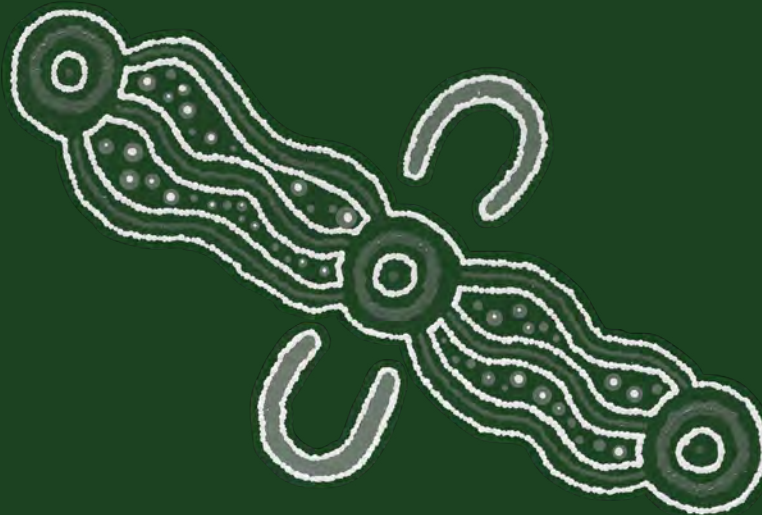




oxygen

Annual report
2021-2022



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.

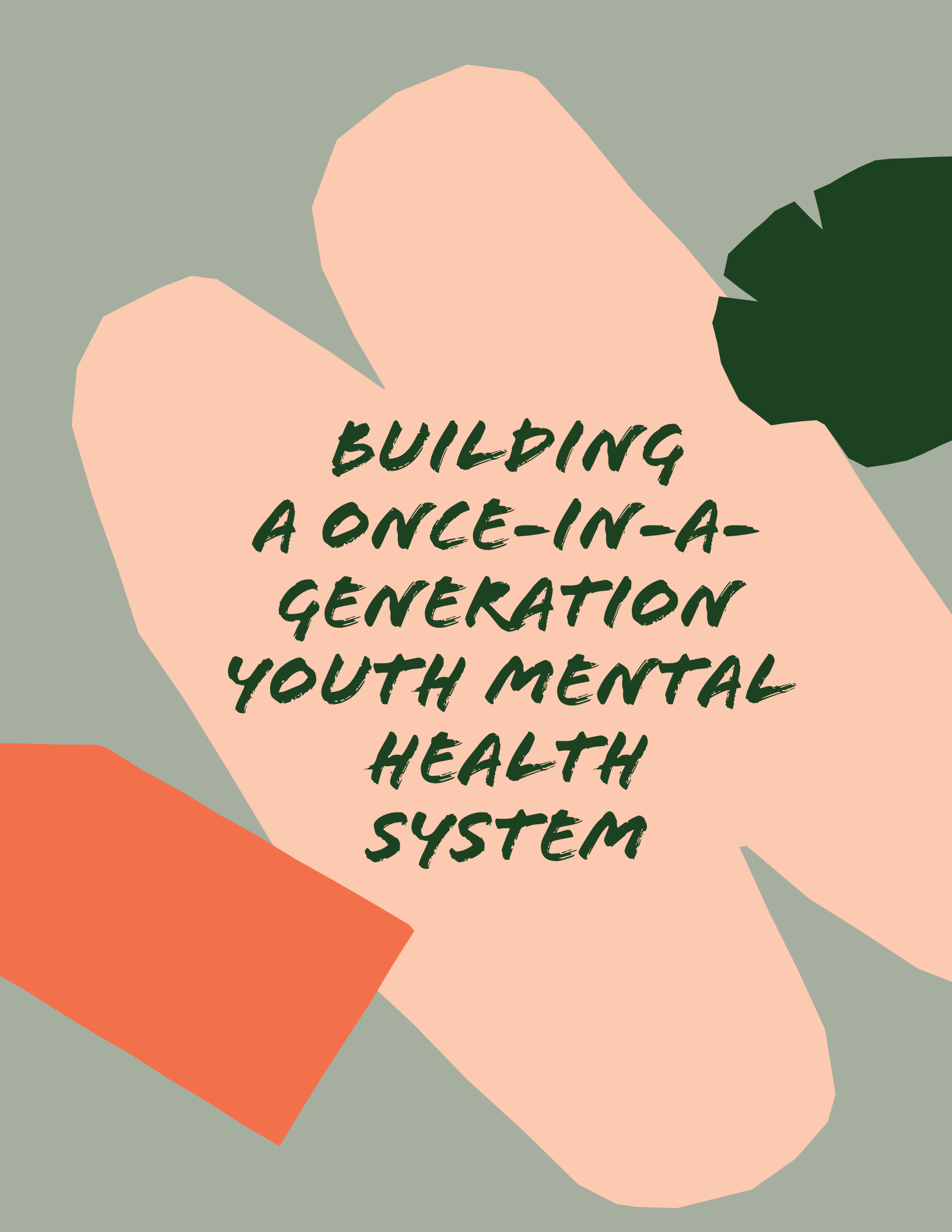
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**BUILDING
A ONCE-IN-A-
GENERATION
YOUTH MENTAL
HEALTH
SYSTEM**

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Chairman's message



It has been another year of transition for Orygen as we enact once-in-a-generation reforms, following the Royal Commission into Victoria's mental health system, and continue to grapple with the effects of the COVID-19 pandemic. Central to our progress has been our commitment to continually learn from the young people we serve and respond to their needs.

The Royal Commission, and the reform and funding that has flown from it, is now enabling Orygen to realise its long-standing vision of becoming Australia's first fully integrated medical research institute, providing clinical care for young people across Victoria at all stages of mental ill-health.

Transformation milestones ticked off this year include Orygen's Parkville hub and headspace centres being successfully accredited under the National Safety and Quality Health Service Standards, and Orygen receiving registered training organisation accreditation. The launch of the Orygen Institute has expanded our policy focus to the social, cultural, economic and natural environment, with the aim of facilitating new thinking and policy solutions. The opening of Orygen Recovery, our Youth Prevention and Recovery Centre, means Orygen now offers recovery-focused treatment and around-the-clock clinical care in a 20-bed, home-like residential setting.

All the while, Orygen has endeavoured to minimise the impact of the COVID-19 pandemic on young people and staff. Through extended lockdowns in 2021 and ongoing uncertainty in 2022, Orygen has continued to offer world-class face-to-face and online services to young people, many of whom have been experiencing [deteriorating mental health](#).

None of this work is possible without our valued supporters and partners. We are grateful for the generosity of so many individuals – those who have donated to Orygen via our [one-off and regular giving program](#); the 2,683 people who signed up to the [Burpee Bounce Back Challenge](#) in 2021; those who have [fundraised](#), [volunteered](#) and [joined events](#); and those whose wish it is to bequest to Orygen in their will. We're also incredibly appreciative of the ongoing support from our corporate and community partners.

As this year draws to a close, so too does my tenure as Chairman. Over my past eight years on the Board, including five years as Chairman, I've had the honour of seeing Orygen expand its services and reach, both nationally and internationally. Highlights have included Orygen moving into a state-of-the-art new building; innovative developments in research, exemplified by [record high international grant awards](#) and [digital solutions](#); the strengthening of the Board, governance and clinical structures; the establishment of the [Orygen Foundation](#); and reaching an agreement to transfer additional inpatient services to Orygen from July 2023. I would like to express my appreciation and admiration to my Board and committee colleagues, to Executive Director Professor Patrick McGorry and the executive leadership team, and to all Orygen staff for achieving such remarkable progress, especially during the past few difficult years.

I am pleased to be handing over to the eminently capable [Professor Sir Edward Byrne AC Kt](#). Trained in medicine and a highly regarded clinical neurologist

and neuroscientist, Professor Byrne's distinguished career has included positions as the Head of Neuroscience at the University of Melbourne; Dean of Medicine, Nursing and Health Sciences at Monash University; and Vice Provost for Health at University College London. I also welcome to the Board [Penny Armytage AM](#) and [Professor Helen Herrman AO](#).

Professor Byrne will lead Orygen into another busy year, with the expansion of Orygen Specialist Program and work continuing on Orygen's pioneering integrated model of care, where primary and specialist care will co-locate with services such as drug and alcohol counselling and employment providers to give young people the holistic and seamless mental health support they deserve. The year will also see Orygen complete its new five-year strategic plan and embark on executing it.

It has been a privilege to be part of the Orygen family and I leave with the comfort of knowing that the hard work, tenacity and compassion of all who work at Orygen will continue to improve the lives of countless young people – the future of Australia.



