

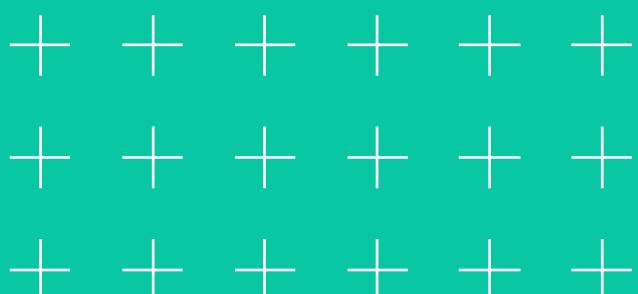


**The Royal
Melbourne
Hospital**

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

Could this be you?

**Join the Royal Melbourne
Hospital team.**



Position Description

Senior Dual Diagnosis 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.

PeopleFirst



Lead with Kindness



Excellence Together



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.

Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

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:	Senior Dual Diagnosis Clinician
Service:	Substance Use and Mental Illness Treatment Team (SUMITT)
Location:	Royal Melbourne Hospital, Parkville
Reports To:	Team Leader
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021– 2025
Classification:	Registered Psychiatric Nurse Grade 4 / Occupational Therapist Grade 3 / Social Worker Grade 3 / Psychologist Grade 3
Employment Status:	Full Time / Part Time
Immunisation Risk Category:	Category A
Date of Review:	June 2025

POSITION SUMMARY

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 purpose of this role is to work in partnership with Royal Melbourne Hospital (RMH) Mental Health Services, and RMH Addiction Medicine, and Royal Children's Hospital Mental Health to improve outcomes for people living with co-occurring mental illness and substance use or addiction.

Substance Use and Mental Illness Treatment Team (SUMITT) is an initiative of the Department of Health. The aim of SUMITT is to provide high quality services to individuals who have co-occurring mental health and substance use conditions and build the capacity of the mental health, and alcohol and other drug services to provide responsive, accessible and evidence based integrated treatment and care to these consumers and their carers.

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.
- Provide dual diagnosis primary, secondary and tertiary consultations to key stakeholders
- Deliver specialist shared care to individuals with dual diagnosis registered with the stakeholders
- Develop and provide specialist dual diagnosis education and training to stakeholder services
- Establish relationships and networks with Alcohol and Other Drug services to facilitate access and responses between mental health and alcohol and other drug services

KEY RELATIONSHIPS

Internal

- Royal Melbourne Hospital Mental Health Services
- Royal Melbourne Hospital Addiction Medicine Services

External

- NorthWest Metro Alcohol and Other Drug Services
- Royal Children's Hospital Mental Health Services

KEY SELECTION CRITERIA

- 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.).

- Psychologists

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).

- 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's degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

- 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.
A tertiary qualification in Psychology, Social Work, Occupational Therapy or Psychiatric Nursing
- A minimum of 7 years' experience in clinical mental health and/or alcohol and other drug services for Social Workers and Occupational Therapists
- At least 5 years professional experience for Psychologists and Registered Psychiatric Nurses
- Capacity to undertake direct clinical duties including assessment, treatment planning, brief intervention and shared case management of dual diagnosis clients
- Ability to work collaboratively and effectively with people and their families, and capacity to deal with a range of co-morbidity and complexity.
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system
- Demonstrated experience at a senior clinician/clinical coordinator or clinical experience within an autonomous senior clinician role
- Ability to develop and deliver training
- Aptitude to contribute to the development of policies and quality improvement activities for stakeholder services.
- Highly developed interpersonal and communication skills (written and verbal)
- Proven ability to initiate, problem solve, negotiate, and communicate with staff, consumers, carers and other service providers
- Demonstrated willingness and ability to address consumer and carer concerns and to work with people from a range of ethnic backgrounds
- Well-developed knowledge and understanding of the public mental health service environment, the Mental Health Act and other relevant legislation, policies, and strategic directions
- Ability to foster and maintain relationships with external stakeholders
- Solid understanding of, and adherence to, confidentiality within a health care environment
- Strong time management in workload priorities, coordinating tasks and working to deadlines
- A current driver's license

Desirable:

- Capable and confident to undertake portfolio specialist responsibilities as determined
- Demonstrated commitment to ongoing professional development
- Ability to undertake any other tasks commensurate with this classification, the role statement and outcomes

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.

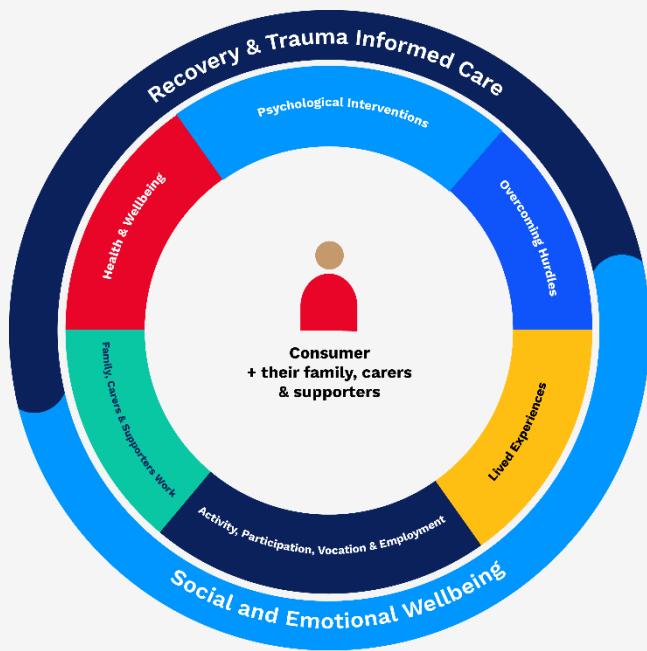
ACCEPTANCE

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