The Royal Melbourne Hospital









Advancing health for everyone, every day.

Could this be you?

Join the Royal Melbourne Hospital team

Position Description

Community Mental Health Clinician - RPN3

The Royal Melbourne Hospital

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.

Together 2035 - Our 10 year ambition positions the organisation to have a meaningful impact. Acknowledging the need for ability, adaptability and failing fast, it is assumed throughout this strategy cycle that nothing will stay stagnant. We will continuously strive for excellence in health - through data insights, the latest research, responding to community sentiment, and global trends and importantly the views, needs and feedback of patients, consumers, carers and community.

Strategic Pillars

Redesigning Together - We are redesigning world-class care
Thriving Together - We are thriving through inspiration & curiosity
Innovating Together - We are leading research excellence for clinical impact

Strategic Drivers
Systems Thinking
Digital Intelligence
Performance & Sustainability.

Position Description

Position Title:	Community Mental Health Clinician - RPN3
Service:	Royal Melbourne Hospital Mental Health Services
Location:	Royal Melbourne Hospital – City Campus Chelsea House
Reports To:	Program Manager, Team Leader, Clinical Supervisor
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2024 - 2028
Classification:	Registered Psychiatric Nurse Grade 3
Employment Status:	Full Time Permanent (Part Time Negotiable)
Immunisation Risk Category:	Category A
Date of Review:	November 2026

POSITION SUMMARY

Royal Melbourne Hospital Mental Health Services (RMH MHS) 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.

Community Team 1 (CT1) are based at Royal Melbourne Hospital's City Campus and hold the homeless portfolio for RMH MHS. The team works with consumers who reside in the CBD and inner-city suburbs of the Inner West area of Melbourne. For its work with homeless consumers, CT1 utilises an Assertive Community Treatment (ACT) model of care, which is characterized by lower caseloads, community-based treatment (outreach), a team-based approach and high intensity of care. This often includes medication management, psychosocial support, assessment and referral (housing, financial, vocation), counselling and crisis assessments and admissions. CT1 clinicians work closely with support staff of the local homeless shelters offering secondary consultation, psychoeducation, management and functional plan development and formalised mental health education sessions.

In summary CT1's role is to:

- Provide public clinical mental health service to consumers that reside in the CBD and Inner-city suburbs of the inner west RMH MHS catchment.
- Identify, engage, and assess homeless persons displaying symptoms of mental illness who are otherwise not engaged with services with the aim of building well-being and function
- Collaboratively engage with consumers with major mental illness in development of their recovery planning.
- Advocate for the needs of our consumers.
- Provide clinic-based appointments and assertive outreach to RMH MHS consumers that reside in the CBD area that otherwise are not able to attend appointments at Waratah Clinic.
- Support the services that work with our shared cohort of consumers.
- Work closely with consumers and their family / carers to support consumers in the planning for their recovery.

Your role as part of CT1:

- As a member of the Community Team, the Community Mental Health Key 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. Provision of service is within acute and non-acute settings.
- You will have a mixed caseload of consumers requiring usual treatment, and those who require more intensive support. The role involves the provision of supervision to staff as well as students within the relevant discipline. All Key Clinicians are expected to take an active role within clinical review meetings and champion their discipline within a multidisciplinary setting.
- The position includes participating in the acute duty roster, which includes after hours work on a rotating 7-day week roster, including some evening and weekend shifts. This work is conducted from Waratah Clinic in Moonee Ponds.
- CT1 clinicians work a rotating roster covering weekend shifts within CT1.
- There will be occasional circumstances when clinicians are required to work overtime (for example, when an outreach assessment has required more time than expected).
- This is a full time, permanent Registered Psychiatric Nurse position with RMH MHS CT1.

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, 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.
- Assist in maintaining a positive culture and remain positive in a changing environment.
- Develop thoughtful, evidence-based recovery, treatment and management plans.
- Accurately prepare documentation in a timely manner.
- Complete required Activity Based Funding documentation and data entry.
- Work rotating roster which includes weekdays and weekends. Contribute to Saturday and Sunday rostering and acute duty function requirements of RMH MHS located at the city campus and Moonee Ponds.
- 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.
- Support the team to provide quality consumer-focused care and in their clinical decision making.
- Assessing family capacity, needs and preferences and provide support through psychoeducation.
- Implement new initiatives and contribute to existing portfolios
- Change priorities to meet the needs of the consumer or team and adjust quickly to new tasks.
- Participate in supervision and provide supervision to students as required
- Contribute to team functions including new patient assessments, intake, and rostered activities.
- Participate in research activities supporting service development.