Alan Beanland
Chairman

Executive Director's message



2021-2022 has been yet another demanding year for everyone at Orygen and especially so for young people and families and others who have been affected by the pandemic and new economic pressures. The pandemic moved into a different phase this year and gradually the restrictions that were so necessary early on, yet were so harmful to the mental health of young people, began to lift. This has helped to bring people back together and benefit from much needed social contact and support. I am so grateful to all our Orygen staff who have continued with great dedication to balance personal and family responsibilities with the fulfillment of their professional roles. This task has been made more challenging, especially for clinical staff, by the surge in need for care for young people during the pandemic, and the degree of difficulty in carrying out their roles through screens and PPE.

We know from our experience, as well as a range of data sources, that the mental health impact of the pandemic is wide, deep and prolonged with effects on morale, energy and mental and physical health. We have also experienced, as we predicted, an extra surge of mental ill-health in young people added to by the pandemic, which explains the burgeoning waiting lists.

Fortunately, there are many positive responses underway to this growing public health crisis for our young people. It has been a year of major transition at all levels in the wake of the Royal Commission as we prepare to enact the long-awaited reforms in our own region and plan to support the State-wide assembly of a youth mental health system closely aligned with headspace centres in Victoria. The workload and momentum increased sharply at Board and Executive

level as new governance arrangements were designed and set for inclusion in the new *Mental Health Act*. These changes are necessary for Orygen to become a designated health service and to integrate the Orygen specialist services with our headspace primary care services and our research and translation programs within a single organisation. This is a unique mental health system globally and highly innovative, albeit challenging, to assemble.

We are focussed on preparing and building new integrated service hubs, assembling the systems, attracting and retaining a much larger professional and peer workforce supported by volunteers, and finalising the co-design of a very different culture of care which is expected by the Royal Commission and which we have striven for ourselves for many years.

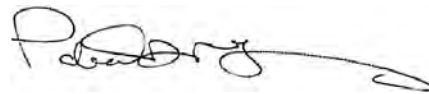
After years of hard work, a very different and fulfilling future beckons and will offer an even better experience for more and more young people, families and crucially, for all Orygen staff. Our goal is to make Orygen *the* most welcoming and positive culture for everyone and a destination of choice for all of the diverse workforces that we depend on.

Other transitions included the resignation of our Chair Alan Beanland after eight years of dedicated service and leadership, five years of which were in the role of Chair. We are extremely fortunate that the new Chair will be Professor Sir Edward Byrne AC Kt, a former Vice-Chancellor of Monash University and, most recently, President of King's College London. Professor Byrne is a distinguished physician and researcher who will be a great asset to our mission and our organisation. We were also delighted to welcome Professor Helen Herrman, Mr Ben Lannan, and Ms Penny Armytage, Chair of the Royal Commission into Victoria's Mental Health System, to the Board.

We continue to nurture consistently positive bipartisan relationships with governments – state, federal and globally, and aim to boost our capacity to attract philanthropic and corporate support.

The annual report provides our chance to say thank you to our partners and supporters. The Colonial Foundation has continued to support Orygen's growth with 20 years of reliable investment to support our core leadership and management structure. This has been, and continues to be, invaluable. The federal and state governments have been constant and growing supporters of our work in building the field of youth mental health. Our partnership with headspace continues to be synergistic as we each play our complementary roles in youth mental health care. The University of Melbourne has been, as always, a vital partner and with the governance changes prompted by the Royal Commission, Royal Melbourne Hospital and Royal Children's Hospital are also valued partners in this collaborative and complex reform process.

In closing I would like to sincerely thank our Chair and Board and our Executive Leadership Team for their dedication and skill in navigating the past twelve months which has positioned Orygen so well for the next phase of evolution.



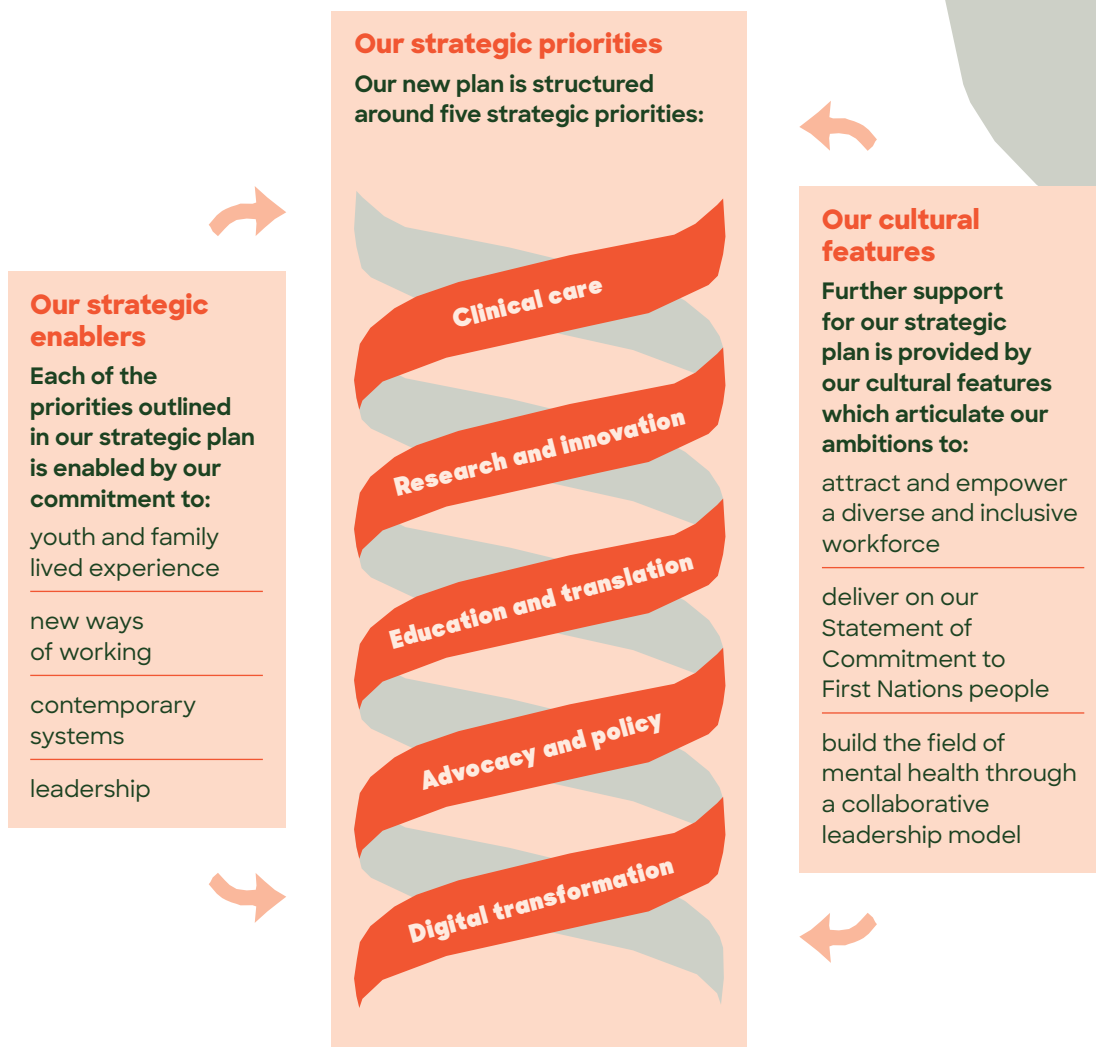
Patrick McGorry
Executive Director

Leading the revolution in youth mental health

Our strategic priorities 2022-2027

Over the last 30 years, our strategic plans have guided our endeavours and helped us measure our progress. The outcomes of these plans have included headspace, Orygen Digital, our purpose-built facility at Parkville, and the mandate for youth mental health reform realised through the Victorian Royal Commission.

Our new strategic plan considers our journey over the next five years. Its immediate context is the authorising environment of the Royal Commission, which empowers us to integrate everything we do under one governance roof. This is a unique opportunity to create a visible demonstration of optimal youth mental health care.





Our commitment to Australia's First Nations peoples

To enhance our cultural capacity across Orygen, we continued to work closely with the First Nations Advisory Group whose members provided valuable assistance in many areas.

The First Nations Advisory Group draws on the experience, knowledge and insights of members about the genuine needs in First Nations communities across Australia. This information is used to develop initiatives to meet the needs of First Nations young people.

This year the First Nations Advisory Group assisted Orygen in developing position descriptions for the recruitment of four First Nations staff. Orygen also appointed the organisation's first First Nations Manager.

First Nations Advisory Group members:

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

Doctor of Philosophy program update

Orygen and the University of Melbourne are partners in providing an opportunity for First Nations students undertaking Orygen's Doctor of Philosophy (PhD) program to develop their research and academic leadership.

