



The Royal
Melbourne
Hospital

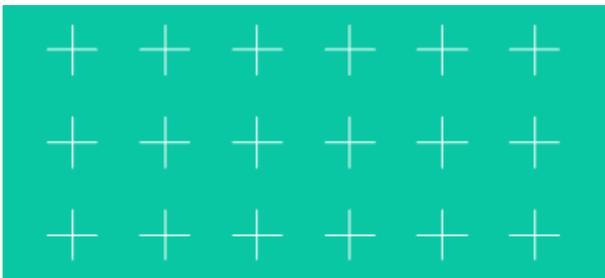
Advancing health for everyone, every day.

Could this be you?

Join the Royal
Melbourne
Hospital team

Position Description

Aboriginal and Torres Strait
Islander Social and Emotional
Wellbeing (SEWB) Clinician





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.

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



Position Description

Position Title:	Aboriginal and Torres Strait Islander Social and Emotional Wellbeing (SEWB) Clinician
Service:	Royal Melbourne Hospital Mental Health Service
Location:	Parkville / Carlton / Moonee Ponds
Reports To:	Program Manager, Team Leader, Discipline Specific Supervisor
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2024 - 2028
Classification:	OT3, P2, SW3, RPN3
Employment Status:	Full Time Ongoing
Immunisation Risk Category:	Category A
Date of Review:	March 2026

POSITION SUMMARY

Royal Melbourne Hospital Mental Health Services (RMH MHS) provides person-centred, recovery-oriented care 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 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, culturally safe and holistic evidence-based treatment, which is inclusive of family, carers, kin and supporters. 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. 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.

This new role forms part of the RMH MHS Social and Emotional Wellbeing (SEWB) Team; providing culturally appropriate mental health care and support for Aboriginal and/or Torres Strait Islander consumers of the RMH MHS. The team includes both clinical and lived and living experiences peer support workforce and is mainly staffed by Aboriginal identified staff members.

The aim of developing this team is to create and maintain a culturally safe and welcoming work space for



Aboriginal and Torres Strait Islander staff who can then comfortably work with Royal Melbourne Hospital Mental Health Service to improve its ability to provide a culturally safe and welcoming service for First Nations consumers.

The role includes using the SEWB model of care with Aboriginal and Torres Strait Islander consumers who use the service at the different points of entry.

Specific to the role of the Aboriginal and Torres Strait Islander Social and Emotional Wellbeing Clinician, there are opportunities, support and responsibilities that include:

- Provide contact and engagement together with clinical staff using the SEWB Model
- Provide ongoing consultation to staff regarding culturally appropriate service delivery from SEWB perspective.
- Throughout RMH MHS, increase Aboriginal community knowledge and awareness of mental health and related services available
- Increase Aboriginal community access to, and knowledge and awareness of mental health and related services available through the RMH – MHS
- Support the establishment of linkages and networks with Aboriginal community-controlled service providers as points of referral for mental health services
- Establish and maintain positive relationships with the Aboriginal Community services, VAHS and other service providers
- Attendance at the RMH MHS First Nations Working Group and work on projects in conjunction with the RMH MHS Social and Emotional Wellbeing (SEWB) Team
- Attendance at cultural events and days of recognition
- Cultural knowledge development and community connections
- Participate in group cultural supervision with the wider SEWB team
- Paid cultural ceremonial leave

This is a full-time permanent position with RMH MHS. Part-time hours may be negotiated with the successful candidate.



This role is employed to operate Monday to Friday during business hours. There will be occasional circumstances when clinicians are required to work overtime (for example, when an outreach appointment has required more time than expected).





