

Annual report 2020-2021



ORYGEN

35 POPLAR ROAD PARKVILLE VIC 3052 AUSTRALIA ORYGEN.ORG.AU ABN 85 098 918 686 Orygen acknowledges the Traditional Owners of the lands we are on and pays respect to their Elders past and present. Orygen recognises and respects their cultural heritage, beliefs and relationships to Country, which continue to be important to the First Nations people living today. © 2021 Orygen

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ABOU ORYGEN

CREATING BETTER FUTURES

Imagine a future with unlimited potential. A future where every young person enjoys optimal mental health as they grow into adulthood. Everything we do at Orygen is about helping to create that future, because we passionately believe it's what all young people deserve.

As the first youth mental health organisation in Australia we have devoted ourselves to this goal since 1984. By treating early and focusing on recovery, our approach embraces all young people, from anyone with mild ill-health to everyone with acute mental illness.

Not only do we never walk away, we are there every step of the way.

Young people and their families are at the heart of everything we do: our world-leading research that creates positive change, our unrivalled training and clinical care, and our pioneering reforms that create real-world solutions.

We are fearless. We are collaborative. We are committed. We are determined. We never settle.

At Orygen, Australia's centre of excellence for youth mental health, that's the future we're creating right now. To do it, we have revolution in mind.

Join us.

OUR STRATEGIC PRIORITIES 2019-22

As we build an integrated youth mental health service and translational medical research centre operating under a single governance structure, our priorities are to:



Develop and deliver evidence-based service models



Enact research for reform



Secure support for expansion of services



Build a skilled and agile workforce



Maintain a sustainable and creative organisation





Reduce the impact of mental ill-health on young people, their families and society

OURVALUES









Innovation



OURPARTNERS

We have made a strategic commitment to partner with:



Young people and their families







LGBTIQA+ people



Culturally and linguistically diverse people

ORYGEN AND THE ROYAL COMMISSION

The Royal Commission into Victoria's mental health system highlighted the adverse impact mental ill-health can have on young people. From their early teens, young people travel a developmental trajectory and navigate a number of significant transitional life stages, which often include the development of new relationships and shifts to further education, employment and independent living.

This period of life is when mental ill-health most often emerges. Yet many young people cannot access the services or receive the care they need.

From the announcement of the Royal Commission in 2019 to the release of the final report in February 2021, Orygen provided multiple submissions and expert statements. Orygen's executive director, Professor Patrick McGorry, chaired the commission's expert advisory committee. The Royal Commission's final report was a watershed moment for mental health system and service reform in Victoria. The commission recommended a reformed youth mental health service model driven by innovation and shaped by research and new technologies. Recommendations were made to address issues young people face, including trauma, suicide, and alcohol and other drug use.

The Royal Commission also recognised the role families and people with lived experience have in supporting young people experiencing mental ill-health. The need for culturally appropriate responses for First Nations young people, and to work in partnership with diverse communities to improve access to services, was also identified.

For Orygen, these recommendations align with the new integrated care model we have been developing over a number of years. The model provides more responsive, evidence-based, high-quality service to young people and their carers.

This year we have continued to progress the co-design of a number of the model's key service components, including an integrated front-end, integrated service hubs, hospital in the home and a youth prevention and recovery care service. In the year ahead we will progress the implementation and opening of a number of these key components, in line with our transformation roadmap.

TRANSFORMING ORYGEN

For more than 20 years Orygen has been leading innovation in mental health services with a vision to provide seamless mental health services to young people and their families, informed by our evidence-based research program.

Following the recommendations of the Royal Commission we are now able to make that vision a reality, bringing Victorian Government-funded specialist mental health services and Australian Government-funded primary mental health services under a single Orygen governance. This change will ensure young people can access the care they need, when and where they need it. To support this transition, and with the required funding, and community and state government mandate, we have initiated a robust transformation program.

This includes Orygen becoming a designated mental health services provider, which will see us transforming into a unique system of seamless staged clinical care in which innovation and translational research flourish.



CHAIRMAN'S REPORT



What an extraordinary year it has been for Orygen and the young people we serve. The need for our services has never been greater; our dedication to reducing the impact of mental ill-health on young people, their families and society, never stronger.

The force of COVID-19 continued to be felt deeply across the Orygen community, as well as nationally and globally. Despite this, we remained unwavering in our commitment to providing the highest-quality clinical care and undertaking vital research.

During the year the Productivity Commission's inquiry into mental health confirmed the significant impact of mental ill-health on the Australian community, estimating its cost to be at least \$200 billion each year. An impact of this magnitude requires revolutionary solutions, and Orygen has continued to innovate by designing models of mental health care that connect the many parts of the system that may be accessed by young people as they work towards mental health recovery. A key feature of these models is the introduction of digital mental health care, which Orygen is leading with its award-winning Moderated Online Social Therapy (MOST) platform, that blends digital therapy with face-toface care.

MOST was launched in Victoria in July 2020 and has since been successfully rolled out across New South Wales, the ACT and Queensland.

Orygen's focus on creating an integrated system of mental health care and sustained advocacy for this was evident in the final report of the Royal Commission into Victoria's mental health system. As a consequence of the Royal Commission's recommendations Orygen will now proceed to deliver, under a single governance, the full spectrum of clinical services - from federally funded primary care through to state-funded community mental health, including acute mental health care, together with our world leading research and educational programs. Assembling all the diverse elements of Orygen's youth mental health mission under a single governance will be an Australian first, if not an international one, and should be a model for other medical and mental health institutes and services across Australia.

This year, Orygen attained substantial funding to drive necessary transformation and growth, and for new research, clinical and digital services. These investments in the organisation's future are testament to its expertise, research, advocacy, education and innovations in care.

Chief among these was the \$33 million awarded by the United States' National Institute of Mental Health (NIMH) to develop models for predicting outcomes for young people at imminent and high risk of psychotic illness.

The grant, the most significant to be awarded by the NIMH for Australianled medical research, places Orygen at the forefront of medical research in this country and signals a coming of age we can be proud of. Our supporters play a crucial role in the provision of care for young people. We are grateful to our philanthropic supporters and donors and the ways in which their generosity benefits young people. My heartfelt thanks to you all, in particular the Telstra Foundation, Helen Macpherson Smith Trust, Hearts and Minds Investments and the Wellcome Trust.

We also welcome a new community partner in the RACV, whose generosity is helping to support young people with mental ill-health to achieve their education and employment goals.

After revisiting the governance of the organisation's clinical and research activities, we established two board sub-committees. The clinical governance committee and the Orygen research committee will support our broader agenda both nationally and internationally.

In closing, I want to recognise the extraordinary commitment of Professor Pat McGorry and all the staff at Orygen during this extraordinary year, as well as my Board colleagues. Thank you for being part of the revolution in mind.

Looking ahead, Orygen is entering a dynamic period of change and growth, as we implement the recommendations of the Royal Commission into Victoria's mental health system and prepare to open the Youth Prevention and Recovery Care (YPARC) service at Parkville.

These are among many exciting initiatives already underway which will serve our young people in the years to come.

Seanland

ALAN BEANLAND CHAIRMAN



EXECUTIVE PIRECTOR'S REPORT



Twelve months ago, in this report, I wrote about the unexpected and dramatic changes wrought by COVID-19.

Today, as a result of those changes, we are witnessing a tsunami of need among our young people, as they struggle to navigate their way to adulthood in this new world. Our experience of growing waitlists and surging demand is reflected across the globe and recognised as a youth mental health crisis exacerbated by the pandemic.

Orygen is standing up to this need, more resolute than ever before in our determination to help young people flourish and enjoy the optimal mental health they deserve.

I would like to thank the Chairman, Alan Beanland for his enthusiastic and strategic support over the past 12 months, and all members of the Orygen Board and Executive for their dedicated contribution to Orygen. Thank you also to our supporters and partners who have stood with us throughout this challenging year.

I want to personally acknowledge the staff at Orygen who have worked tirelessly to provide ongoing care to young people during the pandemic. This has taken its toll and we urgently need to relieve and expand our workforce. At the same time, Orygen has entered a period of transformational change and growth powered by the Royal Commission and the reform and funding that is now flowing from it. Work is underway for the organisation to become Australia's first fully integrated medical research institute, providing clinical care for young people across Victoria and at all stages of mental ill-health.

Over time this will ease the enormous pressure on our clinicians and see us welcome new talent and provide support to many more young people in the year ahead.

Becoming a designated health service in Victoria is something my colleagues and I have fought hard for, for some time, and the Royal Commission into Victoria's mental health system has delivered this welcome outcome – a first in Australian health care.

It will create a unique model in Australia with state and federally funded clinical services, including residential services, a research institute program, translation and teaching programs and policy and reform all integrated under one leadership and management structure.

This is a once-in-a-generation opportunity to deliver transformational change to the youth mental health sector that will have an impact for generations to come, for individuals, families and communities.



It is not taking place in isolation, but in the wider context of other recent inquiries into mental health. Crucially, the Australian Government's Productivity Commission acknowledged that in 75 per cent of cases, mental ill-health first appears before the age of 25, making early intervention and a focus on children and young people imperative.

It also found our mental health system is complex and fragmented and people are falling through the gaps as a result. They highlighted the huge costs to the nation – \$200 billion per annum – of the underfunding and neglect of mental health care.

It will take time, but we now have the foundations in place at Orygen and across Victoria. We will be working to extend our field-building mission across the nation in other states and globally as our strategic plan foreshadowed.

The opportunities for research and for training are similarly expanding rapidly. We plan to become a registered training organisation and our capacity to draw in global research funding will increase over the next one to two years with new funding schemes coming on line in youth mental health.

We also plan to expand our focus to the wider trends underpinning the youth mental health crisis and continue to build the field of youth mental health with likeminded collaborators around the world.

We share a real clarity of purpose and our success will be measured by the lives of young people, who are at the heart of everything we do - with heart being the key word here.

This is not an evolution for Orygen, but a revolution. We're ready.

Potra D. M. forr

PROFESSOR PATRICK MCGORRY AO EXECUTIVE DIRECTOR

Responding to the COVID-19 pandemic

In the face of the many challenges the COVID-19 pandemic brought this year, Orygen's values of teamwork, excellence, innovation, respect and accountability shone through.

The COVID-19 pandemic and associated restrictions placed the organisation, our staff, young people and their carers under enormous pressure. They also presented Orygen with an opportunity to show our ongoing commitment to continuing to provide services to young people and their families in less than ideal circumstances.

Underpinning this, Orygen continued to follow the guiding principle that has formed the basis of our response throughout the COVID-19 pandemic: to maintain services to at-risk young people without compromising the health of young people, staff and others in the community.

We achieved this by developing, implementing and continuously refining our pandemic response.

Representatives from across the organisation met as frequently as changing circumstances required us to provide a timely and comprehensive response to frequent variations in restrictions.

The organisation showed impressive teamwork over the past year, with some staff shifting to working from home while hundreds of others were rostered into multiple teams to reduce exposure risk, ensuring Orygen could continue to provide services if teams were required to quarantine.

As the lockdowns continued for longer than initially expected, Orygen provided a range of supports for staff including sessions for children to relieve the pressure of remote learning, coffee catch ups, self-care and wellbeing sessions, meeting-free times and hampers delivered to staff.

Orygen continued to advocate for additional funding to assist young people to be able to receive the support they required as mental health concerns increased, along with time before seeking help. This included additional funding to roll out our Moderated Online Social Therapy (MOST) platform to areas of high need such as public housing towers, and across Victoria, demonstrating the innovation for which Orygen is known.

We also produced a range of COVID-19 resources for mental health professionals, young people and carers, and undertook research around how young people were responding to the change to telehealth services.





ALAN BEANLAND BSc, FAICD

Chairman Chairman - Change Oversight Committee Director - Orygen Youth Mental Health Foundation

Alan has extensive international experience across four continents in roles as a director, senior executive, consultant and business developer within the information technology and finance sectors. He has also advised major Australian and Asian groups on their international business expansion activities. Alan is the chairman of Colonial Foundation, a past chairman of Credit Union Australia Limited (now Great Southern Bank Ltd) and was previously a director of Spotless Group Limited, Dragon Mountain Gold Limited and Hancock Victorian Plantations Limited, among other companies.



LYNETTE ALLISON BEd

Resigned 23 November 2020

Member - Audit and Risk Committee Director - Orygen Youth Mental Health Foundation

Lyn is former leader of the Australian Democrats. Her involvement with mental health began in 2005 when she coauthored a study into progress of reform in mental health following the Burdekin inquiry. Lyn chaired the Democratsinitiated Senate Mental Health Inquiry, which handed down its reports in early 2006, leading to a COAG agreement and an additional \$4 billion spent on mental health. Lyn is a director of Accountability Round Table Board and chair of several not-for-profit conservation organisations.



ANDRÉ CARSTENS B.Com(Hons), FCA, MAICD

Chair - Audit and Risk Committee Member - Change Oversight Committee Director - Orygen Youth Mental Health Foundation

André is a Fellow of Chartered Accountants Australia & New Zealand and a member of the Australian Institute of Company Directors. He is the chief executive officer of Colonial Foundation and has extensive leadership experience, having held CEO/CFO positions with a number of multi-national businesses including Spotless Group, Colonial First State Group, Aviva Australia and the Gribbles Group.



executive director.

ROB GOUDSWAARD BEcon, Grad Dip Corp Fin, FAICD, FFINSIA Chair - Orygen Youth Mental Health Foundation

Rob has more than 40 years' experience in financial services, both internationally and within Australia. His most recent role was CEO of Credit Union Australia (CUA) – now Great Southern Bank Ltd – Australia's largest mutual owned financial services provider. He is now a full time non-



PROFESSOR CHARLES GUEST MBBS, BA, MPH, PhD, FAFPHM, MAICD Chair - Clinical Governance Committee

Charles has worked across the health sector, in government, academic and other settings, including positions at the Royal Melbourne Hospital and the Centers for Disease Control, United States Public Health Service. As a public health physician, he has served as Chief Health Officer in the Australian Capital Territory and, later, Victoria. Charles has made additional leadership contributions to the *Medical Journal of Australia*, the National Health and Medical Research Council, and the Royal Australasian College of Physicians.



PROFESSOR MARILYS GUILLEMIN PhD, MEd, DipEd, BAppSci

Marilys is associate dean, learning and teaching, in the Faculty of Medicine, Dentistry and Health Sciences at the University of Melbourne, and is responsible for learning and teaching strategy and its implementation in the Faculty. Marilys is a sociologist of health and illness and a professor at the University of Melbourne.

BOARD DIRECTORS (CONTINUED)



ROBERT HADLER

Commenced 1 November 2020 Member - Change Oversight Committee

Robert has more than 40 years' experience as a senior adviser at board and executive levels across a range of sectors including banking and the media, agriculture, food production and manufacturing, retail, hotels, liquor and gaming. Robert's executive career includes senior management roles at ANZ, National Australia Bank, Goodman Fielder, the Australian Wheat Board and Coles Supermarkets Limited and as a non-executive director on the advisory boards of Kinross Farms a nd the Global Foundation.



JANE HARVEY BCom, MBA, FCA, FAICD Resigned 23 November 2020 Former Chair - Audit and Risk Committee

Jane is a former partner of PricewaterhouseCoopers and is a fellow of both the Institute of Chartered Accountants (Australia and New Zealand) and the Australian Institute of Company Directors. She is a director of Bupa Australia and New Zealand, the Marian and EH Flack Trust and various subsidiaries of IOOF Holdings Ltd. Jane has held directorships at a number of health-related entities, including the Royal Melbourne Hospital, the Alfred Hospital, the Royal Flying Doctor Service and Medibank Private Limited, and served as a director of Colonial Foundation.