PhD students, Joel Liddle and Tahlia Eastman, continued their studies and began fieldwork in the First Nations community before transitioning towards data-analysis and the writing-up stage of their candidature.

Poche Centre for Indigenous Health partnership

Orygen continued its successful partnership with the Melbourne Poche Centre for Indigenous Health. The two organisations work together to support Indigenous PhD students, interns and researchers and to provide academic pathways for Indigenous early career researchers.

This year, Orygen recruited two First Nations students who designed, developed and delivered content for lectures that are part of Orygen's Master of Youth Mental Health and Graduate Diploma in Youth Mental Health.

Contracts were developed for the two students that recognised their cultural intellectual property via an annual honorarium payment and acknowledged the course content material that they authored.

Evaluation of Point & Be Proud

Orygen continued to contribute to the evaluation process of the Point & Be Proud project. This grassroots educational program for young people focuses on building awareness of racism and discrimination and its ongoing mental health impacts.

The program is delivered in schools and uses the context of sport and the contribution of high-profile sportspeople to deliver key messages. Point & Be Proud was developed by St Kilda Football Club, Dr Peter King and former AFL player and Indigenous Liaison Officer, Nathan Lovett-Murray.

Point & Be Proud was piloted in November 2021 to more than 200 Year 7, 8 and 9 students in the southern Melbourne region.

Orygen collated and analysed data and reported the findings from 106 young people to St Kilda Football Club. The evaluation highlighted the success of Point & Be Proud - young people reported increased knowledge of racism and discrimination, greater confidence in recognising and calling out racist or discriminatory behaviour, and reported changes in prejudicial attitudes.

This evaluation assisted St Kilda Football Club to collect further funding to roll out the program to more schools.

A documentary about Point & Be Proud, called The Ripple Effect, won the 2021 Sport Australia Award and Orygen was acknowledged for its participation and support of the program.

Rumbalara Resilience Project

In August 2021, Orygen received a Victorian Health Promotion Foundation grant that has ensured the Rumbalara Resilience project in the Shepparton area has continued to progress according to plan.

Orygen is a partner in the project with the South Australian Health and Medical Research Institute, the Kaiela Institute and the Aboriginal-led Rumbalara Football Netball Club.

The project is designed to define the impact of involvement in the Club on social and emotional wellbeing and the ability to navigate educational or employment systems. The project also examines the Club's impact on non-Aboriginal attitudes towards Aboriginal people.

A Memorandum of Understanding (MoU) between the University of Melbourne, Orygen, the Kaiela Institute and South Australian Health and Medical Institute was agreed to ensure Data Sovereignty for the Shepparton community.

Ethics approval was obtained for the project by the University of Melbourne and Orygen recruited an external First Nations ethics team to ensure the project progressed in a culturally sensitive manner.

As it has progressed, Orygen's involvement in the Rumbalara Resilience Project has provided Orygen researchers with an opportunity to further develop skills in working with culturally appropriate methodologies.

The Orygen First Nations Team was helpful in recruiting and engaging non-Indigenous participants and helped Orygen's leadership team build relationships within the Shepparton community.

As part of this, Professor Patrick McGorry visited the Yorta Yorta community in Shepparton and met with Uncle Paul Briggs, Senior Elder and President of the Rumbalara Aboriginal Football Netball Club.





Cultural Strengthening Plan

Orygen's cultural strengthening plan (CSP) supports the organisation in delivering on its statement of commitment. It was officially launched in April 2022.

The CSP was designed and developed by Cultural Strengthening Plan Coordinator, Oliver Tye, and First Nations Advisory Group members provided insight to finalise the content.

The CSP outlines Orygen's strategy for investing in First Nations communities, including:

- evidence-based tools and training for staff in all areas – all built on equitable and enduring partnerships between Orygen and First Nations, and
- maintaining a collaborative and strengths-based approach to integrating First Nations resilience, knowledge and culture through a process of cultural strengthening.

Orygen's CSP Working Group continued to meet with its 19 members representing teams across the First Nations community and from across Orygen including clinical services, research, policy and headspace centres.

To bolster cultural awareness capacity, Orygen held 'Acknowledge This' training in June 2022. The training was highly regarded and deeply appreciated by the approximately 80 attendees. The session examined how to give an authentic and meaningful Acknowledgement of Country that reflects the specific location and audience. Training also explored the context and importance of Acknowledgement of Country.

Follow up training was planned to give Orygen staff further suggestions on how to practically and respectfully support Aboriginal people.

A mandatory Indigenous Cultural Awareness Training online module was also planned and developed during the timeframe of this annual report and is now active. The module ensures Orygen has standardised cultural awareness training across the organisation and it forms part of the learning management system. It is offered to existing and new staff.

Enhancing the cultural strengthening workforce within Orygen, the First Nations team consulted with the Knowledge and Translation team to develop the Clinical Practice Point module. This provides practical guidance to mental health staff working with multicultural young people, families and communities and highlights the importance of a nuanced and person-centred approach.

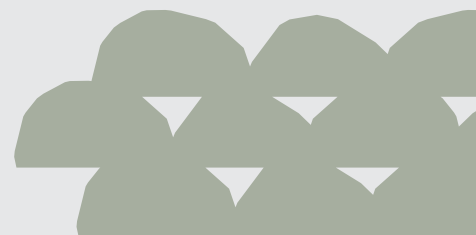
NAIDOC Week 2021

To mark NAIDOC Week, Orygen staff united to acknowledge that First Nations people have occupied and cared for this continent for more than 65,000 years.

Orygen's First Nations team and Cultural Strengthening Plan Working Group presented staff with the opportunity to take part in two, one-hour cultural reflective sessions.

The first session explored the 2021 NAIDOC Week theme – 'Heal Country' – and invited participants to develop and share a personalised Acknowledgement of Country, drawing on the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) map of Indigenous Australia. Staff members discussed the importance of connection to Country for the wellbeing of First Nations young people.

The second session further explored the Heal Country theme through a discussion of First Nations healing and wellbeing. Resources were also shared to help staff increase their own capacity to contribute to, and advocate for, First Nations wellbeing.





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National Youth Participation Team

Young people have expertise, strengths, insights and ideas that are integral to shaping Orygen's work and achieving our mission. One of Orygen's priorities is to meaningfully involve young people in its work - this includes decision-making at different levels of the organisation, designing programs and practice models, setting Orygen's research agenda and driving advocacy.

In 2021-2022, Orygen saw over 130 young people participate in various advisory groups, councils and networks, or act as advisors on specific projects.

The National Youth Participation Team supports, implements and fosters youth participation across Orygen to benefit young people, their families and communities.

During the financial year, building the capacity of Orygen's workforce has been a large part of the National Youth Participation Team's output and Orygen began presenting an introduction to youth participation at the monthly New Staff Connect sessions.

The Team coordinates two national youth councils and has continued to support internal and external activities, with over 80 requests received for the Team's support from across Orygen. This year, the team took part in a range of activities including:

- fundraising;
- Orygen's Federal election campaign;
- meeting with the Prime Minister and Members of Parliament to support funding announcements;
- Vocational Education and Training student mental health;
- key days such as World Bipolar Day and the International Day Against Homophobia, Biphobia, Intersexism and Transphobia;
- recruitment processes and interview panels;
- consultation on research projects;
- young people sharing stories; and
- joining external Youth Advisory Groups.

The National Youth Participation Team also worked towards two major activities:

- Preparatory work on a redesign of Orygen's National Youth Advisory Councils that aligns more closely to Orygen's strategy and growth plans. This will see a restructure of Orygen's national youth participation functions in practice by the end of 2022.
- The next iteration of the Youth Participation Strategy. In line with Orygen's new Strategic Plan, this shapes and guides the implementation of best practices in youth participation across the organisation.



National Youth Advisory Council

The National Youth Advisory Council (YAC) is made up of 10 young people from across Australia. YAC advises Orygen on the overall development of activities within the organisation and, in particular, YAC advises on the progress and implementation of the Youth Engagement and Participation Strategy.

The National YAC met 11 times, including Council Connect weekends where members of the YAC and National Youth Research Council (YRC) travelled to Melbourne for an intensive face-to-face weekend of workshops and professional development.

Nationally, Orygen's Youth Advisory Council and Youth Research Council were involved in projects focused on:

- corporate partnerships;
- Orygen's new policy platform: Orygen Institute;
- evaluation models for Orygen at Home;
- cultural safety in governance;
- advocacy on social issues related to youth mental health; and
- diversity in research.



National Youth Research Council

Orygen's National Youth Research Council (YRC) is made of up eight young Australians from across the country. The National YRC met approximately 11 times during this financial year and provided strategic advice and support to research staff at Orygen as they commenced research projects. YRC members advised on many research projects at various stages during this period, guiding topics, procedures and supporting youth participation in Orygen's research.



