

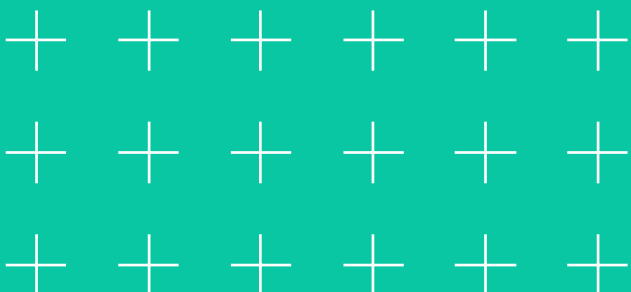


**The Royal  
Melbourne  
Hospital**

# Advancing health for everyone, every day.

**Could this be you?**

**Join the Royal  
Melbourne  
Hospital team**



**Position Description**

**MH Acute Response Team 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





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experience and skills in acute MH functions, and is able to work independently and in a team to plan acute shifts, conduct MH assessments, and facilitate short term interventions for MH consumers, families and stakeholders. This role also has a training function, supporting development of acute MH skills across the community teams, in collaboration with the Acute Response Trainer. This supports the orientation and training for non-senior clinicians who are commencing in the MH Acute Response function, and senior clinicians developing their skills in leading a shift. The senior clinician has experience supporting clinical staff in provision of complex clinical care for consumers experiencing psychiatric illness/disability, and provides high level clinical expertise within Acute Response Function and the broader community teams with respect to acute mental health service provision.

This role is part of broader growth in community based acute mental health service provision. The Acute Response Clinician will support and contribute to the development of new model of care. This includes providing profession specific input, in line with professional background. As the team and model of care develops, some aspects of the role could change.

The position is 48 - 80 hours a fortnight negotiable

The position requires extensive experience in the provision of specialist services in public mental health settings and highly developed clinical expertise.

Providing and receiving discipline-specific supervision of staff outside the Community Team but within the AMHS may be required.

- Involves working a 7-day roster with evening shifts and work across different sites



## 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 and their family, carer, kin and supporters.
- 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.
- Provide quality consumer-focused care.
- Manage their day-to-day work flow; and
- Undertake professional development activities

MH-ART Clinician assists the MH-ART Team Leader as required in:

- Facilitating change and service improvements.
- Developing and maintaining positive working relationships with key stakeholders and partners in care.
- Analysis of workforce needs related to acute response duties across the ages (Adult and Older Adult)
- Develop, deliver and evaluate learning and practice development initiatives related to acute response, treatment and support of consumer, their family, carers, kin and supporters across the ages (Adult and Older Adult), in collaboration with the LaPD Coordinator,
- Integrate key treatment and care frameworks and legislation in education initiatives related to acute response across the ages (Adult and Older Adult)
- 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.
- As a Senior Clinician, the incumbent will be expected to provide advanced clinical advice and supervision to other staff in the Team and across the AMHS. Participation in quality assurance processes, research and service evaluation programs is expected.
- Providing support and assistance to the Community Team Manager and MH-ART Team Leader in the development and maintenance of professional standards, workforce planning, recruitment and retention of staff in the Community Team is also required.
- Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Create a psychologically safe work environment where everyone feels safe to speak up.



## KEY RELATIONSHIPS

### Internal

- Director of Allied Health and Learning and Development
- Director of Community Operations
- Clinical Director of Community Mental Health Services
- Lead Consultant
- Community Team Managers
- Community Team Leaders
- LAPD coordinator
- MHA Implementation Lead
- Discipline Seniors
- Quality Improvement Co-ordinator
- Health Information Manager
- Executive Assistant to Director Clinical Services and Area Manager
- Multidisciplinary Team
- Administration staff
- Consumers and Family/Carers

### External

- RMH MHS Executive Support Unit – Finance
- Human Resources
- Quality Planning and Innovation Unit
- Centralised Triage
- Facilities Management
- Office of Chief Psychiatrist
- Department of Human Services
- Housing Services
- Employment Services
- Emergency services
- Acute Health
- Pharmacies
- Non-Government Agencies
- Alcohol and Other Drug Services and
- Primary Health Providers
- NDIS





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- Ability to speak a community language
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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.

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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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