PROFESSOR FRANCES KAY-LAMBKIN BSc(Psych)Hons, PhD(Psychiatry)

Chair – Orygen Research Committee Member – Change Oversight Committee

Frances is a NHMRC leadership fellow and registered psychologist in the School of Medicine and Public Health at the University of Newcastle. Frances is the president of the Society for Mental Health Research and the immediate pastpresident of the International Society for Research on Internet Interventions. She also serves on the Expert Advisory Group for the National Mental Health Commission Research Strategy, and is an appointed member of the NHMRC Research Committee for the 2022-2024 triennium.



PROFESSOR CHRISTINE KILPATRICK AO MBBS, MBA, MD, DMedSci(Hons), FRACP, FRACMA, FAICD, FAHMS

Resigned 12 March 2021

Christine commenced as chief executive of Melbourne Health in May 2017. Previous appointments include chief executive of the Royal Children's Hospital (2008-17), executive director, medical services, Melbourne Health and executive director of the Royal Melbourne Hospital, Melbourne Health (2004-08). Prior to these appointments she was a neurologist, specialising in epilepsy.



BEN LANNAN BEcon(Hons) Member - Audit and Risk Committee

Ben is a partner in the PwC international trade team and has more than 20 years' experience managing a range of complex projects to develop, implement and maintain innovative business models encompassing system, people and process change. Ben is actively involved in advocacy for mental health and young people, including as deputy chair of Perinatal Anxiety and Depression Australia (PANDA). Ben is a member of the Institute of Chartered Accountants in Australia, the Taxation Institute of Australia and the Australian British Chamber of Commerce Victorian Council.



PROFESSOR PATRICK MCGORRY AO MD, BS, PhD, FRCP, FRANZCP, FAA, FASSA, FAHMS Executive Director

Pat is a professor of youth mental health at the University of Melbourne, and a founding director of the National Youth Mental Health Foundation (headspace). He is a global researcher in early psychosis and youth mental health and is known world-wide for his development and scaling up of early intervention models of care, and for mental health innovation, advocacy and reform.

SENIOR LEADERSHIP TEAM

PROFESSOR PATRICK MCGORRY AO Executive Director

PROFESSOR MARIO ALVAREZ-JIMENEZ Director, Orygen Digital

JASON BUCHANAN Chief Financial Officer

AMELIA CALLAGHAN Director, Clinical Services Reform

PROFESSOR ANDREW CHANEN Director, Clinical Programs and Services

PENNY FANNIN Director, Communications, Marketing and Fundraising

CRAIG HODGES Director, Orygen Global

PROFESSOR EÓIN KILLACKEY Director, Research

JOHN MORAN Chief Operating Officer

KERRYN PENNELL Director, Strategy and Policy

PROFESSOR ROSEMARY PURCELL Director, Knowledge Translation

PAM WHITE Director, People and Culture

AWARDS AND RECOGNITION

The following staff and teams received awards and recognition for their professional achievements during 2020-21.

DAME KATE CAMPBELL FELLOWSHIPS

Three Orygen researchers were awarded Dame Kate Campbell Fellowships by the University of Melbourne. Each of the fellows contributed to the Faculty of Medicine, Dentistry and Health Sciences through exceptional research and wider involvement, both in the local community and globally.



PROFESSOR BARNABY NELSON

clinical research.

Professor Nelson's work focuses on early identification strategies and prediction of outcome and treatments for young people identified as being at ultra-high risk for psychotic disorder. He has a particular interest in psychopathology and phenomenology; psychotherapy for psychotic disorders; and integrating neurocognitive, neurobiological and



ASSOCIATE PROFESSOR JO ROBINSON

Associate Professor Robinson's work focuses on improving knowledge about the best approaches to reduce suicide risk among young people. This includes developing programs, testing novel approaches that specifically target at-risk youth – particularly online interventions – and translating the research evidence into practice and policy.



DR KATE FILIA

Dr Filia was awarded TheMHS Early Career Research in Mental Health Award for Excellence for her work in developing a novel measure of social inclusion - the Filia Social Inclusion Measure (F-SIM). The F-SIM is the first measure to be developed with both a strong theoretical input and significant involvement from people with a lived experience of mental ill-health.



PROFESSOR SUE COTTON

Professor Cotton received the Tom Trauer award from The Mental Health Service (TheMHS) Learning Network for excellence in mental health service research, particularly in services provided to young people. Professor Cotton's research program encompasses work in first episode psychosis, early stages of bipolar disorder, primary mental health services, outcome measurement and the impact of serious mental illness on caregivers.



PROFESSOR MARIO ALVAREZ-JIMENEZ

Professor Alvarez-Jimenez has pioneered the use of online social media to foster longterm recovery in youth mental health. His research focus is on relapse prevention and psychosocial recovery in youth mental health through online social media, mobile-based interventions and new models of positive psychotherapy.

YEARAT A GLANCE

120 YOUNG PEOPLE IN OUR YOUTH PARTICIPATION PROGRAMS

56 RESEARCH PROJECTS UNDERWAY

21 RESEARCH STUDENTS ENROLLED

19,243 SERVICES PROVIDED TO YOUNG PEOPLE THROUGH OUR HEADSPACE CENTRES

> 1,097 NEW CLIENTS ENTERED THE ORYGEN SPECIALIST PROGRAM

781 EMPLOYEES; 302 CLINICAL, 172 RESEARCH, 307 OPERATIONS

419,799 CLINICAL RESOURCES DOWNLOADED FROM OUR WEBSITE

> **303** JOURNAL ARTICLES

> > 21 CLINICAL TRIALS

35 COUNTRIES HOST OUR PARTNER ORGANISATIONS

3,818 YOUNG PEOPLE ACCESSED ONE OF OUR HEADSPACE CENTRES

> 3332 INPATIENT ADMISSIONS

NEVER SETTLE FOR ANYTHING LESS THAN WHAT YOUNG PEOPLE PESERVE.



Providing clinical care during COVID-19

This year has seen a number of achievements and challenges for Orygen's clinical services. Although increased funding was received to provide services to young people and carers, COVID-19 lockdowns presented some challenges.

Orygen aimed to ensure the continuation of care for young people was at the forefront of any changes to services required due to COVID-19 restrictions. Clinical staff continued to offer services to young people and their families by transitioning a range of individual and group supports to telehealth and online platforms.

Staff from headspace Sunshine and headspace Melton temporarily relocated to our Parkville site to comply with social distancing requirements. They kept a range of headspace services open during reduced hours and continued to offer general practice services and face-to-face mental health care for young people. Home and community visits continued as required, in full personal protective equipment.

Clinical staff upskilled in COVID-safe practices and infection control practices at headspace centres grew to include pre-screening processes and increased cleaning schedules. Staff were rostered in rotating teams to ensure services could continue to operate if an exposure to, or diagnosis of, COVID-19 was to occur.

During strict lockdown periods, there was a decline in young people proactively presenting for services. When restrictions lifted there was an increase in inquiries and referrals, with young people often presenting with increased levels of complexity and severity of symptoms that had worsened during lockdowns.

Orygen's clinical services received additional state and federal funding, and money from the John T Reid Charitable Trusts, that assisted in meeting the demand for services during the COVID-19 pandemic. This allowed Orygen to recruit new staff, orientate them and commence additional service delivery while also operating in a virtual environment and implementing changes in response to COVID-19 restrictions. During this time, Orygen increased its youth and family peer work services and number of access team clinicians, and commenced programs to follow up young people who had disengaged at the beginning of COVID-19 restrictions.

Orygen's partnerships with Sunbury/ Cobaw Community Health and Western Health in the Macedon Ranges and Melton/ Moorabool regions of Victoria continued to demonstrate that young people could receive good mental health care when organisations work in partnership to bridge service gaps.

We also reviewed our community engagement and partnerships strategy and engaged with stakeholders to identify opportunities for improvement, articulate a new model for community engagement, and map out the first stages of implementation.



Implementing new models of care

Over the past year Orygen has continued to progress the development of a new service system and integrated model of care, which included drawing on the lived experience of young people and family members in the design and delivery of services.

Orygen engaged with young people to review the model of youth participation in Orygen's clinical programs and mapped out what a new model of youth participation – in terms of governance, design and delivery – could look like. This has led to an increase in the number of youth peer workers on staff.

Young people and family/carer representatives were also involved in co-designing the new Orygen at Home program, the Hospital Outreach Post-Emergency (HOPE) presentation program and the Youth Prevention and Recovery Care (YPARC) service. In addition, they worked on a front-end redesign project focused on improving how young people and their carers first have contact with our services and facilitating access to the right service as quickly as possible.

Orygen worked with YLab – a codesign and consulting social enterprise that equips young people with the skills and networks to design a better future – to provide more than 800 hours of employment for young people who provided input on the co-design of new front-end services. The final co-design report for the new front-end of service was delivered by YLab and presented to staff. The report included models for youth peer work, a youth mental health booklet called Passport 2 Me, and a culturally-appropriate model to engage young people.

What's new at Parkville

PARKVILLE INTEGRATED SERVICE HUB

The Parkville Hub launched in February 2020 as Orygen's first demonstration of an integrated service centre. It offers a range of services to young people, including mental health assessment and psychological interventions, youth and family peer support, and psychiatric assessment and monitoring.

The hub began trialling a key worker model where young people are allocated an allied health or peer worker to support the young person through their clinical journey. Key workers also assist the young person to have greater involvement in review of their care. In 2020/21, more than 300 young people were seen at the hub.

The Parkville Hub also established specialised services including neurodevelopmental services for young people with autism spectrum disorder and attention deficit hyperactivity disorder, and progressed the planning for two research projects.

The first project focused on young people with bipolar affective disorder – the BLEND study; the second study – the TDAY study – focussed on the acceptability and effectiveness of transcranial magnetic stimulation for young people under the age of 18.

TRANSCRANIAL MAGNETIC STIMULATION CLINIC

In the past year, a repetitive transcranial magnetic stimulation (r-TMS) clinic opened at the Parkville Hub, providing treatment for young people aged 18 to 25 years with treatment-resistant depression.

rTMS is a non-invasive technique that stimulates brain tissue to treat a number of conditions including depression. Studies have shown that rTMS can be effective in treating symptoms of depression when other treatments, such as medication, have not worked. rTMS is different to electroconvulsive therapy (ECT), which is considered more invasive and has more side effects. rTMS is delivered daily Monday to Friday for four weeks.









PHOTOGRAPHY BY JOHN GOLLINGS AM

YOUTH RECOVERY AND CARE

Orygen also progressed the development of the Youth Prevention and Recovery Care (YPARC) service on the Parkville campus. The 20-bed residential facility, designed with the input of young people, carers and clinicians, aims to offer a safe and welcoming environment for young people who require a longer stay and less intensive support than that available through an inpatient unit.

The YPARC service will offer a range of supports including targeted psychological interventions, physical health services, life skills, group programs, psychiatric assessment and monitoring, pharmacotherapy and peer support.

The service is due to open in early 2022.

ORYGEN AT HOME

In December 2020 Orygen opened its youth hospital in the home program – Orygen at Home – funded by the Victorian Government.

Orygen at Home offers an alternative to hospital inpatient admission, providing young people and their families with intensive support in their home environment. Young people considered eligible for Orygen at Home usually present at a level of acuity that would require inpatient admission. The program delivers daily in-home visits by qualified and skilled allied health clinicians, consultant psychiatrists and youth and family peer support staff.

Orygen undertook an in-depth co-design process with young people in partnership with YLab and a co-design process with families and carers in partnership with The Australian Centre for Social Innovation in order to develop a new model of care for the program. As part of the co-design process, it was decided that the new program would be called Orygen at Home.

Orygen at Home opened with five beds and had expanded to an eight-bed service by June 2021.

HEADSPACE EXPANDS TO REACH MORE YOUNG PEOPLE IN MELBOURNE'S WEST

It was another busy year for Orygen's headspace centres, particularly with Orygen becoming the lead agency for a fifth headspace centre: headspace Melton, west of Melbourne.

Orygen began as the lead agency for headspace Melton in March 2020, just prior to Melbourne entering its first lockdown due to the COVID-19 pandemic. Due to the small size of headspace Melton's premises, social distancing requirements could not be met, so the service operated virtually from the Parkville facility. A new team was recruited online before returning to the centre when social distancing requirements lifted.

Orygen has since secured a lease to expand headspace Melton, with fit-out due to start in the second half of 2021. This will allow Orygen to continue to implement the integrated service hub approach as part of the new integrated care model for the region.

headspace centres continued to offer services to young people during the year, including in-person individual and group programs with COVID-19 precautions, and telehealth services. Throughout the pandemic, headspace centres have continued to develop innovative ways to support and engage with young people, and understand and meet the needs of their communities, through projects and new partnerships.

headspace community awareness staff worked tirelessly to offer online programs and continued to work with colleagues to offer a range of group programs including social activities, psychoeducation, introductions to headspace services and presentations to schools and community groups. Participation rates were very positive.

Orygen also received additional funding from the Department of Social Services for headspace Werribee and Melton to implement the Individual Placement and Support model of vocational and education assistance. This has given more young people access to this evidencebased and successful approach to finding work and getting back to study.







Harnessing digital technology to support mental health

The upheaval created by COVID-19, and the subsequent demand placed on youth mental health services, highlighted the importance of re-thinking how we deliver care to young people experiencing mental ill-health.

To extend support to young Victorians, Orygen Digital received funding from the Victorian Government to begin the roll out of our Moderated Online Social Therapy (MOST) platform.

The digital platform's ability to provide support to young Victorians during the pandemic was recognised as part of the Victorian Government's COVID-19 mental health support package, with \$6 million allocated to facilitate the state-wide roll out in participating headspace centres and state-funded child and adolescent youth mental health services. The Telstra Foundation provided an additional \$1 million to iterate and improve the platform during the implementation.



MOST was officially launched in July 2020 by Victorian Premier Daniel Andrews and then Minister for Mental Health Martin Foley. The announcement marked the beginning of a major implementation project targeting 42 eligible youth mental health services throughout Victoria.

MOST is underpinned by 11 years of research, co-design, clinical expertise, trials and technical innovation, and has been specifically designed to integrate digital interventions with face-to-face clinical support to complement current mental health services. The MOST platform has been developed in partnership with young people and the people and services who support them.

The platform offers young people aged 12 to 25 online access to evidence-based therapy and clinical support that includes tailored digital therapy, tools and programs guided by clinicians, peer support workers and vocational consultants. A safe moderated social network also creates a supportive online community of other young people working on their mental health. A personal toolkit allows users to save useful resources and strategies for ongoing reference and support.

MOST provides services and clinicians with evidence-based tools for use across the mental health diagnostic and severity spectrum and all stages of treatment. It delivers personalised therapy journeys and activities that rely on evidence-based research, including cognitive behavioural therapy, mindfulness-based cognitive therapy, acceptance and commitment therapy, rumination-focused therapy, mindfulness and self-compassion.



Developed by psychologists, creative writers and a comic artist, the therapy journeys are written and illustrated in a way that resonates with young people. Topics include depression, anxiety, sleep, body issues, self-harm and mental health impacts of COVID-19.

In October 2020, the first services to offer MOST were Orygen's headspace centres at Glenroy, Sunshine, Werribee, Craigieburn and Melton and Orygen's specialist services co-facilitated with Melbourne Health.