Youth Participation across Orygen

Youth participation vitally supports Orygen's work across several divisions, program areas and services, including:

Orygen Digital

Orygen Digital expanded its efforts to involve young people with lived experience of mental ill-health in its work. This began with the appointment of a Youth Participation Project Officer to centralise Orygen Digital's engagement with young people and to explore what best practice youth participation and co-design looks like in a digital environment.

The Project Officer will explore avenues to expand Orygen's capabilities to meaningfully collaborate with young people with lived experience of mental ill-health.

Orygen Digital worked with a network of 20 young people who advised and helped shape the Moderated Online Social Therapy (MOST) program. In addition, 32 young people in the network helped inform Orygen's Virtual Reality work.

The young people within these networks took part in the design and implementation of services and new models of digital service provisions, including being part of the consultation process for the Orygen Digital rebrand. They also contributed to research and media activities throughout the year.

Orygen Global

Orygen Global has continued to elevate the importance of youth mental health on national, regional and global agendas and to help communities design, implement and evaluate youth mental health services that are relevant in their different contexts. Orygen Global's youth advisors have supported this work.

In 2022, young people supported the development, monitoring and evaluation of an enhanced model of care for youth mental health in Serbia. The model is centred on task-sharing across specialist and non-specialist professionals who support the mental health of young Serbians.

During the year, 27 young people from 24 countries participated in the seven-month Orygen Global Youth Mental Health Fellowship Program. The Fellowships were designed by young people, for young people, to build their capacity to champion and scale change through developing their skills in order to contribute to community and health services, community development and policy making.

The Fellows have raised awareness of mental wellbeing, they have challenged the taboo of mental health, addressed social discrimination faced by gender diverse young people, and developed innovative solutions to respond to a shortage of psychiatrists, psychologists and social workers. They have also supported the creation of safe and empathetic digital and physical space for young people seeking support.

This year, three of Orygen Global's Youth Mental Health Advocacy Fellows – Judah Wambui (Kenya), Tukiya Kanguya (Zambia) and Jess Stubbing (New Zealand) – prepared for their role at the International Association for Youth Mental Health (IAYMH) conference in Copenhagen. They planned to present on their Fellowship experience and the skills they had learned and the community strengths resulting from the program.

Platform

The Platform team – made up of current and past clients of the Orygen specialist program – is committed to enhancing Orygen's services. Their ideas, feedback and passion continued to help Orygen improve and better respond to the young people using our services.

Despite COVID-19 creating challenges, the Platform team met monthly with 28 people involved in meetings and activities focused on improvement. The team:

- supported staff recruitment and the onboarding process;
- were involved in staff selection and sharing regular lived-experience inductions to new staff members;
- participated in developing and delivering training for mental health clinicians state wide, and to local youth wellbeing workforces; and
- contributed to quality improvement working groups including LGBTIQ+ Inclusion, Disability Inclusion and Cultural Responsiveness groups.



Our headspace centres

The headspace Youth Advisory Group (YAG) brings together local young people who represent their peers in centre service planning and community projects. Members of YAG work with community awareness officers to ensure that events, workshops and campaigns are relevant, engaging and meaningful for the community.

Members of YAG make a valuable and much-needed contribution by improving the representation of diverse communities, busting myths around headspace and mental health, nurturing young people's skills, creating safe spaces for young people, creating social connections and facilitating a youth voice in decision-making at headspace.

headspace Craigieburn

Craigieburn YAG members developed a Wellbeing Advocates Training session for student school leaders and delivered this training to 41 students at local schools. The YAG also produced and released the Headstrong podcast - to 'talk all things mental health, break stigma and share stories about recovery from mental illness, managing tricky situations, and life as a Gen Z'. The podcast is available on Spotify.

headspace Sunshine

Some of the proudest achievements for the Sunshine YAG this year were the translation of 'Let's Talk' project resources and the launch of the resources at the Youth Fest forum in September 2021. YAG members also co-facilitated a four-week grade six to grade seven transition workshop series with Sunshine Heights Primary School, and an eight-week mental health masterclass series with Victorian Certificate of Applied Learning students from Victoria University.

headspace Melton

The Melton YAG created the headspace Community Zine - a project to address social anxiety and isolation within the community. The YAG also began the Queer Radio project to improve LGBTQIA+ positive representation and inclusion in the community. They also led an initiative to share Eid-Mubarak lolly bags to improve the relationship between headspace Melton and the Muslim community.

headspace Werribee

One of the biggest achievements for the Werribee YAG was the 'Own It' sexual health festival for young people in Wyndham that provided information about sexual health in a safe, supportive and inclusive space. The YAG also organised a Year 12 university expo to encourage young people to explore their options after Year 12 in a safe, local environment. The YAG also started the Connect Group - an online space where young people could come together to make friends and build social skills if they felt unsafe engaging with others in person.

headspace Glenroy

Glenroy YAG members took part in a range of projects, including Men's Health Week and a Community Youth Week event. The YAG also had the opportunity to take part in specialised training to enhance their public speaking skills.



Working side-by-side with young people

Many dedicated young people support Orygen to improve its work and services and improve the lives of young people, their families and communities. We'd like to acknowledge and thank the following members:

National Youth Advisory Council members

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

headspace Craigieburn YAG

Alicia Lupone
Courtney McSweeney
Dannielle Bakhour
Iman Messadi
Jessica Panev
Joshua Hoye
Lauren Falcone
Mehdi Mohamadi
Michelle Francis
Navdeep Birring
Noor El Sayed
Sarah Jackson
Sonakshi Madan

headspace Sunshine YAG

Fatima Ibrahim
Janssen Nicolas
Jennifer Huang
Neerja Singh
Oliver Cole
Olivia Corrente
Paola Castelli
Thomas O'Reilly
Victoria Li

headspace Glenroy YAG

Beth Polykandrites
Dilara Aydin
Emily Marriage
Eric De Francesco
Liam Bachmann
Zeynep Koysal
Zoe Borghouts

headspace Werribee YAG

Alexander Dalton
Ella Cross
Isabel Cherukara
Jessica Risk
Khushi Parikh
Kirsty Fealy
Krushnadevsinh Ravalji
Naj Uyanik
Sharla Eddleston

National Youth Research Council members

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

headspace Melton YAG

Chelsea Horvat
Matt Richardson
Michelle Balod
Phoenix Crouch
William Moore
Zahrah Muhammad



I was keen to join the YAG because I wanted to proactively make a true difference, learn about my community and their needs, and possibly contribute to a cause that my younger self longed for. I thought it was time that I started to be part of the change I wanted to see.



Jennifer, YAG member
at headspace Sunshine



I was keen to join the YAG because I wanted to use my experience of ill mental health to help support others who may be on their own journey.



Dee, YAG member
at headspace Glenroy



I wanted to join the YRC because I'm passionate about youth mental health, policy decision-making, youth advocacy and research. I often don't see myself and my different intersecting identities reflected enough in the mental health space. I hoped to ensure voices like mine are being heard and provided opportunities to actively engage in culturally sensitive mental health promotion and policy reform.



Angelica Ojinnaka, Youth Research Council member

Recognising our team

We're proud of the following Orygen members and teams who received awards and recognition for their professional achievements during 2021-2022.

2021 Aubrey Lewis Award

Associate Professor Lianne Schmaal, head of mood and anxiety disorders research, was the recipient of the 2021 Aubrey Lewis Award. The annual award by Biological Psychiatry Australia recognises outstanding achievement by an individual researcher within the first 10 years of post-doctoral work.

This honour recognises Associate Professor Schmaal's research in uncovering brain mechanisms associated with depression and suicidal thoughts and behaviours.

Suicide Prevention Australia's 2021 LiFE Award for innovation

Orygen's #chatsafe team won Suicide Prevention Australia's 2021 LiFE Award for innovation.

Announced on World Suicide Prevention Day, this award goes to "an individual or organisation that has demonstrated innovation to address, prevent, or respond to suicidal behaviours and their impact, and delivers quality processes informed by evidence."

#chatsafe was developed by Orygen's suicide prevention team under the leadership of Associate Professor Jo Robinson who said young people had been integral to the team's ground-breaking approach.

eMental Health International Collaborative (eMHIC) Leadership Excellence International Award

Associate Professor Jo Robinson also won an eMental Health International Collaborative (eMHIC) Leadership Excellence International Award for creating the #chatsafe guidelines.

The #chatsafe initiative involved the development of a set of world-first, evidence-informed guidelines designed to directly support young people to communicate safely online about suicide.

The award recognised the guidelines as "globally innovative" and commended Associate Professor Robinson's approach to co-design.

