Patient Liaison Service (LPLS)
- RMH MHS L&D Team
- RMH MHS Quality and Improvement partners
- Lived Experience Workforce
- Workforce across RMH MHS settings including
- Emergency Mental Health, bed-based services, community.

External

- LGBTIQ+ community organisations,
- General Practitioners, community health and psychosocial services
- AOD services, housing services, youth and family services.



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, 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