Latrobe Regional Hospital's specialist youth mental health programs became the first regional service to deliver MOST in December 2020. A month later, the platform was launched in the Brophy Family and Youth Services' headspace centres in Portland and Warrnambool, followed by headspace centres in Knox, Mildura, Bendigo and Horsham. By the end of June 2021, MOST was operating in 32 youth mental health services in Victoria. MOST is backed by approximately \$35 million in government and partner funding, 39 competitive grants, and pilots in Australia, Europe, the United States and Canada. The research behind its development has included eight completed and seven ongoing national and international pilot studies and six randomised controlled trials. Results of two studies have shown positive outcomes that have included a significant drop in presentations to emergency departments and psychiatric hospitalisations and improved vocational and educational outcomes for young people.

In the past year, more than 70 per cent of young people with mental ill-health have reported feeling better after using MOST. After six weeks on the platform, young people reported statistically significant reductions in anxiety, depression, distress, and stress, as well as significant positive increases in friendship and wellbeing among young people who had used the platform.

Supporting family members and friends

The need to support families and friends of young people experiencing mental illhealth has been a strong focus for Orygen.

Feedback from families and friends of young people accessing Orygen headspace services identified that although families were generally very satisfied with the services the young person was receiving, they expressed significant personal distress associated with the young person's mental health concerns.

Having identified this need, Orygen started a family peer work program with funding from the North Western Melbourne Primary Health Network (NWMPHN) in November 2020. The program complements family support services that have been successfully operating at Orygen for more than 20 years.

The family peer work program consists of a team of seven part-time family peer workers led by a family peer work development lead. Each family peer worker has their own lived experience of supporting a young person with mental health challenges, and brings this expertise to the families and friends they support.

The team works across Orygen's five headspace centres at Craigieburn, Glenroy, Melton, Sunshine and Werribee, as well as at Parkville.

Despite the difficulties and delays posed by the COVID-19 pandemic and the prolonged restrictions in Victoria, the family peer work program received 196 referrals in its first eight months.

NWMPHN provided funding for the establishment of the program. Funding from the John T Reid Charitable Trusts will allow Orygen to continue to offer support to families and friends in the coming year.

Supporting international students during COVID-19

International students were among the first in Australia to be impacted by the COVID-19 pandemic.

In response, the Victorian Government funded Orygen to support Victorian education providers and international students through a range of initiatives this year. These included a phone advice line that provided secondary mental health consultation and advice to education providers supporting international students.

Orygen's associate director of employment and education partnerships, Gina Chinnery, said international students were affected by COVID-19 in multiple ways.

"Many were employed in industries hit hard by the pandemic, such as hospitality and retail, and lost paid employment. Many have struggled to meet their basic needs, such as accommodation and food," she said.

Other initiatives included providing group peer work supervision for international students employed in peer work roles and the development of online content to support international students using Orygen's <u>Moderated Online Social Therapy</u> digital platform.

"These initiatives demonstrated Orygen's commitment to working with the Victorian Government, education providers and international student organisations to ensure international students were provided with the supports and services they needed to help them through the past 12 months of the COVID-19 pandemic," Ms Chinnery said.

Vocational program expanded

Orygen has been successfully operating the Individual Placement and Support (IPS) program at headspace Sunshine since 2018. In May 2021, further funding from the Australian Government saw the program expand to support young people attending headspace Melton and headspace Werribee.

IPS is a free employment and education support program co-located with mental health services. IPS provides individualised career, employment and educational support alongside the support received from a mental health team.

Program manager of primary clinical services Brendan Pawsey said Orygen research showed young people experiencing mental health challenges had the same aspirations as other young people – to find a job or get an education.

"The evidence-based IPS model has proven a success in supporting young people to reach these goals," he said.

Young people in IPS programs can access a variety of supports including career planning advice, assistance in navigating community and Centrelink services, and help to engage in education or employment.

"When a young person comes into one of our headspace centres that is offering IPS, support might include help with resume and cover letter preparation, training for job interviews or introducing the young person to employers and training providers matched to their career goals," Mr Pawsey said. "Another important feature of the model is that IPS workers continue to provide support to the young person once they've found work or study – it's a holistic approach."

Mr Pawsey said the IPS program was designed to support an individualised approach.

"The program allows for a high level of flexibility and innovation for staff to ensure the services they are providing remain responsive to the individual needs of the young people they're supporting," he said.



SAMUEL KEENAN

IPS PARTICIPANT, HEADSPACE MELTON

I joined the IPS (Individual Placement and Support) program because I was finding it difficult to receive replies for job applications. The IPS program has been extremely beneficial in finding and securing positions that I am interested in.

With overwhelmingly positive encouragement and advice from my IPS worker, Sarah, together we've been able to secure four separate job interviews and I've been offered four jobs.

While it was amazing to receive four job offers, I also found it quite overwhelming when deciding which ones were the perfect fit for me. However, Sarah gave great advice on how to analyse the benefits of each job and helped me to work out what job was best for me in the long run.

I am very grateful for the advice and guidance given by Sarah and for how organised the IPS program is."

Clinical service delivery at a glance

PRIMARY CARE, DELIVERED THROUGH HEADSPACE CRAIGIEBURN, GLENROY, MELTON, SUNSHINE AND WERRIBEE

19,243 SERVICES WERE PROVIDED TO YOUNG PEOPLE

3,818 YOUNG PEOPLE ACCESSED A HEADSPACE CENTRE

2,084 YOUNG PEOPLE CAME TO HEADSPACE FOR THE FIRST TIME



DEMOGRAPHIC

27%

24% CULTURALLY AND LINGUISTICALLY DIVERSE

15.1%

0.5% HOMELESS (OR AT RISK)

AGE				
20%	32%	23%	18%	5%
12-14	15-17	18-20	21-23	24-25



SPECIALIST SERVICES, DELIVERED THROUGH ORYGEN'S SPECIALIST PROGRAM



2,080 YOUNG PEOPLE RECEIVED SERVICE

41,125 CONTACT HOURS OF SERVICE

> 332 INPATIENT ADMISSIONS





NEVER SETTLE FOR WHAT'S EXPECTED.


Leading the way in global collaboration

Orygen's researchers had a highly productive year as we pursued our strategic goal of creating the evidence base to support reform and underpin the revolution in youth mental health.

New knowledge continued to be uncovered in areas such as personality disorder, substance use, psychosis and mood disorders, while other research examined factors that cut across diagnostic groups including cognition, neuroscience, trauma, functional recovery and gender.

More than 300 research papers were produced and successful grant applications will advance local and international thinking and practice around youth mental health.

This includes the work underway as a result of a grant from the National Institute of Mental Health (NIMH) in the United States, and several grants received from Wellcome in the United Kingdom.

The NIMH grant of \$33 million is funding a project called Trajectories and Predictors in the Clinical High Risk for Psychosis Population: Prediction Scientific Global Consortium (the Prescient study). The study has Orygen leading an international group of collaborators who are seeking to improve current methods of predicting who will develop mental ill-health, and developing new and more robust methods of prediction. Outcomes from this study will allow for earlier, more targeted interventions to prevent the onset of mental ill-health in those at risk. The impact of the findings from this project have the potential to change the way the world thinks about mental health, creating greater capacity for prevention and early intervention.

In 2020 Wellcome launched grants to review the 'active ingredients' of treatments for anxiety and depression in young people. This is part of a multi-stage process that aims to develop accessible and effective interventions for these illnesses in young people.

Four groups of researchers at Orygen were successful in obtaining funding under this scheme and reviewed the evidence for the following possible active ingredients: reducing levels of inflammation in the body; reducing repetitive negative thinking; increasing bodily movement; and improving social relationships.

The work of our researchers on the active ingredients project, particularly early and mid-career researchers, makes up 10 per cent of a global effort and will have a major impact on global approaches for treating anxiety and depression among young people.

Further, these projects continue to build the relationship Orygen has with Wellcome, which also funds other key work such as our research into cannabidiol as a treatment for anxiety, and the establishment of an Australian clinical registry for first episode psychosis. Another research highlight for 2020-21 was the development and trial of the Youth Online Training and Employment Support (YOTES) platform, which provided expert career advice and peer support to young people in four headspace centres across Victoria.

YOTES complements face-to-face services and offers additional support for young people unable to access inperson vocational support, require less intensive vocational support, or prefer online support.

The platform's career specialists and youth peer workers use social networking, group facilitation and interactive careerfocussed activities.

All of our research has one goal - to improve the lives of young people who experience mental ill-health through better understanding the causes of illness, better early identification, more effective treatments and more sustained recovery.

In the research program at Orygen, the efforts of all our team, research assistants, project managers, researchers, professional and support staff contribute to the realisation of this goal.

RESEARCH BY NUMBERS









56 RESEARCH PROJECTS UNDERWAY

21 CLINICAL TRIALS

UNDERWAY



RESEARCH PROJECTS

SNAPSHOTS OF A SELECTION OF THE 56 STUDIES UNDERTAKEN DURING THE YEAR.

ASSESSMENT TOOL FOR OLYMPIANS

Orygen researchers were among a group of international experts who developed a new tool for identifying elite athletes' risk of mental ill-health.

Published in the *British Journal of Sports Medicine*, the International Olympic Committee (IOC) Sport Mental Health Assessment Tool allows sports medicine physicians and other health professionals to assess elite athletes at risk of, or presenting with, symptoms of mental ill-health.

The tool is now being used by major sports organisations in Australia and worldwide.

FIVE CHALLENGES FOR PEOPLE WITH PERSONALITY DISORDER

Many young people living with personality disorder miss out on early intervention because of barriers to quality care.

This research identified five key barriers to quality care, and stated that if these challenges were addressed, young people would experience better clinical and functional outcomes.

The challenges were:

- failure of identification (non-diagnosis or delayed diagnosis);
- access failure (referrals to specialists uncommon and often late);

- research translation failure (up to 17-year delay between treatment innovation and implementation);
- innovation failure (treatments largely unchanged for 40 years);
- and functional recovery failure (interventions having limited impact on social connectedness, employment or quality of life).

The research by Professor Andrew Chanen and Dr Katie Nicol was published in *Current* opinion in psychology.

At-risk of psychosis research

EVIDENCE-BASED TREATMENT FOR YOUNG PEOPLE AT RISK OF PSYCHOSIS

In the past 25 years, Orygen has made significant progress in reducing the rate of progression to psychosis, reducing the duration of untreated psychosis and optimising care.

However, evidence-based treatment for people at risk of psychosis is still needed.

The Cannabidiol for At Risk for psychosis Youth (CanARY) study aims to work out whether cannabidiol can reduce symptoms in young people with a heightened risk for psychosis. Cannabidiol is one of many compounds that are found in the *Cannabis sativa* plant. It's not addictive, doesn't make you high or change the way you think.

The trial is led by Orygen's Professor Paul Amminger and will be completed in partnership with Associate Professor Ashleigh Lin from Telethon Kids, Professor James Scott from QIMR Berghofer, and Dr Scott Clark from the University of Adelaide.

Researchers from the University of Sydney, James Cook University, the Royal College of Surgeons Ireland and Deakin University will assist with data analysis.

CanARY is supported by a \$7 million grant from UK-based research charity the Wellcome Trust.

PRESCIENT: TRAJECTORIES AND PREDICTORS IN THE CLINICAL HIGH RISK FOR PSYCHOSIS POPULATION

Prescient is an international research network which aims to develop models for predicting outcomes for young people identified as being at ultra-high risk (UHR) for psychosis.

The ultimate goal is that – through better prediction of clinical outcomes – novel treatments may be identified, and existing treatments may be better targeted.

The research network consists of two Australian hubs, Melbourne (Orygen) and Adelaide, and nine international recruitment sites as well a number of scientific partners.

Recruitment of more than 1000 participants is set to begin next financial

year, with a range of data types to be collected over a two-year period.

Data collected from participants will include: clinical information; neurocognitive, neuroimaging, and neurophysiological information; digital biomarkers; and speech and facial data. When combined with data from another research network, ProNET, it will become the world's largest and most comprehensive UHR dataset.

The data will then be used to develop algorithms and risk calculators that predict the course of illness for young people at ultra-high risk for psychosis.

Prescient is funded by a \$33 million grant from the United States' National Institute of Mental Health and is part the broader Accelerating Medicines Partnership® program in Schizophrenia (AMP®SCZ), which brings public and private partners together in a collaborative research effort.

SPEECH PATTERNS MAY SIGNAL PSYCHOSIS RISK

Speak is an international collaborative study investigating thought disorder, a common symptom in psychosis. Thought disorder can present as confused and jumbled thoughts, blocked thoughts, and racing thoughts. This can disrupt a person's ability to function socially, at school, and at work.

The purpose of the Speak study is to better understand thought disorder by analysing the speech patterns of people experiencing psychotic symptoms, or those who may be at risk of developing psychotic symptoms. Participants are young people aged 12-25 who have experienced a psychotic disorder; are at risk of developing a psychotic disorder; or are healthy individuals without symptoms.

All participants complete a baseline clinical assessment, a neurocognitive assessment and a recorded free-speech interview. Those at risk of developing a psychotic disorder are followed up at 12 months for another clinical assessment and recorded free-speech interview.

Speak is funded by the US National Institute of Mental Health and will complete recruitment in January 2022.

AUSTRALIAN EARLY PSYCHOSIS COLLABORATIVE CONSORTIUM

Psychotic illnesses such as schizophrenia and bipolar disorder are a major cause of premature death and disability in Australia and globally. The onset of these disorders generally happens in adolescence and young adulthood. They often derail the normal developmental course, leading to compromised social and vocational functioning, disability and, in some cases, premature death.

In Australia alone, the annual cost of psychosis due to lost productivity and other factors is estimated at \$3.86 billion.

It is vital to identify young people as early as possible in the course of illness, and to treat clinical presentations and reduce the risk of progression to lifelong disorder, by providing them with high-quality evidence-based care.

The Australian Early Psychosis Collaborative Consortium (AEPCC) is being established to bring together the national early psychosis community as never before.

AEPCC is building a clinical trials and translation network, clinical quality registry, and lived experience network for the first time in the early psychosis sector. The clinical trials and translation network will bring together the research, clinical and lived experience communities to set priority areas for early psychosis research.

The network will also facilitate collaborative multi-site early psychosis research trials and provide a framework for streamlining the timely translation of research into real-world practice.

AEPCC is a national network driving innovation to ensure young people experiencing early psychosis receive the best treatment when they most need it, giving them the greatest opportunity to live a full and well life.

It is funded by an Innovations Platform grant from the Wellcome Trust.





Suicide prevention

PARENT EDUCATION FOR RESPONDING TO YOUTH WITH SUICIDAL THOUGHTS

Suicide is a leading cause of death for young people and parents are an important point of early intervention. However, research indicates that parents lack confidence and knowledge to intervene against suicide.

The Parent Education for Responding to and Supporting Youth with Suicidal Thoughts (PERSYST) project aims to evaluate the efficacy and acceptability of delivering an online suicide prevention training program, LivingWorks Start, to improve the capacity of parents to support young people at risk of suicide.

The study recruited 444 parents, with 127 completing the training and follow up questionnaires. Participants showed increases in suicide literacy, perceived self-efficacy and help-seeking intentions, and reductions in suicide stigma, although stigma returned to baseline three months post-training.

Most parents found the training acceptable and did not find it upsetting. This is the first study to examine the acceptability of delivering suicide prevention training to parents of young people, and shows promising outcomes for future interventions.

The work will be extended in 2022 to recruit a larger sample of parents and employ a more rigorous study design that allows us to measure the differences in parents who do and do not complete the training program.

The study was funded by The Harry Secomb Foundation through Perpetual's 2019 IMPACT Philanthropy Program and Future Generations Global.

SUPPORTING YOUNG PEOPLE TO TALK SAFELY ONLINE ABOUT SUICIDE

Orygen's #chatsafe guidelines are the world's first set of tools and tips to help young people communicate safely on social media about suicide.