Mental Health Service (TheMHS) Learning Network award

Professor Sue Cotton and Dr Kate Filia were recognised by the Mental Health Service (TheMHS) Learning Network for their excellence in research in youth mental health and mental health services.

Professor Cotton was awarded the Tom Trauer award for excellence in mental health service research, particularly in services provided to young people.

Professor Cotton was among a team of eight mental health experts chosen by the Australian Government to guide research funding for new approaches to mental health prevention, detection, diagnosis, treatment and recovery.

Million Minds Mental Health Research Mission

Appointed to the Million Minds Mental Health Research Mission, Professor Cotton will provide advice on priorities for future research investment in mental health. With funding of \$125 million through the Medical Research Future Fund, the Million Minds Mental Health Research Mission aims to improve the lives of a million Australians with mental ill-health.

TheMHS Early Career Research in Mental Health Award for Excellence

Research Fellow, Dr Kate 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).

Mental Health Service award

MOST won a Mental Health Service award for excellence, innovation and best practice in therapeutic and clinical services in 2021.

2021 Victorian Honour Roll of Women

Chief of Strategy, Policy and Communications, Kerryn Pennell, was inducted into the 2021 Victorian Honour Roll of Women.

An initiative of the Victorian Government's Office of Women's Affairs, this award recognises women who have demonstrated remarkable leadership and excellence in their field of expertise, interest, endeavour, or through their commitment to the community.

Suicide Prevention Australia post-doctoral fellowship

Dr Louise La Sala was awarded a Suicide Prevention Australia post-doctoral fellowship to adapt #chatsafe for high school-aged young people, their carers and teachers.

Dr La Sala said the \$290,000 two-year funding would help Orygen build on the success of its #chatsafe initiative and fund a new piece of work supporting high school students, their carers and teachers to communicate safely online about suicide.

2021 Bupa Foundation Emerging Health Researcher Award

Research fellow Dr Zac Seidler was the winner of the 2021 Bupa Foundation Emerging Health Researcher Award.

The award, which includes a \$25,000 grant, allows Dr Seidler to further his research into understanding men's experiences of mental health care, improving the services they receive and reducing the high and rising rate of male suicide.

Social Work Researcher of the Year

Research fellow Wilma Peters was named Social Work Researcher of the Year for her work with young people who have experienced trauma.

Ms Peters was acknowledged as part of the Australian Association of Social Workers' inaugural National Excellence Awards, presented at the Asia-Pacific Regional Social Work Conference in November.

Queensland Young Australian of the Year 2022

Tahnee Bridson, mental health advocate, psychiatry registrar and PhD student at Orygen, was named Queensland Young Australian of the Year 2022.

In response to the COVID-19 pandemic, Dr Bridson founded Hand-n-Hand Peer Support Inc., a bi-national organisation that provides free and confidential peer support to health care workers in Australia and New Zealand.

Ilona Kickbusch Award for Excellence

Researcher Michael Wilson won the prestigious annual Ilona Kickbusch Award with his paper on positive masculinity.

The Ilona Kickbusch Award for Excellence in Early Career Research Publication in Health Promotion is an annual award for best published manuscript in *Health Promotion International* by an early career researcher.

Technology Innovator of the Year award

Connecting young people with digital therapy alongside face-to-face care in youth mental health services helped Orygen Digital win a Technology Innovator of the Year award. Orygen was recognised for its work in developing and rolling out our digital therapy platform, **MOST**, that's now supporting young people in Victoria, Queensland and New South Wales.

A revolution in the way we work

One of the major driving forces behind Orygen's success is our people. Orygen is proud of the contributions and impact our people have made to Orygen's strategic objectives and the lives of young people who they engage with. In 2021-22 our people and culture strategy continued to build upon the following key priorities:

- Culture and values – imbedding a culture that is inclusive, diverse, and safe, one that embodies our values and is led by strong leadership and management.
- Talent and attraction – building a dedicated and proactive talent team to manage the delivery of recruitment activities and new service offerings and implementing a new recruitment system to streamline recruitment processes and make data driven solutions.
- Flexibility at work – embracing contemporary ways of working, including hybrid models of work to support retention, engagement, staff wellbeing and productivity.
- Employee experience – to deliver Orygen's first organisation wide staff engagement survey building employee voice and providing high quality data to inform our staff engagement practices, improve staff experience and ultimately deliver better outcomes for young people.

Key achievements during this time

Orygen has seen many positive and constructive changes to the way we work embracing hybrid working as we continue to transition to our new normal. The flexibility at Orygen program created shared language, processes and practices to maximise flexible ways of working for staff, leaders and Orygen. The comprehensive program delivered practical tools and interventions across Orygen. Our staff engagement survey results showed our new flexible ways of working played a critical role in staff wellbeing and retention.

A key strategic focus for Orygen in 2022 was working with our First Nations staff to strengthen our cultural awareness and develop appropriate responses. Our First Nations team has expanded, and with their help we launched our first Cultural Strengthening Plan.

Additionally, a new learning management system (LMS) was introduced for the first time, helping us build a culture which is safe for everyone that works at and with Orygen.

With Orygen continuing to grow its workforce, the way we induct new staff became more important than ever. The new induction framework was designed and launched providing clear and consistent induction experiences for all staff, regardless of their role, location or level. Our enhanced staff induction framework sets our new starters up for success to further support staff engagement, retention and performance.

Orygen's first organisation wide staff engagement survey saw 74% of staff contribute to the survey and in turn delivered reliable and valid data about our employees' experience of working at Orygen. Survey results highlighted our people's commitment to our purpose, our values and to one another, as well as opportunities for improvement such as processes and learning and development. The results have informed organisation wide, as well as area specific action plans, and subsequent initiatives to harness our strengths and address challenges in the most impactful ways.





CLINICAL CARE

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ON IN MIND REVOLUTION IN MIND
REVOLUTION IN MIND

This year Orygen continued to provide much needed and responsive clinical care to young people and their families. The ongoing impacts of COVID-19 meant there was continued strong demand on Orygen’s services and programs.

Orygen’s new strategic plan, launched in 2022, has reinforced clinical care as a strategic priority. In the plan we commit to:

‘Providing a quality, evidence-and rights-based approach to care that embraces opportunities for early intervention and that ensures stigma-free access and supported-decision making with young people and their families has continued to guide how we deliver clinical care.’

Orygen has broadened the participation of young people at all levels of the organisation, including the clinical care sector. The voices and lived experiences of young people have been critical in identifying, shaping and validating what we do.

This year has seen the delivery of new initiatives and further development of established elements of Orygen’s commitment to clinical care.

Community and enhanced care

Two key initiatives took shape this year under the umbrella of community and enhanced care. These focused on building workforce capacity and improving the understanding of clinical care options and progressing optimum clinical care modelling for trans and gender diverse young people.

Delivery of primary care services through headspace

Orygen’s five headspace centres at Craigieburn, Glenroy, Melton, Sunshine and Werribee provided over 22,000 occasions of service to around 5,000 young people in this year. In addition, these centres provided a high number of community projects and programs through schools and other pathways.

Our services continue to expand and respond to community need. We are working closely with key stakeholders to monitor and effectively advocate to meet growing population demand. We have also expanded our primary care services by establishing five new Doctors in Schools programs. These programs place our vital expertise within environments where young people can access it easily.



Building workforce capacity

Orygen and Victoria University have entered into a collaboration agreement that will help to expand Victoria's mental health workforce and support research that addresses challenges in youth mental health.

This partnership offers education and training for Victoria University students, including student placements across a range of clinical and non-clinical disciplines (nursing, psychology, nutrition and dietetics, social work and youth work). The initiative aligns with the recommendation from the 2019 Royal Commission into Victoria's Mental Health System that called for greater workforce capabilities and professional development. It enables more than 50 work experience placements for psychology, nursing and social work students per year. This will increase to around 100 students per year for the next five years.

Orygen is sharing its evidence-based approaches to clinical care with students who do these placements, including Master of Applied Psychology students. Students will gain industry-focused education as part of their mental health placements as well as a deeper understanding of Orygen's clinical practice and of the latest clinical interventions, treatments and support options.

Integrated service hubs and front-end central

Over the past year Orygen has continued to develop the integrated model of care for young people aged 12–25 years and their carers across the north-west region of Melbourne. Key components are the development of integrated service hubs that will be based at each of our headspace sites and the accompanying front-end central model of care.

Integrated service hubs will encompass a wealth of services for young people in the one location and promise to provide a more responsive, evidence-based, high-quality service to young people and their carers. Work on developing the hubs is underway and each location will see primary and specialist youth mental health services co-located with allied health providers, research and other services.