KEY ACCOUNTABILITIES

- Positively promote the Aboriginal concepts of social and emotional wellbeing, mental health and mental illness.
- Work collaboratively with multidisciplinary teams across the service to ensure the delivery of a positive and safe experience to Aboriginal and Torres Strait Islander consumers.
- Develop systems to access Aboriginal resources for clients, families and staff; collaborate with RMH MHS staff and structures to ensure maintenance of resources
- Support the implementation strategies that encourage Aboriginal people to identify their Aboriginality (e.g. develop/access brochures, posters; review/adapt RMH MHS specific promotional material, community education).
- Act as an advocate for the delivery of services that are culturally appropriate and safe for Aboriginal people and their families.
- Develop and maintain positive relationships with Aboriginal Community Controlled Organisations, in particular with the Victorian Aboriginal Health Service/Family Counselling Team and other providers as relevant.
- 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.
- Support the team to provide quality consumer-focused care.
- Undertake professional development activities.
- Other projects and tasks as required.
- Engage and deliver on research projects as required.

KEY RELATIONSHIPS

Internal

- Aboriginal and Torres Strait Islander person identified roles and teams within RMH, including the SEWB team and the First Nations Working Group
- RMH MHS Community Program leaders
- Health Information and Digital Innovation team
- Multidisciplinary Team
- Administration staff
- Consumers and Carer Lived Experience Colleagues
- RMH First Nations Health Unit

External

- Victorian Aboriginal Community Controlled Services
- Other Aboriginal Community stakeholders and local NGOs
- Academic partner organisations
- External health and wellbeing and community services

KEY SELECTION CRITERIA



Formal Qualifications:

- Occupational Therapists:
 - a. Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
 - b. 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.).
 - c. At least 2 years of experience delivering public mental health services
- Psychologists:
 - a. 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 (or eligibility to enter a registrar program as a clinical, forensic or clinical neuro psychologist with the Psychology Board of Australia where relevant).
- Social Workers:
 - a. An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers and two years-experience in a public mental health service
 - b. At least 2 years of experience delivering public mental health services
- Registered Psychiatric Nurses:
 - a. Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
 - b. Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus postgraduate qualification in Psychiatric/Mental Health Nursing.

Essential:

- Aboriginal and/or Torres Strait Islander background and experience working with Aboriginal and Torres Strait Islander communities and Families
- Strong personal commitment to diversity and inclusion, with a focus on Reconciliation and self-determination for Aboriginal and/or Torres Strait Islander people
- Understanding of the Social and Emotional Wellbeing Framework
- Excellent interpersonal skills and the ability to communicate transparently with consumers, families, kin, carers and supporters, colleagues and other service providers
- Well-developed writing skills
- An understanding of the principles and procedures associated with the Mental Health Act and other relevant legislation
- Sound therapeutic skills for people with severe and enduring mental health conditions, or willingness and capacity to commit to development of evidenced based knowledge and practice

Desirable:

- Experience in working with ACCHOs
- A current Victorian Driver's Licence



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.

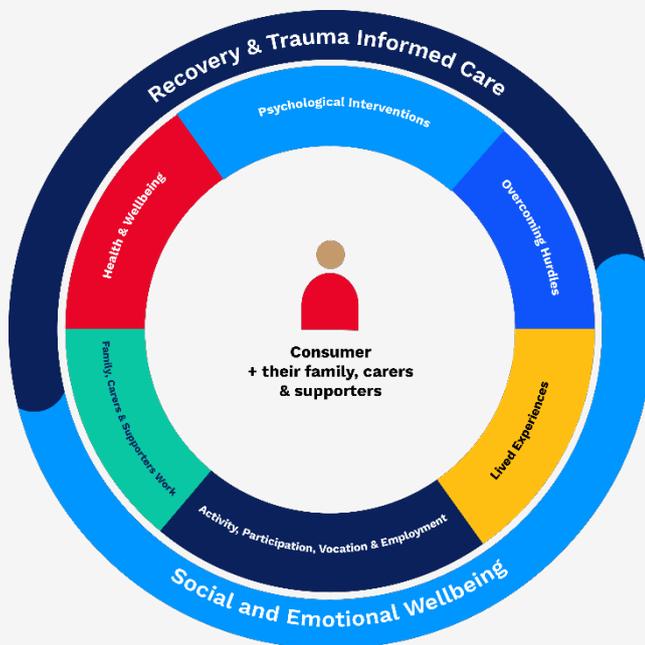
ACCEPTANCE

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