Developed in 2018, the guidelines include information such as how to support a friend who is feeling suicidal, and how to safely communicate about a suicide death. They are included in Facebook and Instagram's Safety Centres and accompanied by a social media campaign which has been shown to be safe and helpful for young people.

This year, #chatsafe worked with more than 80 young people across Australia to develop new social media content and to consult with young people on what they thought would be helpful when it comes to sharing suicide prevention information online.

Orygen also launched '#chatsafe for educators', a resource designed to support educators so they could help facilitate and encourage safe online communication by their students.

In 2020, #chatsafe received second place in the Melbourne Design Awards. In 2021, in partnership with RMIT University, #chatsafe featured in Melbourne Design Week as an example of ethical design in suicide prevention.

MENTAL ILL-HEALTH AS A CONTRIBUTOR TO AUSTRALIAN YOUTH SUICIDE

This study found the majority of young Australians who died by suicide between 2006 and 2015 had either a diagnosed or a likely mental health disorder. Significantly, more than two-thirds of those young people were not receiving mental health care at the time of their deaths.

Lead researcher, Associate Professor Jo Robinson, said this suggested opportunities for intervention were being missed.

The findings were published in the Medical Journal of Australia, and showed that 73 per cent of the young people who died by suicide had diagnosed or possible mental disorders, histories of self-harm or substance misuse.

The findings were based on an analysis of National Coronial Information System data for young people aged 10–24 who died by suicide.

Technology

ONLINE THERAPY LINKED TO BETTER WORK AND STUDY PROSPECTS

Young people accessing specialised online therapy while recovering from first episode psychosis have a 5.5 times greater increase in their likelihood of finding employment or enrolling in education compared to those receiving treatment as usual, the Horyzons study found.

They were also 50 per cent less likely to visit emergency departments or be admitted to hospital than young people receiving standard treatments.



Through psychoeducation, evidencebased therapy, pathways for achieving vocational outcomes, and real-time access to online peer workers, clinicians and vocational support workers, the Horyzons research digital platform supported young people to get well and stay well in the community.

The study's lead researcher, Orygen Digital director Professor Mario Alvarez-Jimenez, said Horyzons had been shown to provide efficient, effective and sustained outcomes for young people.

"Vocational outcomes are a hallmark of achieving long-term recovery. Once young people lose their job, lose contact with their peers or drop out of university that has a whole host of implications in terms of long-term disability – at some point they may never catch back up," Professor Alvarez-Jimenez said.

Following the success of Horyzons in Australia, the program was rolled out in North Carolina, New York, Canada, Ireland and the Netherlands.

It has since been developed and expanded to become Orygen Digital's flagship service offering, Moderated Online Social Therapy (MOST).

The Horyzons study was funded by the Victorian Government's Mental Illness Research Fund and the Australian National Health and Medical Research Council, and published in *World Psychiatry*.



TELEHEALTH SUCCESS

The move to online telehealth consultations during the COVID-19 pandemic was rated a success by young Australians and gave Orygen researchers insights into harnessing digital technologies to deliver mental health care.

A study co-authored by Dr Imogen Bell and Dr Jennifer Nicholas found the majority of young people experiencing mental ill-health who used telehealth reported a positive impact of the service they received. Almost all clinicians surveyed endorsed the ongoing use of telehealth to support service delivery.

Dr Nicholas said the study showed concerns around technology use leading to substandard delivery of mental health care were not justified.

"In particular, young people found access to care via telehealth more convenient, they felt the service met their needs and they felt respected and supported using the service," she said.

Dr Bell said the results of the study supported the permanent roll-out of telehealth services.

"The next step is to research who is best suited to digital technologies, and other ways technology can help make services more accessible and engaging to young people," she said.

The research was funded by a Victorian Government Innovations Grant and results were published in *Psychiatry Research*.

Health services

REASONS FOR DISCONTINUED CARE IDENTIFIED

Understanding how young people navigate Australia's mental health system is key to delivering services that are engaging and effective.

This study of more than 80,000 young people who accessed headspace services provided an opportunity to analyse patterns of service attendance and discontinuation on an unprecedented scale.

Led by Orygen research fellow Dr Zac Seidler, it found that young men, heterosexuals, First Nations, and rural and remote young people were at greatest risk of discontinuing their mental health care.

The paper, published in *Psychiatric Services*, suggested that young people from these demographic groups may require tailored approaches to fully engage with mental health care delivered through headspace services.



Mood disorders

KETAMINE AS A TREATMENT FOR MODERATE TO SEVERE DEPRESSION

Orygen's Study of Ketamine for Youth Depression (SKY-D) aims to investigate whether ketamine is an effective treatment for young people with moderate to severe depression.

Ketamine is a drug approved in Australia to be used as an anaesthetic, but previous research studies have shown that ketamine can also rapidly reduce symptoms of depression, even among people who have not improved with other treatments. Most of these studies have been undertaken in adults. SKY-D is recruiting young people aged 16 to 25 to see if ketamine helps reduce their depression symptoms too.

The double-blind randomised controlled trial involves half of the participants receiving a sub-cutaneous dose of ketamine; the other half receives a different medicine (midazolam, which is not known to have anti-depressant effects).

To date, 25 participants have been recruited; the study team aims to recruit a total of 140.

The research is supported by funding from the National Health and Medical Research Council and Orygen.

NEW INTERVENTION DESIGNED TO EASE SYMPTOMS OF BIPOLAR DISORDER

Bipolar disorder is one of the top five contributors to disability in young people aged 15-25.(1)

Despite this, psychological interventions for bipolar disorder are mainly designed for middle-aged people with chronic bipolar disorder. The REsearch into COgnitive and behavioural VERsatility (RECOVER) study is a randomised controlled trial examining the effectiveness of a new psychological intervention for early-stage bipolar.

The intervention is an individualised cognitive behavioural therapy designed specifically to address the needs of young people with bipolar disorder and improve symptoms and functioning.

The RECOVER trial is led by Professor Sue Cotton and funded by the National Health and Medical Research Council.

THE ROLE OF SOCIAL CONNECTEDNESS IN TREATING AND MANAGING DEPRESSIVE DISORDERS IN YOUNG PEOPLE

Interpersonal difficulties are often implicated in the onset of depressive disorders and typically exacerbate depressive symptoms. This is particularly true for young people, given rapid changes in, and the increased importance of, their social relationships.

This study involved a review of empirically supported interventions aimed at preventing or treating depression in young people by facilitating improvements in their social environment. The literature search and interpretation of results was informed by consultations with clinical experts and youth consumers and advocates.

A number of promising approaches were identified with respect to prevention and treatment. Preliminary evidence was identified suggesting that school- and internet-based approaches present a viable means to prevent the worsening of depressive symptoms in young people. Notably, delivering interpersonal psychotherapy–adolescent skills training in schools appears a promising early intervention strategy for young people at risk of full-threshold depressive disorder. In terms of treating depressive disorders in young people, there is strong evidence for the efficacy of interpersonal psychotherapy for adolescents, and preliminary evidence in favour of attachment-based family therapy.

The study was led by Dr Paul Badcock and Dr Kate Filia, and was funded by the Wellcome Trust UK, as part of an investigation into the active ingredients of effective interventions for youth anxiety and depression. Detailed findings are available in *Translational Psychiatry*.



Gender and social psychiatry

YOUNG MEN'S ANXIETY PROJECT

There has been limited research to date into how young men experience, describe and perceive their anxiety.

This project involves qualitative interviews with men aged 15 to 25 about how they cope when anxiety symptoms arise, and the role of informal support networks such as friends and family.

The research study is led by Associate Professor Simon Rice and is a partnership between Orygen and men's health charity Movember.

MEN IN MIND

Orygen research has found that young men are at significant risk of discontinuing their mental health care.(2)

Men in Mind is a world-first online training program aimed at helping mental health clinicians better engage with male clients through a range of strategies.

The study is a randomised controlled trial investigating the effectiveness of the Men in Mind program. It is led by Dr Zac Seidler and is a partnership between Orygen and Movember.

STRENGTHENING INDIGENOUS IDENTITY IN YOUNG ABORIGINAL MEN IN CENTRAL AUSTRALIA

This body of work is investigating how the restoration of traditional knowledge may improve mental health outcomes among young First Nations men in Central Australia.

Orygen PhD student and Arrernte man, Joel Liddle, is conducting qualitative interviews with Arrernte Elders and young men, and accessing archival collections on traditional kinship, language, religious and economic (KLRE) activities.

The hypothesis, published in <u>Early Intervention</u> in <u>Psychiatry</u>, is that restoring KLRE knowledge and turning it into education and engagement materials that young Aboriginal men can use, will enhance positive identity and mental health outcomes. This PhD research project is funded by an Australian Research Training Program Scholarship and Orygen First Nations' donors BB & A Miller Foundation and Helen Kirby.

POSITIVE MASCULINITY PROGRAM

Previous Orygen research has found that gender-neutral approaches do not always meet the unique health needs of young men.(3)

In response to this finding Orygen, in collaboration with Brighton Grammar, developed the +M positive masculinity program.

Led by Associate Professor Simon Rice and funded by a philanthropic donation from the John and Elaine King Foundation, the program aims to free boys from harmful gender stereotypes, help them learn healthy behaviours and develop a positive approach to masculinity.

It does this by fostering connection, motivation and authenticity through educational programs and resources.

Substance use

NOVEL THERAPY AIMS TO REDUCE USE AND ADDRESS MENTAL HEALTH CONCERNS

Recreational use of alcohol and other drugs typically first occurs in adolescence, with the prevalence of substance use disorders peaking between the ages of 18 and 20.

Young people experiencing mental ill-health are at high risk of experiencing problematic substance use. Despite this, young people do not typically seek help for problematic substance use until symptoms become severe, meaning it can often take years before they receive treatment.

This study is a randomised controlled trial of a novel integrated psychological therapy which aims to reduce substance use while addressing mental health concerns in young people presenting to headspace services.

The integrated treatment approach addresses known risk-factors for

problematic substance use, building strengths in these areas, alongside the use of evidence-based approaches to treat mental ill-health.

The trial recruited 33 young people from headspace services in Werribee and Glenroy and aims to continue to recruit young people until December 2022, expanding recruitment to other headspace centres.

If proven effective, the integrated approach could be used more broadly across headspace nationally to provide early intervention for young people with emerging mental ill-health and substance use who are at risk of developing substance use disorders.

The study is funded by one of Australia's largest independent family philanthropic funds, Gandel Philanthropy, and by the Marian and EH Flack Trust.

FOCUS ON TREATMENT FOR CANNABIS USE DISORDER

Orygen's Substance Use Research Group, or Surge, is part of a formal industry partnership with the Youth Support and Advocacy Service (YSAS), the largest provider of alcohol and other drug services to young people in Victoria.

This partnership focuses on improving evidence, clinical practice and policy around youth substance use treatment. A key part of the partnership is the Grace study, a placebo-controlled clinical trial of the medication guanfacine extendedrelease (XR) for cannabis use disorder in young people. Cannabis use disorder affects more than six per cent of young Australians before the age of 25. Many seek help – cannabis accounts for the majority of youth substance use treatment presentations nationwide – but there are limited effective treatment options. This represents a lost opportunity for intervention.

Grace will be the first study internationally to investigate the potential utility of guanfacine XR to reduce cannabis use and improve function in young people seeking treatment for their cannabis use.

TREATING METHAMPHETAMINE USE PROBLEMS

Methamphetamine use is associated with several harms, particularly in young people. There is a lack of effective options for treating methamphetamine use problems in this group: medications are needed to support psychosocial treatment and improve outcomes.

MASKOT and CALM are pilot studies testing if two candidate medications are safe and acceptable in 15 to 25 year olds seeking treatment for their methamphetamine use.

The MASKOT study will determine how safe and acceptable ketamine is as a treatment for young people with methamphetamine use problems. Recruitment started in June 2021 and will be completed by June 2022. The CALM study aims to determine how safe and acceptable cannabidiol, a non-intoxicating compound found in the cannabis plant, is as a treatment for young people who use methamphetamine. Recruitment is expected to begin in early 2022 and continue until the end of the year.

These studies will also provide initial information about whether ketamine and cannabidiol may help reduce methamphetamine use. If safe and acceptable, ketamine and cannabidiol may help young people better manage their methamphetamine use problems.

Both studies are supported by seed funding grants awarded to Orygen's Substance Use Research Group by the National Centre for Clinical Research on Emerging Drugs.

EARLY INTERVENTION FOR SMOKING CESSATION

In Australia, cigarette smoking is now disproportionately concentrated in vulnerable groups, including people experiencing mental illness. One such group is young people with features of borderline personality disorder: up to 63 per cent of young people in treatment for this condition smoke cigarettes daily, compared to fewer than 12 per cent of healthy young people.

Proactive early intervention for smoking cessation is clearly needed for young people with borderline personality disorder features. Contingency Management (CM) is an intensive behavioural treatment that provides structured financial incentives for periods without smoking. CM works to promote smoking cessation, including in people with complex needs, but it has not been evaluated in young people with mental ill-health. The MYSS-HYPE study is investigating whether CM is safe and acceptable in young people with borderline personality disorder features being treated at Orygen's HYPE (Helping Young People Early) clinic.

Five young people have been enrolled into the study this year and recruitment will continue until the end of 2022.

If found to be safe, acceptable and effective, this treatment approach could be employed to intervene early in cigarette smoking while young people are in treatment for borderline personality features, helping to reduce their risk of future smoking-related harms.

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 Gwyther K, Swann R, Casey K, Purcell R, Rice M. Developing young men's wellbeing through community and schoolbased programs: a systematic review. PLoS One. 2019 May 20;14(5):e0216955. Available from: https://journals.plos.org/ plosone/article?id=10.1371/journal.pone.0216955

Harnessing digital technology

Digital technology has tremendous potential to overcome many of the barriers that prevent young people from accessing effective and sustainable mental health care.

Based on rapid innovation and the ability to swiftly translate research into tangible treatment, it promises a new and exciting generation of evolving mental health services.

COVID-19 has showcased the ability of technology to enhance mental health services and young people are readier than ever to use technologically-enhanced treatments. The pandemic prompted a surge in telehealth adoption and digital mental health innovation that proved its ability to help overcome barriers such as waiting lists, a shortage of appropriately qualified mental health practitioners and the geographical barriers faced by those living in rural and remote settings.

While COVID-19 has underscored the fact that technology can help deliver effective and sustainable mental health care, many advances in digital technology have so far failed to bridge the gap and connect young people to relevant mental health services.

Primarily designed in purely academic settings, or by businesses removed from clinical practice and the lived experiences o f young people, they have yet to fulfill their potential.

Compounding this issue, research models in digital mental health are not fit for purpose. Slow and costly trials in clinical settings are swiftly outpaced by the rapid development of technology, and it is difficult to generalise research findings from population-based studies to clinical settings.

As a result, promising technologies young people are comfortable with are not properly integrated into mental health services.

Orygen Digital's approach to digital technology and mental health care is overcoming these obstacles through initiatives such as the Moderated Online Social Therapy (MOST) platform.

Launched in July 2020, MOST relies on the flexibility of technology and the strengths of social networks to keep young people connected, supported and informed whenever they need help, at any stage of their mental health journey.

Orygen's Virtual Reality and Technology Innovations Space (VR-TIS) also harnesses the latest digital technology. Virtual reality is a powerful therapeutic tool that enables young people to recreate reallife experiences within the safety of the consultation room.

Fit-out of the space at Parkville was completed in June 2021.

