

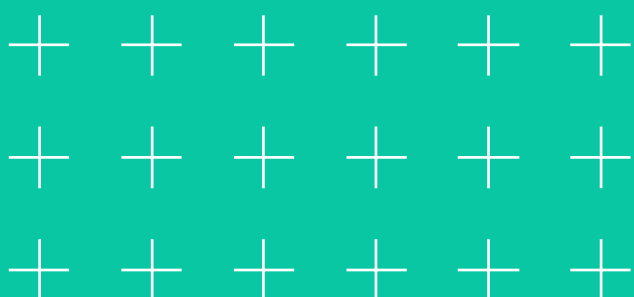


**The Royal
Melbourne
Hospital**

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

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**Hospital Outreach Post-Suicidal
Engagement (HOPE) & Alcohol and
other Drugs Mental Health Clinician**

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

The clinical Alcohol and Other Drugs (AOD) role is integral to support delivery of evidence-based treatment for consumers experiencing dual diagnosis. This position will be supported by existing positions located in MHS community teams as well as the established partnership with the Substance Use and Mental Illness Treating Team (SUMITT). The clinician will have a well-developed level of knowledge and skills in the management and treatment of people using substances, with a minimum of 5 years work experience. In addition, they will provide primary and secondary consultation to other staff and key stakeholders, have scope to participate in specialist education and training opportunities and contribute to service development.

This role is located in the city of Melbourne. An alternative location in the City of Moonee Valley is required where a flexible clinical alternative is needed, or when rostered to contribute to outreach assessment in acute settings with the Acute Response Team. As a member of the HOPE service, the clinician applies their clinical knowledge and expertise to the assessment, delivery of evidence-based treatment, interventions and support to consumers with complex mental health related needs, and to their family/carers. Fair and equitable rostering of these shifts will be considered.

- Contribute to the allocation of new referrals from Waratah intake and the acute outreach and assessment team, offering specialised advice to assist triaging these where needed, which may involve interface with prospective consumers to finalise the referral process.
- Offer support to the team onsite in consultation with the manager.

- 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.
- The senior clinician will work closely with the Team Leader and Consultant Psychiatrist to apply their clinical knowledge and expertise to the assessment and delivery of evidence-based interventions to consumers with complex mental health related needs, where possible including family and carers in decisions.
- Ensure effective communication between mental health services departments and enhance a positive working relationship between these services.
- Support other clinical and non-clinical team members in their decision making.
- Demonstrate strong ongoing commitment to their professional development, consider their discipline specific contribution and assist to support and develop the knowledge and skills in other team members.
- Demonstrate ongoing professional development relating to AOD.
- 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.
- Work collaboratively with other MHS, external agencies and service providers to ensure continuity of care for consumers and their family/carers.
- Apply discipline specific evidence-based practice.
- Availability to work a rotating roster including weekdays and weekends and work from a range of sites.
- Commit to rostering where clinical review is scheduled.

Internal

- ## External

- Acute health
- State-wide HOPE services
- Suicide Prevention and Recovery Office
- Emergency services
- Housing & employment non-government agencies; Alcohol & Other Drugs services; primary health providers

Formal Qualifications

Psychologists:

- Victorian Public Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021-2025. 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.

Registered 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 Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

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.)

Social Workers:

- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- At least 5 years' experience in the assessment, diagnosis and treatment of severe mental illness and psychiatric disability.
- Excellent interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues and other service providers.

- Desirable:

- Aboriginal and Torres Strait Islanders are highly encouraged to apply.
- Experience in working with ACCHO and Aboriginal Communities and Families.

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 _____

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