The front-end redesign element improves how young people and their carers first have contact with our services to ensure access to the right service as quickly as possible. Front-end central was successfully trialled in 2021 and provided support to headspace Melton and headspace Craigieburn. Future developments will expand the service to our other sites and develop digital pathway prototypes for intake and assessment.





Royal Children's hospital transition to Orygen

One of the recommendations in the Final Report from the Royal Commission into Victoria's Mental Health System is the transition of community mental health service delivery for 12-14-year-olds from the Royal Children's Hospital (RCH) to Orygen.

This important planning is in full swing with a range of working groups and experts from RCH, Orygen and Orygen Specialist Program determining how to best transfer care, further build and train our workforce, and prepare our clinical service model and ways of working to meet the needs of this younger cohort.

Launch of Trans and Gender Diverse Service Expansion

This past year Orygen launched the Trans and Gender Diverse (TGD) service expansion project and worked on planning and developing its clinical care modelling. The TGD project sees Orygen partner with Royal Children's Hospital Gender Service, Monash Health Gender Service, Transcend Australia and Transgender Victoria.

The state-wide TGD project provides multidisciplinary care to young people presenting with gender dysphoria, or with other questions and concerns regarding gender identity. It provides evidence-based medical assessment, treatment and support to young people and their families.

This service expansion project builds on the work undertaken by Orygen staff across headspace centres and the Orygen Specialist Program (OSP). It delivers clinical and gender-affirming care for young people, recognising that trans and gender diverse young people are more likely to experience anxiety, depression, trauma and self-harm.

This year, key areas of progress in the TGD Service project have been the recruitment of an expert team including TGD Team Leader Misha Sim, gender-affirming medical doctors, Dr Nate Reid and Dr Michelle Dutton, and skilled senior mental health clinicians, Grace Blucher and Paco Romeu.

A suite of multimedia [resources](#) has been created as part of the project to help youth mental health professionals cater to the needs of trans and gender diverse young people and their families. The resources cover topics such as gender diversity and language, gender-affirming mental health care and gender diversity and youth mental health 101. They equip professionals with the skills to build culturally responsive and sensitive environments for trans and gender-diverse young people to engage with mental health services.

Specialist clinical care

A series of new projects have been designed, developed and delivered focused on specialist clinical care excellence.

Early Psychosis Youth Service (EPYS)

In March 2022, then prime minister of Australia, the Honourable Scott Morrison MP, visited Orygen and extended funding - of \$205.8 million over three years - for the Early Psychosis Youth Service (EPYS). This included funding existing services and supporting the establishment of two new EPYS sites in the ACT and Tasmania. This ensures that Orygen will continue to deliver EPYS and Youth Enhanced Services (YES). It also funds headspace National to provide data management for the EPYS.

EPYS provides specialist support to young people aged 12 to 25 who are experiencing, or who are at increased risk of developing, psychosis. The care is based on the Early Psychosis Prevention and Intervention Centre (EPPIC) model developed by Orygen, which focuses on early intervention and lessening the duration of untreated psychosis.

Orygen Recovery (YPARC)

In May 2022, Orygen welcomed the first young people into the Orygen Youth Prevention and Recovery Care (YPARC) program. This program provides community-based residential facilities that offer a short-term 'step up' from the community to prevent a young person being admitted to hospital, and a 'step down' from hospital to support young people's recovery.

Orygen Recovery offers sub-acute care for up to 28 days, but this timeframe is flexible according to a young person's needs.

As of the end of June 2022, Orygen Recovery offered five weeks of day programs. The program has now expanded with the opening of extended program care with 24/7 support and the number of available beds doubled.



Transcranial Magnetic Stimulation (TMS)

The TMS program continued to flourish in 2022.

TMS is administered by an electromagnetic device - shaped like a figure eight - that sits lightly on the front left-hand side of the head. It delivers an electromagnetic pulse that passes through the scalp and skull to stimulate brain tissue. Over time, these pulses change brain activity and improve symptoms of depression.

Funding was extended to expand the program's capacity and support plans for the ongoing sustainability of the TMS program. There has been an increase in the number of young people being referred for TMS treatment.

This year also saw the launch of the TDAY (Transcranial Magnetic Stimulation for Depression in Adolescents and Young Adults) research study to find out if TMS can improve symptoms of depression in young people more quickly than currently available treatments.

Orygen at Home

Orygen's hospital in the home program, Orygen at Home, continues to grow and now has a base location within the Orygen catchment area that is centralised and co-located with our acute services - inpatient unit and youth access team. The move also enabled us to grow staff numbers and open more virtual beds. Orygen at Home has a multidisciplinary team that provides collaborative care with young people and their carers in the home environment. Robust youth support work and family peer support is also embedded in this model.

Orygen at Home is one of the first youth-specific hospital-in-the-home models of its kind nationally, designed for young people with significant mental ill-health, such as psychosis, mood disorder, eating disorder, personality disorder with recurrent self-harm and acute suicide risk.

In May 2022, Orygen received \$300,000 in funding from the HCF Research Foundation to examine the efficiency of this home-based mental health care for young people.



Eating disorders

This financial year, we were also pleased to expand our services for young people with eating disorders. The eating disorders area is made up of experienced clinicians and partners with young people, families and carers, and our very best research teams to provide evidence-based best practice eating disorder assessments and interventions.

Hospital Outreach Post-suicidal Engagement (HOPE)

Orygen's Hospital Outreach Post-Suicidal Engagement (HOPE) program provides responsive follow-up after a suicide attempt, or ideation, within 24 hours, with clients seen for an appointment within 72 hours of referral. People who engage in this program can access care including clinical and psychosocial interventions targeting stressors that have contributed to their deterioration in mental health. HOPE operates within the access and acute areas of Orygen and reaches into the missing middle that currently have difficulty accessing services.

HOPE also has strong youth support and family peer support work as a central part of the model of care and was co-designed with young people with lived experience of mental health. The HOPE program commenced in January 2022.







RESEARCH AND INNOVATION



We bridge research and clinical care like no other mental health organisation in the world – so we can take on challenges no one has been able to before.

Research for impact

Orygen is the largest mental health research organisation in Australia and the largest clinical research organisation for youth mental health in the world. Our research is changing the way the world understands and treats mental health disorders, integrating research with care to create new futures for young people, their families and communities.

Our research priorities are:

- **Clinical neuroscience:**
This research program aims to improve our understanding of the biology of mental illness in young people. This covers brain imaging (structure, function and chemistry), cognitive ability (memory, attention etc), and measures derived from blood samples (such as genetics or immune response).
- **Clinical staging in mental health:**
This program works to develop criteria for identifying young people presenting with non-specific symptoms, who are at risk of progressing to a range of disorders such as psychotic disorders, severe mood disorder, mania and personality disorders.
- **Early psychosis:**
The first episode psychosis program is focused on understanding the biological and psychosocial factors associated with the early symptoms and first experiences of psychosis and mania.
- **Functional recovery:**
The functional recovery research team develops and trials world-leading innovative interventions that address areas of functional recovery relevant to young people with mental illness. Functional recovery includes education, employment, physical health and stable accommodation.
- **Mood and anxiety:**
This program focuses on learning and understanding more about depression in young people and how best to treat it.
- **Orygen Digital:**
This team is focussed on developing world-leading youth mental health technologies, including virtual reality, artificial intelligence, online social media and real time on-demand digital support.
- **Personality disorder:**
This program focuses on understanding, preventing and treating severe personality disorder.
- **Physical health and exercise:**
This research area designs, develops and evaluates physical health interventions for young people affected by mental health disorders.
- **Suicide prevention:**
The suicide prevention research program is comprised of a number of discrete projects that seek to examine the efficacy, safety and acceptability of interventions specifically designed for at-risk young people.
- **Ultra-high risk for psychosis:**
This program focuses on young people who may be at increased risk of going on to develop schizophrenia and other psychotic disorders.



Research projects

A selection of just some of the 42 studies underway during the year.

SUBSTANCE USE

Novel therapy aims to reduce use and address mental health concerns

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

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

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

The trial has recruited young people from headspace services in Werribee, Glenroy, Sunshine and Craigieburn with aims to continue recruiting until June 2023.

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



Reducing methamphetamine use

Methamphetamine use is associated with several harms, particularly in young people. There is a lack of effective options to help young people manage their methamphetamine use: medications are needed to complement 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 aims to determine the safety and acceptability of ketamine as a treatment for young people who use methamphetamine.

The CALM study aims to determine the safety and acceptability of cannabidiol - a non-intoxicating compound found in the cannabis plant - as a treatment for young people who use methamphetamine. CALM will commence recruitment in early 2023.

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



Early intervention for smoking cessation

In Australia, cigarette smoking is disproportionately concentrated in vulnerable groups, including people experiencing mental illness. One such group is young people with features of borderline personality disorder.