The VR-TIS will boost research and innovation through the development of novel, virtual reality-based interventions, and run user testing and digital co-creation sessions to capture user input and usage behaviours of new technologies under development.

It will also enable critical implementation and translation through the delivery of digitally supported interventions and group programs within an environment that is safe and comfortable for young people and clinicians.

One such initiative is Orygen Virtual Worlds. The project will develop and test an engaging virtual world to provide a platform to deliver treatment to young people with mental ill-health. Co-designed with young people with lived experience, the virtual world will seek to improve mental health service engagement of young people who are isolated and disadvantaged and provide them with the therapy they need.

Development of the first Orygen Virtual World began in mid-2021, with the prototype build and a feasibility pilot trial to begin in early 2022.

Youth Research Council

The Youth Research Council is a committee of young people who provide strategic advice and support to Orygen staff as they commence their research projects.

This year, young people have actively contributed to the development of research questions, recruitment strategies, design and development of research measures and creative ways to disseminate research findings.

Through research areas such as suicide prevention and social inclusion, the Youth Research Council has helped to ensure Orygen's research is inclusive, approachable and responsive to the communities we aim to support.

CURRENT COUNCIL MEMBERS

Melissa Keller-Tuberg Kate Knudsen Sneha Mishra Grace Morgan Angelica Ojinnaka Jeanti Profaca Oliver Tye Inez Winters Sean Xiao



ANGELICA OJINNAKA YOUTH RESEARCH COUNCIL MEMBER

I'm a youth advocate and researcher who is passionate about youth participation in policy decision-making and dismantling racism and gender injustice.

This year I was involved in the development of Orygen's cultural diversity resources for youth mental health clinicians because I felt it was important the content reflected the lived experiences of multicultural young people.

Mental health resources relating to young people from various cultural backgrounds are limited, generalised, and less informed by young people themselves. We have often been led by people trying to describe our understandings and experiences for us, and this has been damaging to many young people like me, who may be seeking support from services.

As a young Nigerian person, I wanted to be part of a proactive step in the right direction for the mental health workforce, one that would lead to safer practices, encouragement of ongoing self-development, and critical reflection when working with young people in all their cultural diversities.

New generation researchers

DOCTOR OF PHILOSOPHY (RESEARCH): IN PROGRESS

The following students are currently completing graduate degrees by research at Orygen

ALAN BAILEY

A physical activity intervention for young people with depression: in search of mechanisms of change.

SUPERVISORS Alex Parker Sarah Hetrick

DAVID BAKER

Developing a policy proposal informed by stakeholder perspectives for an early intervention for young people experiencing mental illhealth who have contact with police (offending behaviour and/or victimisation).

SUPERVISORS Rosie Purcell Simon Rice

ADITYA BASU

Using social media to reduce the risk of suicide among young immigrants in Australia: a pilot study.

SUPERVISORS

Jo Robinson Simon Rice Greg Armstrong

JOHANNA BAYER

Machine learning methods development and application for predictions at the individual level in major depressive disorder.

SUPERVISORS

Lianne Schmaal Chris Davey

ERIN DOLAN

Secondary traumatic stress and rural youth: understanding peer support and vulnerabilities of young people in rural environments.

SUPERVISORS

Kelly Allott Eóin Killackey Cath Cosgrave

TRACEY DRYDEN-MEAD

Cross sectional study of PTSD symptoms, psychotic symptoms and risk factors for ultra-high risk.

SUPERVISORS Sarah Bendall Barnaby Nelson

TAHLIA EASTMAN

Understanding the mental health outcomes of transgenerational passing from an Indigenous perspective.

SUPERVISORS Alison Yung Marcia Langton Kristen Smith Greg Lehman

KRISTA FISHER

Evaluating young men's mental health in Australia.

SUPERVISORS

Simon Rice Zac Seidler

MELANIE GILLIAN JONES

Canine and equine assisted group psychotherapy for adolescents with common mental health disorders.

SUPERVISORS

Sue Cotton Simon Rice

LACHLAN KENT

Me time: a predictive processing account of distorted self and time in psychosis and depression.

SUPERVISORS Barnaby Nelson Jakob Howhy

PARIS LALOUSIS

What are the predictive biomarkers for depression recovery in adolescence?

SUPERVISORS

Stephen Wood Lianne Schmaal Rachael Upthegrove Nikolaos Koutsouleris Renate Reniers

REBECCA LEE

Developing and validating outcome prediction models for people with first episode psychosis using supervised machine learning (precision medicine).

SUPERVISORS

Stephen Wood Pavan Mallikarjun Georgious Gkoutos Sarah-Jane Fenton

JOEL LIDDLE

Archival collections and the creation of cultural curriculums for improving the social and emotional health of Arrente men.

SUPERVISORS

Simon Rice Marcia Langton James Rose

CARL MOLLER

Characteristics and longitudinal predictors of suicidality in young people with depression.

SUPERVISORS Sue Cotton Paul Badcock Chris Davey

JESSICA O'CONNELL

Temporal relationship between post-traumatic intrusions and positive psychotic symptoms.

SUPERVISORS Sarah Bendall Michelle Lim

SHAUNAGH O'SULLIVAN

Pilot evaluation of world leading technological interventions in youth mental health: Orygen Digital, MOST.

SUPERVISORS

Mario Alvarez-Jimenez Lianne Schmaal Barnaby Nelson John Gleeson

WILMA LUTHER PETERS

Effectiveness of the integrated trauma treatment model in the treatment of complex trauma in adolescent and young adults with early onset mental illness at headspace.

SUPERVISORS

Sarah Bendall Mario Alvarez-Jimenez Simon Rice

GOWRI RAJARAM

Characteristics and outcomes of patients presenting to an emergency department following self-harm: a longitudinal analysis.

SUPERVISORS Jo Robinson Katrina Witt

ROSA RITUNNANO

Personhood, epistemic injustice, and the clinical encounter in early psychosis.

SUPERVISORS

Barnaby Nelson Lisa Bortolotti Matthew Broome

YARA TOENDERS

Subtyping young people with major depressive disorder and the association with biological correlates and treatment response.

SUPERVISORS Lianne Schmaal Chris Davey

LEE VALENTINE

Factors influencing engagement in online first episode psychosis interventions.

SUPERVISORS

Mario Alvarez-Jimenez Sarah Bendall

DOCTOR OF PHILOSOPHY (RESEARCH): COMPLETED

Congratulations to the following students who completed graduate degrees by research at Orygen

LAURA FINLAYSON-SHORT

Investigating self-referential processing in youth social anxiety disorder and its association with personality disorder traits.

SUPERVISORS Chris Davey Benjamin Harrison

NICOLE HILL

Suicide and self-harm hospitalisation among young people in Tasmania, Australia: an epidemiological study of risk factors and the provision of care in acute settings.

SUPERVISORS

Jo Robinson Eóin Killackey Matthew Spittal Penny Allen Allison Milner (deceased)

ILIAS "LEO" KAMITSIS

'It levels you out again but you're not dealing with the trauma': an exploration into how people with a history of interpersonal childhood trauma and psychosis subjectively experience antipsychotic medications.

SUPERVISORS Sarah Bendall Louise Harms

ANNELIESE SPITERI-STAINES

Non-psychotic outcomes and personality disorders in young people at ultra-high risk of developing a psychotic disorder: a long-term follow-up study.

SUPERVISORS Barnaby Nelson Alison Yung Paul Amminger



NEVER SETTLE FOR JUST GOOP ENOUGH.



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Partnering with young people

Orygen recognises and promotes the strengths, interests and abilities of young people by empowering them with real opportunities to participate in decision making, projects and activities that impact them and their communities.

Young people have continued to bring their insight, experiences and ideas to Orygen's work, growth and direction – from leading community-based projects to informing service delivery and development.

This year they have showcased their strength and resilience, and continued to support Orygen's mission and the progress of our work.

More than 100 young people have been engaged in our youth participation programs at local, national and international levels; they represent the power of youth voice and lived experience across the organisation.



Highlights of our national youth participation activities this year include:

- supporting the co-creation of a lived experience strategy with the Wellcome Trust;
- reviewing the National Suicide Monitoring System with the Australian Institute for Health and Welfare and the National Mental Health Commission; and
- contributing to Orygen's response to the final report of the Royal Commission into Victoria's mental health system, the final report of the Productivity Commission Inquiry into Mental Health and the interim advice of the National Suicide Prevention Advisor on Australia's suicide prevention approach.

The Platform team is a group of young people who are current and past clients of the Orygen Specialist Program and are interested in improving Orygen as a service for young people.

The ideas and feedback of the young people in the team have continued to help Orygen make positive changes and respond to the needs of the young people who use our clinical services.

The Platform team partnered on:

- supporting staff recruitment and onboarding, through involvement in staff selection and a lived experiencedesigned orientation package;
- supporting development of new service initiatives through consultation and codesign processes, including the Youth Prevention and Recovery Care (YPARC) service, recreation spaces and Hospital Outreach Post-suicidal Engagement (HOPE) sites; and
- collaborating with various Orygen training programs to build capacity in the youth services workforce and the youth mental health workforce.

Youth advisors

YOUTH ADVISORY COUNCIL

Abi Cooper Bridget Moore Devika Krishnan Elle Gelok Emilia Hawcroft Jack Smith Kirsten Fobi Rose Barton Winona Gray-Levett

HEADSPACE CRAIGIEBURN YOUTH ADVOCACY GROUP

Andrew Gorial Chris Git Dannielle Bakhour Pembe Ilgaz Hirushi Weerakoon Iman Messadi Jessica Panev Monika Mikhael **Ruby Hall** Ryder Peace Shubhda Pokhriyal Teresa Scicluna Amanda Pecora **David Dodkins** Prasadi Liyanage Alex Ferraro Areeba Sadiq

HEADSPACE GLENROY YOUTH ADVOCACY GROUP

Julia Huxley Eric De Francesco Deanna De Cicco Zoe Borghouts Beth Poly Liam Bachmann Emily Marriage

HEADSPACE MELTON YOUTH ADVOCACY GROUP

William Moore Zahrah Muhummad Matt Richardson Jenny Nguyen Raheal Bahrey Phoebe Crouch Marie-Claire Kasukulu Jayde Fenech Liam Richardson

HEADSPACE SUNSHINE YOUTH ADVOCACY GROUP

Lev Lu Robert Nguyen Pannamy (Namy) Touch Jennifer Huang Emma Kiernan Suhar Osman Olivia Corrente Otto Riddell Chantelle Hughes James Steele Oliver Cole Victoria Li

HEADSPACE WERRIBEE YOUTH ADVOCACY GROUP

Kirsty Fealy Alexander Dalton Krushnadevsinh Ravalji Isabel Cherukara Jessica Risk Kayla Walker Adelina Redzepi Dejan Subotic Anthea Lorigan Harmony Martin Clare Micallef Emily Unity Christine Lu Mathew Niu

PLATFORM

Hejun Tang Luca Mifsud Sean Michelini Jessy Smith Jess Ralph Hannah Eres Evangelina Ibraheem Marcie Di Bartolomeo Charles Manila Hannah Dale Natalie Walsh Niamh Healey





Orygen Global partnerships

Orygen Global supports countries and communities around the world to implement programs and supports that meet the mental health needs of young people locally.

Orygen Global is built on partnerships. In global youth mental health, change will come from unified and coordinated efforts. That's why Orygen Global works closely with different types of organisations around the world to promote mental health in young people.

Partnerships with Ganizo and Waves for Change were formalised in January 2021. Ganizo, a public benefit organisation based in Zambia, provides mental and brain health awareness, fundraising support and multicultural training focused on youth mental health literacy and services. Orygen is supporting Ganizo in upskilling youth mental health advocates and people living with mental health conditions by promoting literacy and linking supports to the Zambian health system.

Waves for Change (W4C) is a communitybased organisation providing evidencebased surf therapy for young people in South Africa. Orygen is working with W4C to develop tools to measure and evaluate the 'active ingredients' for youth mental health in this setting, and to develop an advocacy strategy that is tailored to South Africa.

Orygen will work in partnership with W4C to help implement culturally appropriate supports for young people, working with youth peer workers through local community groups and mentors that have been endorsed by young people locally. JUAN TABLO ALVARADO HERRERA ORYGEN GLOBAL YOUTH MENTAL HEALTH ADVOCACY FELLOW



As a researcher and youth activist in Colombia, I have witnessed the discrimination, prejudice and barriers that people with diverse sexual orientation and gender identity face. In particular, trans women face high levels of discrimination and inequities in health, social, cultural, political, educational, work and family settings. Their rights are often violated.

I got involved in the Orygen global fellowship to acquire tools for the promotion of mental health, activism and advocacy among young people, and to generate safe and affirmative spaces that facilitate access and care in mental health systems.

Along the way I have learned about social networking, fundraising, leadership, and the power of advocacy and team building. I am joined on the fellowship by 11 other incredible young leaders who are also passionate about mental health and work from different contexts, fighting stigma and leading solutions to the challenges that mental health represents in their regions.

Fellowship supports youth advocates

The Orygen Global Youth Mental Health Advocacy Fellowship launched in March 2021 and supports youth advocates through a six-month program that includes education modules, peer mentoring and expert mentoring. There are 12 fellows from 12 countries. Each has lived experience of mentalill health and many of the current fellows are professionally trained in mental health. The inaugural fellows were:





AHMAD NISAR AFGHANISTAN

Ahmad is from Kabul. He is the founder of Ahmad Nisar's Literacy Center for mothers and children, which provides mental health and sexuality education, in addition to teaching reading and writing skills.

AMISA RASHID KENYA

Amisa is a Young African Leaders Initiative fellow. She is the founder and director of the Nivishe Foundation, which aims to raise awareness of mental health issues and break the stigma around mental ill-health affecting women, young people and children from informal settlements and marginalised communities.



AYANDA NONTOKOZO DABENGWA ZIMBABWE

Ayanda is a mental health advocate who has studied psychology at postgraduate level in South Africa. She provides support for young mothers through her role as a social worker at a clinic in Bulawayo.



JENNIFER OROILIDIS GERMANY

Jennifer has an academic background in international communications management. As assistant editor of global news platform Newscoop, Jennifer has reported from Brussels, Melbourne and The Hague on mental health, human rights, climate change and international politics.



JESSICA STUBBING NEW ZEALAND

Jess (Ngāti Awa, Ngāi Takoto) is a clinical psychologist whose work focuses on improving mental health outcomes for young people. After completing her doctorate at the University of Auckland, Jess is now a post-doctoral fellow at the Institute of Living in the United States.



JUAN PABLO ALVARADO HERRERA COLOMBIA

A psychologist and law student, Juan Pablo is also a researcher for the Ministry of Science and Technology of Colombia, and a former assistant professor of social psychology. Through educational initiatives, he has supported different organisations to promote mental health in young people, vulnerable communities and the LGBTIQA+ movement

PARTNERSHIPS



LABIB TAZONE UTSHAB BANGLADESH

Labib is a youth mental health activist. He leads Light to Life, a youth-led organisation focused on mental health education, which has a network of 5000 young people.



SAHAR VASQUEZ BELIZE

Sahar is co-founder of Mind Health Connect Belize, a mental health not-for-profit committed to ending the stigma around mental ill-health and helping people get the treatment and care they deserve.



SAISHA MANAN INDIA

Saisha has a Bachelor of Psychology. She works with the Mariwala Health Initiative as a grants manager, evaluating and supporting community-based mental health interventions servicing marginalised communities.



SOYEMI TOLUWALASHE NIGERIA

Toluwalashe is a mental health advocate, social entrepreneur and researcher. He is in his penultimate year at Lagos State University College of Medicine, and has worked with national and international organisations on healthcare delivery, community projects and health access initiatives.



