

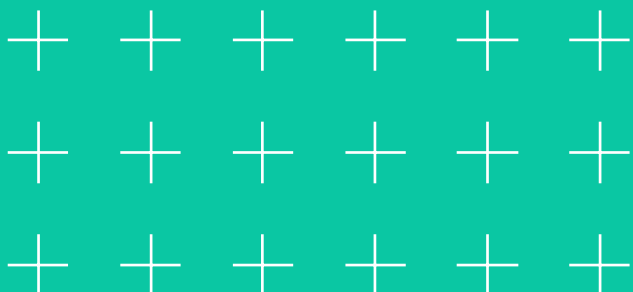


**The Royal  
Melbourne  
Hospital**

# Advancing health for everyone, every day.

**Could this be you?**

**Join the Royal  
Melbourne  
Hospital team**



**Position Description**

**LGBTQIA+ Mental Health Senior  
Clinician.**



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## 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.

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## OUR VISION

# Advancing health for everyone, every day.

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## 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.

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## 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





- Provide advice to staff to provide support to consumers as they move through the service and support transitions to be successful, ensuring necessary information is provided to the receiving service.
- Offer secondary consultation to clinicians regarding inclusive practice, affirming language, identity support needs and service navigation.
- Facilitate and build referral pathways, linkage and partnerships with specialist LGBTIQ+ organisations and community-based programs
- Support staff to comply with RMH policies and procedures and other legislative, regulatory and clinical governance requirements.
- Identify service gaps and systemic barriers affecting access, safety and outcomes for LGBTIQ+ people, and support implementation of improvement strategies in collaboration with clinical and lived experience, learning & development and quality improvement leaders.
- Support the organisation's alignment with Victorian Government, Diverse Communities Mental Health and Wellbeing Framework and Blueprint (2025), Victorian Mental Health and Wellbeing Act 2022, Victorian Mental Health and Wellbeing Workforce Capability Framework and other relevant legislation, including the Victorian Charter of Human Rights, strategic priorities and good practice frameworks.

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## 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
- 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.
- 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.





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- Experience providing secondary consultation, learning and development and supporting capability development of multidisciplinary teams.
  - Strong communication, reflective practice and cultural humility.
  - Ability to build effective linkages and partnerships with LGBTIQA+ community organisations.
  - Ability to work autonomously and responsibly.

**Desirable:**

- Understand the Victorian Government, Diverse Communities Mental Health and Wellbeing Framework and Blueprint (2025).
- Understand trans and gender diverse inclusive-care approaches in acute and community mental health settings.
- Have recently undertaken learning and development with an LGBTIQA+ peak body, e.g. Rainbow Health Australia, Zoe Belle, or Thorne Harbour Health.
- Awareness of Victorian and national LGBTIQA+ policy directions (e.g., 10 Year National Action Plan).
- Knowledge of the Victorian Mental Health and Wellbeing Workforce Capability Framework
- Experience leading service development and/or quality improvement initiatives.
- Experience providing learning and development session on inclusive and/ or intersectional practice for health and/or mental health settings.
- Current Victorian driver's licence.

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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, 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.

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**ACCEPTANCE**

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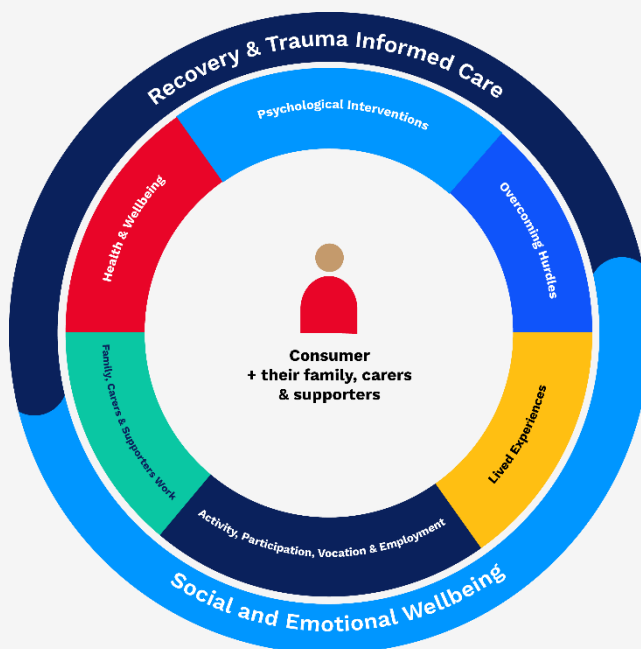
I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that the RMH reserves the right to modify position descriptions as required, however I will be consulted when this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