The MYSS-HYPE study is investigating whether contingency management - a behavioural treatment providing structured financial incentives for periods without smoking - is safe and acceptable in young people with borderline personality disorder features being treated at Orygen's HYPE and Youth Mood Clinics.

Eight young people have completed the study, with promising initial results. Recruitment is expected to conclude in 2023.

MYSS-HYPE is funded by the Medicine, Dentistry and Health Sciences Faculty at the University of Melbourne.

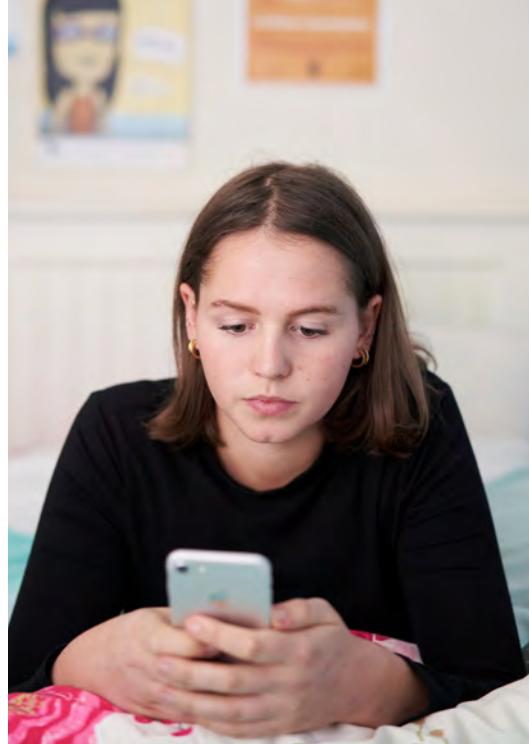
Cannabis use disorder

Cannabis use disorder affects more than six per cent of young Australians before the age of 25. Many seek help, but there are limited effective treatment options.

GRACE will be the first study internationally to investigate the potential effectiveness of a non-stimulant attention-deficit hyperactivity medication - guanfacine XR - to reduce cannabis use and improve function in young people seeking treatment for their cannabis use.

The GRACE study 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. GRACE is expected to start recruitment in early 2023.

It is supported by an Alcohol and Drug Research Innovation Agenda (ADRIA) grant, awarded for the Victorian Department of Health and Human Services via the Victorian Alcohol and Drug Association.



MOOD AND ANXIETY

Autistic and with mental illness

Autistic young people experience extremely high levels of comorbid mental illness, with social anxiety being particularly common. There are limited effective treatments for social anxiety in autistic young people.

While psychotherapy and medications like antidepressants can be effective, many autistic young people continue to experience distressing social anxiety even after these treatments. There is a need to test new treatments that might help autistic young people experiencing social anxiety.

The PAPAYA study is a randomised controlled trial funded by the Medical Research Future Fund (MRFF). It tests the efficacy of a novel pharmacologically-augmented psychotherapy approach to treat social anxiety in young autistic people. The study is expected to start recruitment in March 2023.

Peer support for youth anxiety and depression

Peer support can be defined as the support received from another young person who has experienced mental health challenges and who is trained to help other young people. The core values on which peer support is based include self-determination, autonomy, non-hierarchy, reciprocity, hope and mutuality.

Despite good evidence that peer support helps adults who experience mental health challenges, we didn't know how much it helped young people.

We were commissioned by the Wellcome Trust (UK) to undertake a systematic review of peer support for youth depression and anxiety. We worked with an international steering group of young people who had provided and received peer support (experts by experience), and interviewed experts in the field.

Despite the fact that the peer workforce is rapidly growing in youth mental health settings in many countries, we only located nine controlled trials. All studies found peer support to be safe. Although results were mixed, there is preliminary evidence to suggest group-based peer support can reduce stigma, anxiety, depression and negative effect across a range of settings, including community, university and hospital settings.

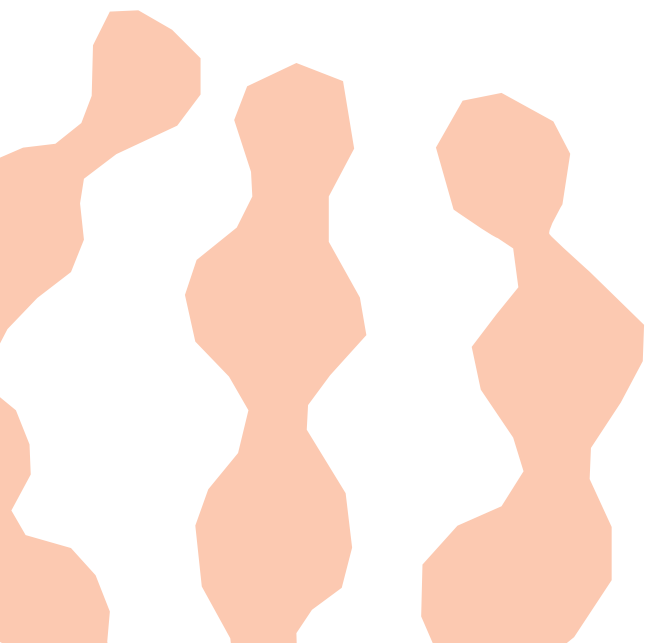
Preprint Simmons MB, Cartner S, MacDonald R, Whitson S, Bailey A & Brown E. The effectiveness of peer support from a person with lived experience of mental health challenges for young people with anxiety and depression: A systematic review. Research Square, 2022. <https://doi.org/10.21203/rs.3.rs-1617867/v1>.

Your Mind, Your Choice study results

The Your Mind, Your Choice study surveyed young people with mental ill-health and found high rates of subjective cognitive difficulties – concentration, memory and problem-solving – with up to 70% of people endorsing these concerns.

Support for cognitive functioning was a top treatment priority and was rated similarly in importance to family or peer relationships, sleep and academic functioning. Less than one-third of participants (31%) had received treatment for cognitive functioning, revealing a discrepancy between the cognitive treatment needs of young people and the supports provided.

Compensatory cognitive training, sleep interventions and psychoeducation were the forms of support that young people were most likely to try from a range of cognitive health options.



AT-RISK OF PSYCHOSIS RESEARCH

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 overall aim is to improve prediction of clinical outcomes in the UHR for psychosis clinical population to better direct existing treatments and to identify novel treatment targets.

Prescient is part of the US National Institute of Health (NIH)-funded [Accelerating Medicines Partnership \(AMP\)](#)[®] in Schizophrenia, AMP Schizophrenia (AMP SCZ). This large public-private partnership aims to meet the need for early therapeutic interventions for people at risk of developing schizophrenia and other psychoses.

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

Participants will be recruited and followed up over a two-year period. The network has currently recruited participants, mainly at Orygen and headspace clinical services. Participants receive standard clinical care and data will be collected across a range of modalities including clinical information, neurocognitive, neuroimaging, neurophysiological information, fluid biospecimen, 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.

Findings from AMP SCZ will enable researchers to develop algorithms and risk calculators that predict the course of illness in ultra-high-risk individuals, allowing for early intervention and testing of treatments that may prevent the development of schizophrenia and other psychotic disorders and reduce their impact. Through rapid data sharing and integrated, collaborative research, AMP SCZ will enable proof-of-principle clinical trials to test tools and hypotheses that emerge from the initiative.

Helping young people with psychosis get the right treatment quickly

First-line antipsychotic medications don't work for around 30 per cent of young people experiencing psychosis. Unfortunately, our ability to predict who will fail to respond to these medications is very limited.

As a result, finding the right treatment can be a long and difficult process. If we could easily predict those who won't benefit from standard medications, we can help these young people with psychosis get an alternative treatment as early as possible and improve their quality of life.

The GAMMA Study aims to find out whether measuring brain activity through an electroencephalogram (EEG) can help us make these useful predictions, and subsequently help identify the best medication treatment for every young person with a psychotic illness.

\$2.3 million to improve cognitive screening in first episode psychosis patients

An Orygen-led study designed to improve outcomes for people experiencing first-episode psychosis (FEP) has received a Medical Research Future Fund (MRFF) grant of almost \$2.3 million.

CogScreen is a three-year collaboration between seven Australian centres and one international partner, focused on establishing the most accurate cognitive screening tool for Australian early psychosis service patients.



Australian Early Psychosis Collaborative Consortium

2022 saw Australian Early Psychosis Collaborative Consortium (AEPCC) build upon, solidify and establish further connections and pathways to optimise outcomes for young people impacted by early psychosis nationally.

Funded by the Wellcome Trust, AEPCC has three key national programmes to implement prior to the end of 2023.

