

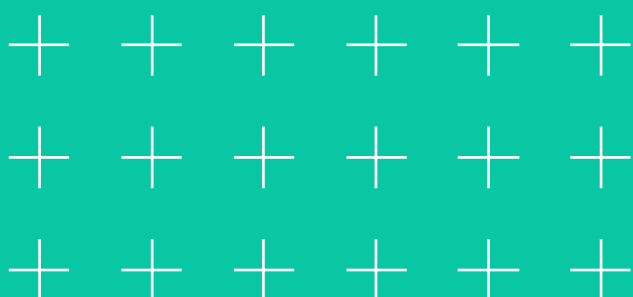


**The Royal
Melbourne
Hospital**

**Advancing
health for
everyone,
every day.**

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

Clinical Psychologist - Engage

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.

Advancing health for everyone, every day.

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.

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 Title:	Clinical Psychologist - Engage
Service:	Mental Health Services
Location:	The Royal Melbourne Hospital precinct
Reports To:	Ambulatory Mental Health Services Manager
Enterprise Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021-2025
Classification:	PL1-PL4 (P3)
Employment Status:	96 hours available - multiple ongoing roles
Immunisation Risk Category:	Category A
Date of Review:	August 2026

Royal Melbourne Hospital Mental Health Services 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 are dedicated to providing caring and high-quality specialist community and hospital-based mental health services for adults and older adults who are 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, which 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 also for 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.

The Royal Melbourne Hospital (RMH) Mental Health Service (MHS) Engage service was established in 2016 and aims to ensure that people who attend RMH Emergency Department (ED) have effective mental health follow up, regardless of their presenting problem or their residential location. Specifically, the service provides support to individuals who present to the RMH ED in mental health crisis, are assessed by Emergency Mental Health and who are not referred to community public mental health services. In addition, referrals to Engage may occur via the Police, Ambulance and Clinical Early Response (PACER) clinician as well as Consultation Liaison Psychiatry who provide specialist mental health consultation to patients receiving care within the general hospital. The program aims to promote connection with longer term primary care providers whilst offering short term and individualised therapeutic care and psychosocial support for up to six weeks. The

- Recognises the distress of mental ill health on the individual and family or carers by responding via virtual specialist post discharge follow up.
- Will work effectively with their multidisciplinary colleagues to respond to referrals and deliver up to six weeks of individualised interventions.
- Demonstrates knowledge of community resources and promotes linkages with primary care providers.
- Acknowledges the psychosocial drivers of mental ill health and identifies suitable and individualised intervention.
- Develops effective relationships with referrers and community public mental health services.
- Escalates care and treatment accordingly based on ongoing assessment and clinical reasoning.
- Promotes non-clinical and LLE led services.
- Aims to deliver an individualised and timely response post discharge.
- Avails themselves to attend clinical review scheduled on Fridays with exception of alternate scheduling on Thursdays where a public holiday interrupts the operational requirements of the service.

- 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 MHS and RMH teams.
- Continue to learn through mandatory training and other professional development opportunities.
- 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 effective communication between mental health services departments and enhance a positive working relationship between these services.
- Participate and contribute discipline specific knowledge in clinical review, support other staff to develop their understanding of evidence-based interventions and provide relevant education to internal and external recipients.
- Support other clinical and non-clinical team members in their decision making.
- 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;
- Demonstrate strong ongoing commitment to one's professional development and the ability to support and develop knowledge and skills in other team members.
- 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.
- 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.
- The clinician will participate in clinical service development activities within the team and encourage and support quality initiatives and research;
- Apply discipline specific evidence-based practice.
- Availability to work a rotating roster including weekdays and weekends when required during low productivity periods, and work from a range of sites.
- Commitment to rostering where clinical review is scheduled.

Internal	External
• General Manager • Director & Deputy Medical Director • Director & Deputy of Nursing & Operations • Lived Experience Workforce • Mental Health Services departments • Discipline Seniors • Quality, Planning and Innovation • Health Information Manager • Administration staff	• Acute health • Community public mental health services • Emergency services • RMH Emergency Department • Housing & employment non-government agencies; Alcohol & Other Drugs services; primary health providers

Clinical Psychologists:

- ### Essential:

- Desirable:

- ## KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

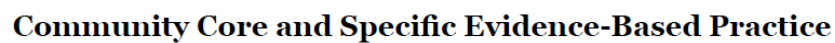
- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

- 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.

- **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.

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.

Date _____



Clinical Psychologist - Engage | Mental Health Services | August 2026 8/8