TANIA ARÉSTEGUI MEXICO

Tania is a clinical psychologist from Anáhuac University México. Tania founded VALE LA PENA, an initiative dedicated to the prevention of suicide and self-harm in young people. She teaches anthropology, psychology, vocational guidance, emotional intelligence and theology at high school level.



TUKIYA KANGUYA ZAMBIA

Tukiya is a research coordinator in the social behavioural unit at the Centre for Infectious Disease Research, president of the Commonwealth Alumni Association of Zambia and an advisory panel member with Commonwealth Scholarships. She is also an associate fellow of the Royal Commonwealth Society and Zambian country coordinator for African Young Leaders for Global Health.



Promoting mental health in elite sport

Orygen's elite sports and mental health team, led by Professor Rosemary Purcell, partnered with national and international organisations to improve the mental health and wellbeing of athletes and others working in elite sports, including coaches and support staff.

Orygen partnered with the Australian Institute of Sport's (AIS) people wellbeing and development team to conduct the second AIS Mental Health Audit in 2020. This coincided with the onset of COVID-19 restrictions and the postponement of the Tokyo Olympics. The results of this audit continue to help the AIS plan for the individual and organisational supports necessary to optimise the mental wellbeing of those working within Australia's highperformance sports system.

In the past year the elite sports and mental health team consulted with a range of national sports to help support prevention and early intervention for mental health among athletes, coaches and staff. This included developing a framework for identifying and responding to the risk of athlete self-harm, developing online training on implementing the framework in practice, and conducting qualitative research with athletes to understand how gender impacts on mental health and how gender differences should be considered when developing mental health response frameworks.

At the community level, Orygen continued to value its partnership with the Western Bulldogs Community Foundation to promote better mental wellbeing and vocational outcomes for young people in western Melbourne and Victoria.

Professor Purcell continued her work as a member of the International Olympic Committee's mental health working group, which developed and launched a graduate certificate and graduate diploma in mental health in elite sport in late 2020. The training aims to help sporting organisations and practitioners better promote mental health, and respond to mental health disorders among athletes and coaches. The working group also developed and launched the Mental health in elite athletes toolkit to enable major sporting organisations and administrators to develop and implement programs to support the mental health of elite athletes.

Supporting Australia's implementation and commissioning of mental health services

YOUTH ENHANCED SERVICES

Orygen's Service Implementation and Quality Improvement (SIQI) team engaged with Primary Health Networks (PHNs) across Australia to support the commissioning, implementation and evaluation of services for young people presenting with complex needs – known as youth enhanced services (YES).

This included developing the implementation lab, a new initiative that saw the SIQI team work collaboratively with six PHNs and their commissioned YES programs for 12 months on a range of issues. They worked on team culture, improving referral pathways, piloting outcome measures and devising demand management strategies for services to respond to the increasing demand for care among young people with complex psychosocial and mental health needs.

Despite the challenges of COVID-19, the SIQI team continued to provide remote support to YES programs across Australia, including via workshops, community of practice events, and individual site meetings. In May 2021, the PHNs and YES programs came together with the SIQI team in Adelaide to share their knowledge.

AUSTRALIAN EARLY PSYCHOSIS PROGRAM

Orygen's Australian Early Psychosis Program (AEPP) team supported headspace Early Psychosis (hEP) programs across Australia, and worked in partnership with associated PHNs, lead agencies, headspace National and the Australian Government.

Highlights included a two-day AEPP virtual forum with more than 80 hEP clinical staff, where the AEPP team presented research on the mental health impacts of COVID-19 and the use of technology to support services during lockdowns.

The AEPP team partnered with Deakin University's FreelancingHUB to review and develop an engagement strategy for the AEPP online hub. This highly valued collaboration included focus groups with hEP clinical staff and resulted in a comprehensive range of recommendations that were implemented. The AEPP team also developed a partnership with Curtin University in Perth, focussing on the Our Journey Our Story (OJOS) research project. OJOS is a participatory action research program which aims to improve access to, and responsiveness of, mental health services for Aboriginal young people.



Building on our commitment to the First Nations peoples of Australia

Orygen's First Nations Advisory Group, established in 2019, provides strategic advice based on the collective experience and knowledge of current and emerging realities and needs in First Nations communities. The group aims to promote First Nations collaboration in the development and implementation of any initiatives, policies or actions that may affect the lives of First Nations young people.

First Nations Advisory Group members are

Darcy McGauley-Bartlett Shawana Andrews Warwick Padgham Scott Wilson Josh Cubillo Dale Rowland Nicole Shanahan Joyce Doyle

ORYGEN FIRST NATIONS PhD CANDIDATES

Orygen's Doctor of Philosophy (PhD) program provides First Nations students with a unique opportunity to develop their basic research, academic leadership, and research innovation skills through access to world-leading researchers and clinicians.

Joel Liddle and Thalia Eastman are progressing with their PhD studies, and Joel has begun his field work in Alice Springs.

PARTNERING WITH THE POCHE CENTRE FOR INDIGENOUS HEALTH

Orygen has continued working with the Melbourne Poche Centre for Indigenous Health to provide support for PhD students and interns, empower Indigenous researchers and build the Indigenous and non-Indigenous mental health workforce. The centre's role is to provide academic pathways for Indigenous early career researchers, helping them navigate a traditionally western education model through the University of Melbourne, into the positions of leadership necessary for transformational impact and change.

POINT AND BE PROUD -THE RIPPLE EFFECT

Orygen and St Kilda Football Club have developed a survey to understand the ripple effect and impact of racism on mental health and wellbeing, as part of this ongoing partnership. The club has established a school education program, which includes an opportunity for students to complete this survey. Orygen will collate and analyse the data to report findings back to the club. The aim of the project is to demonstrate the effectiveness of a tool that will not only make a difference in the Indigenous community, but for all future generations experiencing racism and bullying.

VICHEALTH PARTNERSHIP GRANT

Orygen, the South Australian Health and Medical Research Institute, the Kaiela Institute and the Aboriginal-led Rumbalara Football Netball Club have begun work on a project funded through a joint VicHealth Partnership Grant.

The project objectives are to determine the:

- impact of involvement in the Rumbalara Football Netball Club on members' social and emotional wellbeing;
- capacity to navigate mainstream educational or employment systems; and
- club's impact on non-Aboriginal people's attitudes towards A boriginal people, including overt and covert expressions of racism and positive attitudes of respect for culture and history.

The team has developed a survey guide and recruitment will begin once University of Melbourne ethics approval has been obtained for the project.

CULTURAL STRENGTHENING WITHIN ORYGEN'S WORKFORCE

Orygen's cultural strengthening plan working group meets regularly. Its 24 members represent teams across the organisation, including clinical services, research, policy and Orygen's headspace centres. The group includes four First Nations representatives and supports us in delivering on our statement of commitment.

NAIDOC WEEK 2020

In recognition of NAIDOC Week, Orygen staff joined together to acknowledge that First Nations people have occupied and cared for this continent for more than 65,000 years. To celebrate this important observance week, contributions were shared by members of Orygen's cultural strengthening plan working group, including book reviews and biographies of inspiring First Nations people.

STRENGTHENING CULTURALLY SENSITIVE SERVICE DELIVERY AND RESEARCH

The First Nations team collaborated with departments across Orygen to support and enable the organisation to strive for cultural safety across all business areas, including with:

- the Policy team to redevelop the First Nations young people and mental health policy brief;
- the Research and Knowledge Translation teams to support the development of a valuing diversity toolkit;
- the Australian Early Psychosis Collaborative Consortium;
- the senior leadership group to finalise Orygen's acknowledgement of Country guidelines; and
- the National Programs team, in consultation with First Nations academics, to implement the Our Journey Our Story project research guidelines.

Partnering with our staff



Orygen's success is dependent on the dedication, engagement and contribution of our people. They are at the core of each of Orygen's strategic objectives.

In 2020-21, our people and culture strategy was founded on three key pillars:

- Orygen has a culture that is inclusive, diverse and safe, one that embodies our values and is supported by strong leadership and management;
- Orygen's workforce capability is one of continuous improvement, ensuring the attraction, retention and support of our employees. Orygen fosters continuous learning and employee excellence, supported by effective human resource capabilities; and
- Orygen's systems and processes ensure positive employee engagement, and support data-informed people strategies, decision-making and practices.

Highlights of creating the right environment for our staff included:

- supporting our people through the COVID-19 pandemic with a range of initiatives designed to keep them safe and well. Staff feedback showed our efforts created a sense of belonging and gratitude and we maintained strong levels of engagement and commitment;
- implementing the Flexibility at Orygen program, providing a framework, guidance and support for staff and managers to benefit from flexible work arrangements while balancing organisational needs. The program delivered a more equitable and sustainable approach to flexible work; and
- accelerating the Living our Values program through the establishment of values ambassadors and champions, who together created values-focussed activities for all staff to engage in. The program was supported with the launch of Orygen's first reward and recognition platform: Orygen Inspire. This digital platform provides a space where staff recognise and reward behaviour that demonstrates our values.

Sharing the work we do

Despite the challenges posed by the COVID-19 pandemic, Orygen collaborated with a number of organisations to deliver a variety of events over the year.

Orygen partnered with award-winning online music festival Isol-Aid to bring music to the homes of Australians in lockdown due to COVID-19 restrictions. In August, executive director Professor Patrick McGorry participated in a Q&A session about mental health at one of Isol-Aid's regular events, followed by a 20-minute set performed by award-winning singersongwriter Damon Smith on Orygen's Instagram channel.

Orygen partnered with The Florey Institute of Neuroscience and Mental Health and Melbourne School of Psychological Sciences to host a joint colloquium in November 2020, strengthening collaboration between the three research centres. Presenters from each organisation covered topics including virtual reality, binge eating, recovery after mild traumatic brain injury and early intervention treatments for substance use disorders in young people.

Orygen and the Youth Affairs Council Victoria came together to present a webinar, Productivity Commission and Victorian budget analysis: a youth mental health perspective, in December 2020. Policy teams from both organisations provided their analysis of the key impacts on youth mental health services, young people and those who work to support them.

The Australian Early Psychosis Collaborative Consortium (AEPCC), led by Professor Andrew Thompson, hosted its virtual launch in December 2020. Guest speakers included Professor Steve Webb, chair of the Australian Clinical Trials Association, who spoke about the benefits of clinical trial networks, and Professor Susannah Ahern from Monash University, who discussed the benefits of clinical registries.

The importance of care and empathy when developing #chatsafe content as part of Orygen's suicide prevention research was explored at an event and exhibition during the National Gallery of Victoria's Melbourne Design Week in March 2021.

The event, opened by the federal Minister for Health, the Hon Greg Hunt, featured a panel conversation about how young people, researchers and industry could work collectively to navigate sensitive and often taboo topics, including suicide.

The panel also discussed how engaging and trusting young designers in co-design practices could lead to campaigns that are inclusive, relatable, and meaningful. L-R: Celea Delaney (Portable), Dr Nicola St John (RMIT), Associate Professor Jo Robinson, The Hon Greg Hunt, Joanne Amarisa (RMIT student), Linsy Angwyn (RMIT student) at the #chatsafe Melbourne Design Week event.



NEVERSETTLE FORTHE FIRST FINISH LINE.
POLICY AND ADVOCACY

Developing policy and advocating for change

Orygen has continued to develop policy advice, engage with governments and contribute to public discourse and advocacy for youth mental health.

It was an exciting 12 months, with the release of two substantial and highly anticipated final reports: the Productivity Commission's inquiry into mental health and the Royal Commission into Victoria's mental health system.



Orygen's policy team provided summary advice on the reports' implications for staff, young people, the mental health sector and government stakeholders.

The recommendations and roadmap outlined by the Royal Commission, in particular, will catalyse a much-needed rebuild of Victoria's mental health system, and potentially provide a template for mental health policy makers, funders, system designers and service providers in other jurisdictions.

In 2020-21, Orygen's policy team released major reports on youth peer work and youth mental health and homelessness, and provided advice to the Australian Government on:

- the impacts of COVID-19 on young young people and youth mental health service delivery;
- supporting the mental health of young parents;
- integration of youth mental health and alcohol and other drug services; and
- the mental health of young apprentices.

Orygen's government relations team continued to meet frequently with key ministers and representatives in the Australian Government. This included discussions between Professor Patrick McGorry, and the Prime Minister, the Treasurer, the Minister for Health, and Assistant Minister for Mental Health and Suicide Prevention.

The team also met with Victorian Government representatives, including the Premier, Treasurer, Minister for Mental Health and other key ministers in medical research and youth affairs. These meetings were particularly critical and productive in the lead-up to the tabling of the Royal Commission report and the 2021-22 Victorian Government budget.

Policy outputs

SIDE BY SIDE: YOUTH PEER WORKERS IN MENTAL HEALTH

Orygen released <u>Side by side: supporting</u> youth peer work in mental health services in August 2020.

The report detailed a number of persistent barriers to supporting and growing the workforce, which were identified through consultations with youth peer workers across Australia.

Key barriers related to the time-limited and age-restricted roles available to the workforce and the associated impact on professional development and career progression.

The report found that, while there has been a focus on better supporting peer workers in mental health services, the youth peer workforce has experienced unique and amplified barriers that have not been addressed by existing frameworks and guidelines.

The report made 10 recommendations to build a sustainable and well-supported youth peer workforce, including:

- ensuring youth peer workers are uniquely considered in national peer work guidelines;
- creating clear commitments to the growth and adequate support of youth peer workers; and
- developing a national peer work organisation.

A WELCOME HOME: YOUTH HOMELESSNESS AND MENTAL HEALTH

Orygen released a policy report on youth homelessness, <u>A welcome home: homelessness</u> and mental health, in January 2021.

The report found mental ill-health to be a significant risk factor that can lead a young person to experience homelessness. In up to 35 per cent of cases, mental ill-health contributed to young people experiencing homelessness.

The report called for a comprehensive set of responses to address the range of complex risk factors that could contribute to youth homelessness.

In particular, the report stated that access to housing must be improved, given stable housing is necessary to support individual health and wellbeing, and is protective against homelessness. Prevention and early intervention programs were also found to be vital.

COVID-19 POLICY ADVICE

Orygen's policy team provided advice to the Australian Government about how to best support youth mental health services and young people during the COVID-19 pandemic.

Through consultations with young people and the sector, as well as literature reviews, Orygen highlighted opportunities to:

- evaluate and extend telehealth services;
- increase and augment current youth mental health services with vocational supports to mitigate education and employment impacts;
- centralise youth-specific information;
- address the high levels of loneliness experienced by young people; and
- increase supports for young people with complex mental ill-health.

Youth mental health reform

ROYAL COMMISSION INTO VICTORIA'S MENTAL HEALTH SYSTEM FINAL REPORT

The final report of the Royal Commission into Victoria's mental health system was released on 2 March 2021, marking a historic day for mental health system a nd service reform in the state.

Years of advocacy by the Victorian mental health sector highlighting the system's failings and the need for significant change led to the Royal Commission.

Professor Patrick McGorry, who chaired the Royal Commission's Expert Advisory Committee, and Amelia Morris, a former Orygen Youth Advisory Council member, spoke at the tabling of the final report in a joint sitting of Victorian Parliament.



ANGLE ORYGEN CLIMATE ACTION COMMITTEE MEMBER

I am already someone with anxious tendencies. These feelings are amplified with the uncertainty surrounding the trajectory of climate change, and the realisation that those who are supposed to be our leaders are refusing to take action.