KEY RELATIONSHIPS

Internal

- General Manager
- Director of Clinical Services
- Director of Community Services
- Deputy Director of Clinical Services
- Lead Consultant
- Community Team Managers
- Community Team Leaders
- Discipline Seniors
- Evaluation and Service Improvement Co-ordinator
- Health Information Manager
- Executive Assistant to Director Clinical Services and Area Manager
- Multidisciplinary Team
- Administration staff
- People and Culture

External

- Key community partner organisations
- Mental Health Training Development Unit
- 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
- Consumers and Family/Carers

KEY SELECTION CRITERIA

Formal Qualifications

- Registered Psychiatric 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.

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- At least 2 years' experience in the assessment, diagnosis, and treatment of severe mental illness and psychiatric disability.
- Experience in, or commitment to develop, at least one area of practice that aligns with endorsed practice domains of the RMH MHS and capacity and willingness to actively work using these approaches with consumers and carers.
- Well-developed skills in writing and an ability to promptly prepare case assessments, individual safety plans, discharge summaries and other forms of documentation.
- Capacity to undertake alcohol and other drug screening, assessment, treatment planning, brief interventions with clients who have co-occurring mental health, eating disorders and substance use disorders.

- Experience in working with a range of professional teams and services.
- Knowledge and commitment to the improvement of people's health and wellbeing, with a recovery oriented and consumer and carer informed practice.
- Knowledge and understanding of the public mental health service environment, the Mental Health Act and other relevant legislation, policies and strategic directions.
- Excellent interpersonal skills and the ability to develop effective relationships and communicate effectively with service leaders, clinicians, consumers, families/carers, colleagues and other service providers.
- The ability to flexibly manage variable caseloads and strong organisation and time management skills.
- Ability to work with consumers, family and carers from a range of cultural backgrounds, and to provide gender sensitive services.
- Enjoyment of and proven ability to work as part of a team.
- An ability to work responsibly and with autonomy.
- Professional self-awareness and reflective practice.
- Demonstrated commitment to ongoing professional development.
- Hold a current Victoria driver's license (or equivalent Australian driver's license) and ongoing ability to use this form of transport.
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- Mandatory Working with Children's Check and Police Check and Immunisation Assessment.

Desirable:

- Ability to speak a community language.
- Aboriginal and Torres Strait Islanders are highly encouraged to apply.
- Experience in working with ACCHO and Aboriginal Communities and Families.
- Relevant postgraduate qualification in areas of specialist practice.

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.

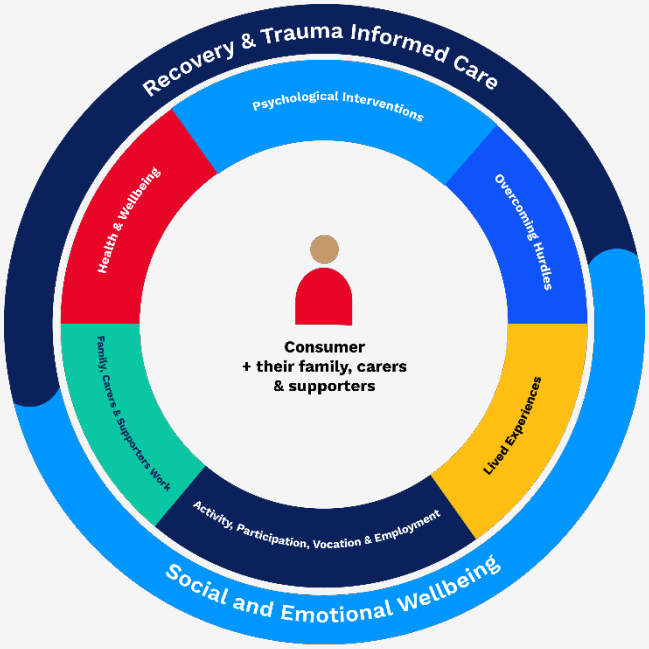
ACCEPTANCE

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



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