An endless stream of questions flow through my head: how long can I live in good health if this trajectory of climate change continues? What will happen when the consequences of climate change become irreversible? Is it worth having children if they (and their children) are to live with the burdens of climate change?

Young people are the future and are calling for immediate collective climate action. We must protect the mental health of current, and emerging, young people who don't deserve to bear the consequences of climate change due to the lack of accountability today.

Orygen contributed throughout the Royal Commission process to ensure issues affecting young people specifically were recognised and responded to.

The government relations and policy team led work on multiple submissions and a number of Orygen staff and young people engaged in consultations, advisory groups and hearings.

A significant number of Orygen's recommendations were adopted by the Royal Commission, including:

- establishing a state-wide youth mental health system for young people aged 12-25 years and a state-wide forensic youth mental health service;
- a commitment to lived experience roles in the reforms;
- improving supports for families and carers; and
- a focus on trauma-informed and specific services.

The policy team prepared a <u>summary</u> of the key youth mental health recommendations and considerations for implementation.



PRODUCTIVITY COMMISSION'S FINAL REPORT

Orygen welcomed the Productivity Commission's final report into mental heath, which found that mental ill-health costs Australia \$200 billion per year, with reduced health and life expectancy accounting for \$151 billion of this figure.

Prime Minister Scott Morrison announced the release of the report and the National Suicide Prevention Adviser's interim advice at Orygen's Parkville headquarters in November 2020.

Orygen and headspace National made a joint submission to the Productivity Commission which highlighted the impact that experiences of poor mental health in adolescence and early adulthood can have well into adulthood, and the need to address the evident gaps in youth mental health care. Orygen also endorsed the report's finding that at-risk young Australians and their families were not able to easily access support and experienced costly delays in treatment because Australia's mental health system does not focus on prevention and early intervention.

Orygen's executive director Professor Patrick McGorry said the Prime Minister's passionate engagement with this oncein-a-generation opportunity for mental health reform inspired confidence.

"The emphasis on emerging adults as the generation who need affirmative action in mental health care was reassuring," Professor McGorry said.

He also welcomed government funding of \$53 million to extend the Early Psychosis Youth Services program for a further year, to June 2022. Prime Minister Scott Morrison (left) with Orygen Executive Director Professor Patrick McGorry and youth mental health advocate Emily Unity at Orygen's Parkville headquarters in November 2020.



VICTORIAN BUDGET 2021-22

Two months after the Royal Commission's final report into Victoria's mental health system was released, the Victorian Government committed to a record \$3.8 billion investment in mental health in the 2021–22 budget.

The budget reinforced the government's intention to implement the Royal Commission's recommendations in full.

Funding included \$842 million for mental health and wellbeing support for children and young people.

Highlights from the youth funding package included:

- support to implement 13 Youth Area Mental Health and Wellbeing Services;
- establishment of five new Youth Prevention and Recovery Care facilities;
- expanding mobile targeted assertive outreach teams for young people with multiple and complex needs; and
- four new youth Hospital Outreach Postsuicidal Engagement sites.

A number of Orygen's research, clinical and translational activities received a funding boost or new funding, including:

- clinical services delivered through the Orygen Specialist Program;
- an expansion of the Custodial Forensic Youth Mental Health Service; and
- clinical services for trans and genderdiverse young people in partnership with the Royal Children's Hospital Gender Service.

Orygen looks forward to continuing to work with the Victorian Government to support the implementation of the Royal Commission's vision to improve mental health care and supports for young people, their families and carers across Victoria.

Orygen and YACVic: partnering to support a Victorian Youth Mental Health Community of Practice

Orygen's government relations and policy team continued its successful partnership with the Youth Affairs Council Victoria (YACVic) in co-convening the Youth Mental Health Community of Practice.

The community of practice brings together a network of young people and those who support them to learn about, and drive, change in youth mental health.

In 2020–21 the community of practice held eight webinars – drawing more than 650 attendees in total and increasing the group's membership to more than 300.

Penny Armytage, chair of the Royal Commission into Victoria's Mental Health System, provided an update on the commission's progress, and a summary of the commission's final report to the sector. Both webinars drew more than 100 attendees.

Other highlights included webinars on:

- culturally and linguistically diverse youth mental health services (in partnership with the Centre for Multicultural Youth);
- the latest in digital mental health technologies; and
- the importance and future of youth peer work in mental health services.

Australian University Mental Health Framework launch

The Australian University Mental Health Framework was officially launched in December 2020 by then Minister for Education, the Hon Dan Tehan MP, Professor Patrick McGorry, and the then chair of the Universities Australia Board, Professor Deborah Terry.

The online launch event was attended by mental health and university stakeholders from across Australia. The framework was developed through national consultation with students, universities, health providers, and mental health organisations.

The framework and supporting documents, including an evidence report and case studies highlighting good practice in universities, are available on Orygen's <u>website</u>.



NEVER SETTLE FOR ANYTHING LESS THAN THE BESTFOR YOUNG MINDS.



Supporting the mental health workforce locally, nationally and internationally

As one of the world's leading youth mental health research and knowledge translation organisations, Orygen is passionate about providing mental health professionals with the skills and clinical evidence they need to improve their capacity to help young people.

We continue to provide:

- high quality evidence-based written resources and online training:
- service and workforce development consultation; and

 evaluation support and advice and training to primary and tertiary mental health services, education providers, youth justice and correctional services and community organisations.

This year we broadened our reach, moving into upskilling a non-clinical workforce within the mental health space. From peer workers with lived experience to Individual Placement and Support workers, we're helping to provide best-practice training to workforces with their own expertise.

HOW WE SUPPORT AND DEVELOP THE MENTAL HEALTH WORKFORCE



Post-graduate studies in youth mental health

Graduate Diploma in Youth Mental Health, Graduate Certificate in Youth Mental Health, Master of Youth Mental Health, Graduate Certificate in Managing Youth Self-Harm and Suicide and the Professional Certificate in Youth Psychiatry.



Introductory online learning modules and evidence-based resources

We continue to develop resources based on the needs of the youth mental health workforce, such as peer work training and gender diversity training.



Point-of-care advice

Advice and support to mental health practitioners employed in more than 300 Victorian secondary schools. The phone advice line established in 2019 now includes specialist secondary schools.



Community training

Resources, training and consultation for mental health clinicians and non-clinical professionals, such as mental health nursing staff and alcohol and other drug services.



Individual placement and support (IPS)

Training for clinicians, peer workers, and IPS workers who support people back to work or study.

BECOMING A REGISTERED TRAINING ORGANISATION

Orygen is in the process of establishing itself as a registered training organisation (RTO). As part of this, we are developing high-quality, evidence-based and clinically informed content which will be delivered as nationally recognised training.

The move to become an RTO is in line with Orygen's strategic goal to educate, build the capacity of, and grow the youth mental health workforce within and external to Orygen. This imperative was driven by strong recommendations arising from the Royal Commission into Victoria's mental health system, focused on supporting the expansion of a lived experience workforce.

The initiative also connects the two major arms of knowledge translation and workforce development – Orygen workforce training, and Orygen's graduate courses run in collaboration with the University of Melbourne.

DEVELOPING THE VOCATIONAL WORKFORCE

In May 2021, Orygen received Australian Government funding to grow and develop the workforce delivering Individual Placement and Support (IPS) in headspace centres.

Individual Placement and Support (IPS) involves the co-location of vocational specialists with mental health treatment teams who work collaboratively to support young people with mental ill-health into work and study. Working collaboratively with headspace National and the Western Australian Association for Mental Health, Orygen will oversee the development and implementation of an IPS workforce development framework from May 2021 to 30 June 2024.

Gina Chinnery, Orygen's associate director of employment and education partnerships, said IPS was a world-leading evidence-based supported employment and education program.

"IPS is two to three times more effective than traditional vocational services in supporting young people with mental ill-health into work and study," she said.

"Research has shown that returning to work and study are major goals of young people experiencing mental ill-health. Increasing IPS workforce availability, capacity and capability in headspace centres will go a long way to ensuring these goals are met."

Education expands specialist youth mental health knowledge

PEER WORKFORCE PROJECT

The peer workforce project team gathered feedback across Australia from peer workers and the mental health and community sectors to inform the development of resources and training required to support a youth peer workforce.

Peer workers reported wanting more opportunities to access formal peer work qualifications and additional shorter training options for specialisations in youth peer work.

Peer work training for international students explored how participants could use their lived experience to help others.

As a result, a lead trainer was appointed for Certificate IV in Mental Health Peer Work, an integral part of Orygen's preparation to become a registered training organisation.

PEER WORK TRAINING FOR INTERNATIONAL STUDENTS

Orygen developed free introductory peer work training specifically for international students, with funding provided through Study Melbourne's International Student Welfare Program. Two rounds of training were held in May 2021.

Devised in consultation with international students, peer workers and the education sector, the training introduced the peer work model and explored how participants could use their lived experience to support other international students in mental health or educational support settings.



GRADUATE COURSES

Orygen's graduate education team delivers a range of online courses in youth mental health through a partnership with the University of Melbourne.

These include a graduate certificate, graduate diploma and master of youth mental health, and a graduate certificate in managing youth self-harm and suicide.

Drawing on lectures by experts in the field, including Orygen staff and external collaborators, these courses include the latest theory, research and evidence-based approaches in youth mental health.

The student cohort has grown substantially over the past two years, and comprises a diversity of professionals, from social workers, youth workers, occupational therapists and psychologists, through to mental health nurses, general practitioners, psychiatrists and teachers.

The manager of headspace Swan Hill, Ian Johansen, is among those undertaking a graduate course. Being able to attend virtual lectures is proving convenient for the regional Victorian resident.

"I live in the bush and the online course means I can tap into the very best knowledge and expertise – all from my home town," he said.

PROFESSIONAL CERTIFICATE IN YOUTH PSYCHIATRY

Orygen launched the Professional Certificate in Youth Psychiatry, a one year graduate program designed for psychiatry trainees wanting to specialise in youth mental health.

The course, developed in partnership with the Royal Australian and New Zealand College of Psychiatrists' Section of Youth Mental Health, includes lectures delivered by world-leading experts in research and clinical practice.

Youth individual placement and support centre of excellence



In 2020, Orygen established the Youth Individual Placement and Support (IPS) Centre of Excellence, with generous support from our partner, the RACV.

The centre is driving innovation and best practice in IPS through research, implementation and fidelity support, workforce training, conference and scholarship opportunities. It is also focused on advocacy to engage industry, education providers and government in youth-focused IPS.

Individual Placement and Support involves the co-location of vocational specialists with mental health treatment teams who work collaboratively to support young people with mental illhealth into work and study.

Orygen has extensive experience implementing IPS programs in primary care and specialised youth mental health settings, including trialling IPS enhanced by youth vocational peer workers.

The first youth IPS site in regional Victoria was launched in May 2021 at Barwon Health's Jigsaw Youth Mental Health Drugs and Alcohol Services in Corio, Geelong.

At the Launch of the Geelong IPS slte, L-R: Louise Steinfort, General Manager of Social Impact and Corporate Communications at RACV; Brooke Hyland, Barwon Health IPS worker; Darren Riggon, Manager, Jigsaw Youth Mental Health Drugs and Alcohol Services at Barwon Health; Geelong Mayor Stephanie Asher; Professor Eóin Killackey, director of research and head of functional recovery research at Orygen.

New clinician resources to support young people

The workforce development team launched two major suites of multimedia resources designed to help mental health professionals support young people and their families. Development of the resources was funded by the Australian Government Department of Health.



PHUONG NGUYEN PEER RESEARCHER

I was involved in the development of Orygen's cultural diversity resources for youth mental health clinicians. Positive treatment outcomes are linked with culturally sensitive care.

My multicultural background as a Vietnamese migrant encourages me to be more critical and reflective of the available mental health services and resources.

Many multicultural young people have not accessed formal mental health support before and can often misunderstand the purpose of seeking support from a professional.

From my experience, I assumed counselling would be more solution-based without needing to build a rapport at the beginning, so I was not satisfied with the outcomes whenever I sought formal support.

It is important for professionals to be sensitive about this and explain the purpose of a session to the client for clarity and transparency.

When a young person of colour feels like a mental health session aligns with their cultural needs, there is a greater possibility that they will receive better outcomes and greater trust after receiving the service.

CULTURAL DIVERSITY AND YOUTH MENTAL HEALTH

These resources were designed to help mental health professionals think meaningfully about their role in supporting engagement, treatment experiences and outcomes for culturally and linguistically diverse (CALD) young people and their families.

The resource project lead, Orygen clinical educator Yamiko Marama, said it was vital that mental health professionals were sensitive to the cultural background, experiences and identities of young people they worked with.

"A culturally responsive approach can support young people to feel safe, heard, understood, and empowered," she said.

Orygen partnered with other organisations to develop clinical practice points, fact sheets, podcasts, a toolkit, a webinar and videos to support working with culturally diverse young people.

The partners were: the Centre for Multicultural Youth; Foundation House; the Victorian Transcultural Mental Health Unit; the Australian GLBTIQ Multicultural Council; Telethon Kids Institute, Perth; the Multicultural Youth Advisory Network, NSW, the Department of Youth Justice, Victoria; and headspace.



TRANS AND GENDER DIVERSE YOUNG PEOPLE

Designed to assist mental health clinicians working with the families of trans and gender diverse young people, these resources covered topics such as gender diversity and language and gender-affirming mental health care, as well as a training module.

Trans and gender diverse young people played a pivotal role in the development of the resources. Finn, a youth advisor who worked on the project, said the resources were created with the intention of educating mental health practitioners.

"They've also been made in direct collaboration with those they aim to support, which I think is fundamental to any great clinical resource." The resources were co-developed with colleagues from the Telethon Kids Institute in Perth who are nationally recognised experts in the mental health needs of trans and gender diverse young people.

Project partners included: Transgender Victoria; the Queensland Children's Gender Service; the Bouverie Centre; Transfamily Inc; Minus 18; the Royal Children's Hospital Gender Service; Monash Gender Clinic; and Zoe Belle Gender Collective.





BUILDING A SUSTAINABLE FUTURE

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A big thank you

Orygen would like to thank all of our generous supporters and partners who have joined us this year to ensure young people can grow into an adulthood where they can thrive. Your support makes a significant difference to the mental health of young people right now – and for years to come.

There are a range of opportunities for individuals, communities and organisations who care about the mental health of young people to support our work. This year we launched a new strategy that aims to diversify our fundraising income. The initial phase involves acquiring and retaining new supporters, and educating them about Orygen's work, while continuing to nurture the relationships we have with our established supporters. Longer term, we hope to see this diversified fundraising approach contributing to an increase in funding. This will ensure Orygen can continue to make a crucial impact in the lives of young people through our evidence-based research, policy development, education and clinical care.

HOW THE COMMUNITY IS SUPPORTING ORYGEN



INDIVIDUAL GIVING

By joining our monthly giving program, purchasing a virtual gift or donating a one-off amount through our end of financial year and Christmas appeals.



COMMUNITY ENGAGEMENT

Celebrating a birthday, wedding or other occasion by substituting gifts for donations.



GIVING IN MEMORY

Giving in memory of a loved one or leaving a gift to Orygen in their will.



EVENTS

Participating in our annual Burpee Bounce Back Challenge or creating their own event.

Our community partners

Ongoing innovation is needed to support young people with mental ill-health to engage with education and employment opportunities. This work would not be possible without the valuable support of our community partners.

RACV FUNDS VOCATIONAL SUPPORT FOR YOUNG PEOPLE

RACV has partnered with Orygen to support young people in regional Victoria with mental ill-health to achieve their education and employment goals.

With RACV's generous support, we have expanded our capacity to innovate and support quality Individual Placement and Support (IPS) programs for more young people by establishing a Youth IPS Centre of Excellence.

The centre drives innovation and best practice in IPS through research, implementation and fidelity support, workforce training, conferences and scholarship opportunities, and engagement of employers, education providers and the career sector.

RACV's partnership will also enable Orygen to roll-out a modified version of the Youth Online Training and Support System (YOTES) digital career platform to secondary schools in regional Victoria. YOTES in Schools will increase the capacity of school-based career practitioners to support students to achieve their career goals. RACV's general manager of social impact and corporate communications, Louise Steinfort, said the Orygen partnership would help young Victorians negatively affected by the COVID-19 pandemic.

"RACV recognises the need for more mental health services in regional Victoria that support young people and that's why we've partnered with Orygen," Ms Steinfort said. "This partnership aims to expand critical services and support for young people experiencing mental ill-health with improved education and employment opportunities."

Orygen's associate director of employment and education partnerships, Gina Chinnery, said the partnership with RACV provided crucial support for young people experiencing mental ill-health.

"Our research tells us that young people with mental III-health have the same aspirations as other young people – they want to work and study," she said.

"This partnership with the RACV will go a long way in realising these goals for young people in rural and regional Victoria."

RACV

TAL SUPPORTS EMPLOYMENT AND EDUCATION PROGRAMS

Orygen is grateful for the ongoing support of life insurance specialists TAL Australia and the TAL Community Foundation. TAL assists our employment and education team in building evidence-based employment and education programs.

Funding from TAL is supporting an educational transition project being undertaken with the Victorian Tertiary Admissions Centre (VTAC). Orygen researchers are working with VTAC to understand the impact of mental ill-health on educational transition. TAL's group CEO and managing director, Brett Clark, said the partnership brought together two organisations that share a commitment to understanding and supporting the mental health of Australians.

"Mental health is a topic of national importance for Australia and an important focus for TAL. It is one of the three focus areas of the TAL Community Foundation and an area where we intend to lead the industry, challenging and changing how we handle mental health as an employer and as a life insurer."



Volunteer engagement program

Our volunteer engagement program provides opportunities for anyone from students to retirees to engage with and support our work.

Although the impact of COVID-19 has meant in-person volunteering has been limited this year, we thank all the volunteers who have given their time to Orygen.

We want to particularly acknowledge the work of John Grundy who has generously given his time and effort to Orygen over many years.

Bequests

Leaving a gift in your will or giving in memory of a loved one is a powerful way to honour their life while making a difference to the mental health of young people. Orygen Revolutionaries are caring individuals who have chosen to remember Orygen in their will.



MEET A REVOLUTIONARY: LORKAINE COOK

Lorraine was one of our first Orygen Revolutionaries members. She endured the devastation of losing a loved one to suicide when her son Jonathan died at age 19. Lorraine is leaving the majority of her estate to Orygen's schizophrenia early intervention clinical research.

Lorraine said she was leaving her estate to Orygen to ensure other families don't go through the pain of losing a loved one. "It's my way of acknowledging the suffering my son went through," she said.

Rising up for young minds: the first Burpee Bounce Back Challenge

In October 2020, Orygen launched one of its first major community fundraising events, inviting the public to participate in the Burpee Bounce Back Challenge.

The initiative challenged participants to complete 1534 burpees over 17 days to recognise the 1534 Australians aged 17 and under diagnosed each day with a mental illness. More than 2600 people completed the challenge, raising more than \$255,000 and completing more than 1.25 million burpees.

Thank you to everyone who joined in, donated, spread the word and helped to make the inaugural Burpee Bounce Back Challenge such a success.

NinjaArt: a creative way to find connection and support

The weekly NinjaArt program at Orygen's headspace centre in Werribee offers young people the opportunity to explore their creativity as well as establish friendships and connections.

The program is supported by the James Marcon Youth Health Foundation, a nonprofit organisation that embraces art therapy to aid the recovery of children and young people affected by mental ill-health.

The foundation was established in 2013 in memory of James Marcon, who took his life when he was 22. James had a dream to create an art exhibition where young people associated with Orygen could exhibit and sell their work, encouraging them to discover and explore their talents while creating awareness and understanding of mental ill-health.

A program participant said they enjoyed NinjaArt because it gave them an opportunity to talk not only to headspace staff but to other young people going through similar things.

"We can talk about fun/silly stuff, but I also feel comfortable talking about the more serious stuff. We talk for ages, and go through many rabbit holes of conversation. It's nice to look forward to something and come out of my shell every week."



ANH NGUYEN MOST AMBASSADOR

I think I was eight years old when I started experiencing symptoms.

Growing up, I used to play a lot and then slowly, I started out casting myself, then I started being bullied online by my friends.

I just didn't know where to go and look for help because my parents didn't really understand what was going on. My mental health was getting worse. I started isolating myself and started having psychosis symptoms.

I saw posters around my university suggesting students to contact a counsellor for support – so I did. The counsellor I saw was my little push to seek help for my mental health.

Attending Orygen helped me work through a lot of what I was dealing with. If I didn't seek help back then, I wouldn't be here today living my life to the fullest.

Photo: Department of Health

Supporting research and programs that improve mental health

The following projects have been made possible with generous funding from trusts and foundations.

WORLD-LEADING BIPOLAR DISORDER RESEARCH

Orygen has developed a world-leading blended digital and face-to-face intervention model for young people experiencing bipolar disorder. The model includes teambased care as well as digital components that provide psychological and group interventions.

We are grateful to the following organisations whose generosity will improve outcomes for young people experiencing bipolar disorder:

 Hearts and Minds Investments Ltd, a unique investment company listed on the stock exchange which waives investment fees and donates to charities based on the performance of the fund. Cooper Investors generously nominated Orygen as a beneficiary, and as a result, we received a distribution of \$586,225. This support has enabled Orygen to elevate bipolar disorder research and undertake a project aiming to trial an innovative yoga-based intervention program (Sudarshan Kriya Yoga) for young people with anxiety and/or depression;

- The Marian and E.H. Flack Trust, which generously donated \$150,000 over three years to deliver clinical care to young people experiencing bipolar disorder under a pilot clinical service which commenced in February 2021; and
- The Collie Foundation, managed by Equity Trustees, which donated \$113,613 over two years to rigorously evaluate the research program through a randomised controlled trial.



SUICIDE PREVENTION RESEARCH

Future Generation Global Investment Company generously provides funding for Orygen's suicide prevention team to design, implement and evaluate a comprehensive and integrated approach to suicide prevention with the aim of reducing rates of suicide, suicide attempts and self-harm.

We greatly appreciate that this year Future Generation Global Investment Company donated \$462,909, with a total investment of \$1,590,939 since 2016.

As a result of this funding, we are testing comprehensive place-based suicide

prevention strategies across the north and west of Melbourne. These include:

- mobilising community support;
- identifying at-risk young people;
- ensuring better care in clinical settings and emergency services through training and cultural change; and
- trialling new interventions that will reduce self-harm and suicide risk and provide the best quality evidencebased care to young people following self-harm and suicide attempts.



FAMILY CLINICAL PEER SUPPORT

Orygen sincerely appreciates the foresight and generosity of the John T Reid Charitable Trusts who have supported our family peer support program with a donation of \$250,000 over two years. The funding is supporting the running of the program at our headspace and Orygen services at Sunshine, Craigieburn, Melton, Glenroy, Werribee and Parkville.

The John T Reid Charitable Trusts acknowledge and support the need for families and carers to be engaged in supporting their young family member with their mental health. Family peer workers provide support to friends and families of young people receiving support, via telephone, telehealth and face-to-face.



PERPETUAL PROVIDES ONGOING SUPPORT

Perpetual distributes around \$100 million annually from the charitable trusts and endowments it manages. Through the IMPACT Philanthropy application program, Orygen was awarded three donations across the following two projects.

Peer work intervention for young people with personality disorder in primary care

In addition to Perpetual, we also thank The Harry Secomb Foundation, which donated \$80,000, and the Brasher Family Foundation, which donated \$15,000, for their support of this research program.

These funds will assist us to evaluate a peer work intervention that aims to improve the quality of life of young people with personality disorder.

Employing young people with mental ill-health to help their peers

We are very thankful for the generous donation of \$60,000 from the Percy Baxter Charitable Trust which supports our employment of young people with lived experience of mental-ill health as peer workers.

These funds will pilot test the delivery of online or telephone-based youth peer support and allow us to understand the benefits and how best to implement this program.

SUBSTANCE USE RESEARCH

We are grateful to the Marian and E.H. Flack Trust which has contributed to substance use research, generously providing \$150,000 over three years to support a substance use in mental illness early intervention trial.

The trial will investigate a new early intervention model to reduce drug and/or alcohol use in young people with emerging mental illness (the INTEGRATE study). This research will also define for government a scalable early-intervention solution to reduce the impact of substance use and mental ill-health in young people.



MEN'S MENTAL HEALTH RESEARCH

We acknowledge the incredible ongoing support of Movember and their contribution of \$94,307 towards evaluating Men in Mind, a world-first mental health practitioner online training program for engaging men in therapy.



TELSTRA FOUNDATION SUPPORTS DIGITAL MENTAL HEALTH INNOVATION

Orygen Digital has continued its close, long-term partnership with the Telstra Foundation in 2020-21.

With a generous donation of \$1 million over two years, the Telstra Foundation has provided further support to continuously iterate and improve the Moderated Online Social Therapy (MOST) platform. MOST is a ground-breaking digital platform for young people aged 12 to 25 that integrates digital therapy and face-to-face care in participating youth mental health services.

The Foundation again provided in-kind support and access to Telstra user experience and digital health experts, as well as data scientists and agile coaches to upskill, coach and support the Orygen Digital team as MOST began its Victoriawide rollout in July 2020. Telstra Foundation's tech4good initiative continued to contribute to the development of Orygen Digital's Mello smartphone app. Mello is designed to help young people with depression and anxiety by giving them access to tools to deal with negative thoughts and emotions in real time. The app's development has been fully funded by the Foundation at \$1 million over four years (to 2023). In addition to this funding, the Mello team has received five months of intensive training in service design via Academy Xi, plus product strategy and design through Everyhow.

The Telstra Foundation has partnered with Orygen for more than 11 years and has been instrumental to our growth and success in the digital mental health space.



TELSTRA FOUNDATION

COLONIAL FOUNDATION HELPS ORYGEN GROW CAPACITY

The Colonial Foundation, through its ongoing support, has enabled Orygen to build organisational capacity and to direct funding where it is needed most to achieve our goals. The foresight of the Colonial Foundation in taking a partnership approach to drive catalytic reform to improve young people's mental health has led to a shift towards a similar approach by other philanthropic funders.

The Colonial Foundation has supported Orygen with, on average, \$2.5 to \$3 million each year for the past 20 years. In addition to the annual contribution to Orygen, the Colonial Foundation supported the redevelopment of Orygen's Parkville campus and provided the lead gift to the Orygen Foundation corpus.



Acknowledging more of our wonderful supporters

We would also like to recognise the generosity of these supporters:

- The Radford Foundation supported our art therapy programs with a \$12,000 grant.
- headspace National contributed \$22,747 to Orygen through its Push-Up Challenge.
- An anonymous donor gave \$12,000 to establish an Anxiety Research Fellowship working within Orygen's mood clinic.
- Orygen received

 a generous donation
 of \$250,000 from
 a foundation requesting
 anonymity. This
 foundation has provided
 funding support over
 many years, which has
 supported the mission
 and vision of Orygen
 for key organisational
 capacity-building
 initiatives.
- An anonymous donor provided \$50,000 in funding as part of ongoing annual support to enable Orygen to invest in organisational capacity-building initiatives which will support key strategies of our mission and vision.

We warmly thank the following organisations and individuals for their donations of between \$1,000 and \$10,000:

- YPO Melbourne Charter;
- Are Media Pty Ltd;
- The Chrysalis Foundation;
- Catherine Condell;
- The Scully Family Foundation;
- Tony Bongiorno;
- John B Little;
- Stuart Haby;
- David Penington;
- Jane and Darren Arthur;
- Christopher O'Gorman;
- Colin Cass;
- Jeffrey F Browne;
- Paul Freeman; and
- Studiosity.

We would also like to thank the many individuals who generously donated to our appeals throughout the year.

GET INVOLVED

There are many ways individuals and organisations can get involved in the work of Orygen. Whatever you choose will make a difference.

VISIT DONATE FUNDRAISE RESOURCES TRAINING CAREERS

FOLLOW US ON

Financial statements

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR YEAR ENDED 30 JUNE 2021

	2021	2020*
	\$'000	\$'000
REVENUE FROM ORDINARY ACTIVITIES	48,260	33,485
EXPENDITURE		
CONSULTANCY	1,445	1,404
DEPRECIATION	2,209	2,124
OCCUPANCY	2,050	1,902
SALARIES	28,566	22,476
MEDICAL SUPPLIES, TESTS AND PRACTITIONER PAYMENTS*	384	215
OTHER EXPENDITURE	3,759.89	4,351.42
TOTAL EXPENDITURE	38,413	32,472
OTHER COMPREHENSIVE INCOME	517	-
SURPLUS/(DEFICIT) FOR THE PERIOD	10,364	1,014

* Comparatives have been restated for consistency in presentation.

SOURCES OF REVENUE (YEAR ENDED 30 JUNE 2021)



	\$'000	% of Total
COMMONWEALTH GRANTS	10,204	21%
STATE GOVERNMENT GRANTS	11,024	23%
PRIMARY HEALTH CARE INCOME	8,738	18%
COLONIAL FOUNDATION	7,925	16%
INTERNATIONAL GRANTS	1,094	2%
FUNDRAISING AND DONATIONS	3,524	7%
INFRASTRUCTURE AND REIMBURSEMENT INCOME	2,815	6%
CAPITAL GRANTS	1,613	3%
OTHER	1,840	4%
TOTAL	48,777	100%

CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021

	2021	2020
	\$'000	\$'000
CURRENT ASSETS		
CASH AT BANK	30,600	28,588
TERM DEPOSITS	100	100
TRADE AND OTHER RECEIVABLES	3,546	4,333
PREPAYMENTS	485	399
FINANCIAL ASSETS	5,545	-
TOTAL CURRENT ASSETS	40,276	33,420
NON-CURRENT ASSETS		
PROPERTY, PLANT AND EQUIPMENT	3,132	2,861
RIGHT OF USE ASSETS	3,214	1,768
TOTAL NON-CURRENT ASSETS	6,346	4,629
TOTAL ASSETS	46,622	38,049
CURRENT LIABILITIES		
TRADE AND OTHER PAYABLES	15,038	19,019
	67	30
LEASE LIABILITIES	689	687
EMPLOYEE PROVISIONS	1,742	832
TOTAL CURRENT LIABILITIES	17,536	20,568
NON-CURRENT LIABILITIES		
TRADE AND OTHER PAYABLES	-	
LEASE LIABILITIES	2,482	1,173
EMPLOYEE PROVISIONS	402	470
TOTAL NON-CURRENT LIABILITIES	2,884	1,643
TOTAL LIABILITIES	20,420	22,211
NET ASSETS	26,202	15,838
EQUITY		
SHARE CAPITAL		
RETAINED SURPLUS/(DEFICIT)	7,717	7,104
OYMHF RESERVE	5,545	
UNEXPENDED FUNDS RESERVE*	12,940	8,734
TOTAL EQUITY	26,202	15,838

*Includes project funds received, but committed to expenditure in future financial years.

A full copy of the Orygen Special Purpose Statutory Financial Report for the year ended 30 June 2021 is available on the ACNC website, www.acnc.gov.au

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