Australia's first dedicated Clinical Quality Registry in early psychosis will be launched with national representation. Among the first sites hoping to join are the Early Psychosis Prevention and Intervention Centre (EPPIC), and headspace early psychosis Adelaide, Bondi Junction and St Vincent's Sydney. Currently waiting on approval from Alfred Health Ethics, the team finalised its consent model, reporting and measures during the year and recently put forward a submission to the Medical Research Future Fund (MRFF) to ensure longer term sustainability for this important work.

The newly established Lived Experience Network is working with the team to continue to develop and learn from each other and better embed lived experience in all that they do. The Lived Experience Network will deliver two projects in 2023 to shine a light on early psychosis awareness. A recent consultation with members on research priority setting will guide AEPCC's Clinical Trials and Translation Network as to the types of trials the network should endorse and design.

Using the findings from the priority setting exercise, the Clinical Trials and Translation Network (CTTN) will collaborate nationally to design a trial, or trials, as a collective at an in-person event in the new year in readiness for the 2023 grants call out.

During 2022, 10 clinical trials were reviewed by the CTTN committee who were quick to adapt and respond to the needs of applicants and members. AEPCC is delighted that one of the endorsed trials was approved for funding.

Critical to the success of the consortium are the three Establishment Committees, Investigators and Advisory Council who have supported AEPCC with their time, expertise and diverse input.

In 2023, AEPCC will continue to work to finalise strategies and benefit the sector.

More information on AEPCC can be found at AEPCC (pronounced APEX).

The Self, Neuroscience and Psychosis (SNAP) Study

SNAP is a large non-interventional study funded by the Wellcome Trust which aims to empirically test an integrated neurophenomenological model of schizophrenia spectrum disorder based on disturbance of the basic sense of self. The concept of 'self-disturbance' is theorised to be a key vulnerability marker of schizophrenia and incorporates experiences such as disturbed senses of ownership, agency, first person perspective and identity formation. If the proposed pathoetiological model of schizophrenia spectrum disorders being tested is validated, the SNAP team hopes to translate this model into tools used in clinical practice to inform diagnostic, prognostic and treatment decision-making.

The sample will be made up of 400 help-seeking young people meeting Ultra-High-Risk (UHR) for psychosis criteria, 100 help-seeking young people experiencing other psychiatric concerns and 50 healthy control participants.

All participants will complete clinical, neurocognitive and electroencephalographic assessments.



TRAUMA-INFORMED CARE

Trauma screening and its effects in early psychosis services

Orygen's Associate Professor Sarah Bendall led a team that developed a trauma screening training and implementation program for early psychosis services to support those services to deliver trauma-informed care. The program was rolled out at headspace Adelaide Early Psychosis services.

Young people who undertook the screening highlighted that, although the screening was emotionally difficult, it was very important to be asked about trauma. The support offered by a trusted clinician with whom the young person had built a relationship made the screening process easier to complete.

Our study highlights the importance of service-wide planning for implementation of a service-specific trauma screening process to maximise safety and utility.

Dryden-Mead, T., Nelson, B., & Bendall, S. (2022). "They may be confronting but they are good questions to be asking" young people's experiences of completing a trauma and PTSD screening tool in an early psychosis program. *Psychology and Psychotherapy: Theory, Research and Practice*, 95(4), 1090-1107.

Trauma-Focused Cognitive Behavioural Therapy (TF-CBT) for young people impacted by interpersonal trauma

Post-traumatic stress symptoms, anxiety and depression following exposure to interpersonal trauma in young people aged 15-25 are very common in young people attending headspace services. However, there are no treatments for post-traumatic stress disorder (PTSD) specifically adapted for young people aged 15-25 years.

We partnered with the developers of Trauma-Focused Cognitive Behavioural Therapy (TF-CBT), the leading evidence-based treatment for trauma-exposed children, to adapt and pilot TF-CBT for young people. Our pilot trial showed that TF-CBT was feasible and safe to deliver in headspace services. We found that TF-CBT was potentially effective for PTSD, depression and anxiety, although we must conduct a randomised trial to confirm these results. In-depth analysis showed young people in the pilot experienced some distress and increase in symptoms when talking about trauma (a key element of TF-CBT) but they considered talking about trauma to be an essential part of the healing process.

Our study highlights the need for an evidence-based intervention to support trauma-exposed young people and the urgent need for a randomised trial of TF-CBT in the headspace setting.

Publications:

Peters, W., Rice, S., Cohen, J., Smith, N. B., McDonnell, C. G., Winch, A., ... Bendall, S. (2022). Subjective distress, self-harm, and suicidal ideation or behavior throughout trauma-focused cognitive-behavioral therapy in transitional age youth. *Psychological Trauma: Theory, Research, Practice, and Policy*. doi:10.1037/tra0001289.

Peters, W., Rice, S., Cohen, J., Murray, L., Schley, C., Alvarez-Jimenez, M., & Bendall, S. (2021). Trauma-focused cognitive-behavioral therapy (TF-CBT) for interpersonal trauma in transitional-aged youth. *Psychological Trauma: Theory, Research, Practice, and Policy*, 13, 313-321.

Eastwood, O., Peters, W., Cohen, J., Murray, L., Rice, S., Alvarez-Jimenez, M., & Bendall, S. (2021). "Like a huge weight lifted off my shoulders": Exploring young peoples' experiences of treatment in a pilot trial of trauma-focused cognitive behavioral therapy. *Psychotherapy Research*, 31(6), 737-751.







Individualised support leads to better employment outcomes in young people

Individual placement and support (IPS) is the most effective way to help young people with mental ill-health into employment. It is increasingly available in Australian youth mental health services. We wanted to look at ways to improve the already good outcomes so more young people could find work and remain in their jobs.

Funded by the Victorian government, we ran a program at two headspace Centres (Glenroy and Sunshine) that combined IPS with vocational peer workers (young people who had experienced mental health challenges and disruption to work and who were trained to help other young people aged 15-25).

Over the term of the Jobs Victoria program, the team supported over 150 young people into employment in a wide variety of roles and industries. Orygen developed a vocational peer work training package informed by the peer workers in the IPS program to support other services interested in enhancing IPS with vocational peer work. This study showed that adding vocational peer work to IPS resulted in good outcomes, both in terms of placement in work (15+ hours per week) and achieving sustained employment (for at least 26 weeks). Our study highlights the opportunity for continual improvement in how we help young people with mental ill health obtain and remain in employment.

What matters to young people who lived in residential rehabilitation services?

We collaborated with Neami National to understand what matters to young people who lived in residential rehabilitation services. These services support young people experiencing serious mental ill-health by providing up to 12 months intensive psychosocial support that includes developing independent living skills in areas such as health, work and study.

Led by Dr Priscilla Ennals and with Neami staff and residents as co-researchers, we evaluated Neami's Victorian-based Youth Residential Rehabilitation Services over a period of two years. Key to the evaluation process were the voices of young people with lived experience attending the service.

We found that young people living in residential mental health services want to feel safe, known and that they belong. From this, we developed a range of resources and a framework for service delivery and development. Residential mental health services can now use this framework to realign their policies and procedures and rethink how they evaluate and measure success within a service to truly reflect the needs and wants of young people attending them

Ennals P, Lessing K, Spies R, Egan R, Hemus P, Droppert K, et al. Co-producing to understand what matters to young people living in youth residential rehabilitation services. *Early Interv Psychiatry*. 2022;16(7):782-91.

Spies R, Ennals P, Egan R, Hemus P, Droppert K, Tidhar M, et al. Co-research with People with Mental Health Challenges: Transforming Knowledge and Power. *Handbook of Social Inclusion: Research and Practices in Health and Social Sciences*: Springer International Publishing Cham; 2022. p. 1-27.

Spies R, Ennals P, Egan R, Hemus P, Gonzales R, Droppert K, et al. Introducing the youth residential rehabilitation service: An operational and experiential overview of a psychosocial residential support option for young people experiencing mental health challenges. *Early Interv Psychiatry*. 2022;16(4):444-52.

GENDER AND SOCIAL PSYCHIATRY

Men in Mind

The Gender and Youth Mental Health team are leading trials of interventions sensitised to the needs of boys and young men. Men in Mind is a randomised controlled trial – commencing in 2023 – that aims to establish the efficacy of an online course to upskill mental health practitioners working with boys and men in psychotherapy.

Among a sample of close to 600 practitioners, a large proportion favoured Men in Mind which indicates the potential to scale up the intervention.

Engaging Men in Crisis Support is a collaboration with Lifeline Australia where we are developing professional development content for Lifeline crisis supporters to enhance their skills in engaging with and supporting male callers. The module was informed by our qualitative research exploring

men's experiences of crisis helplines and crisis supporter experiences of supporting male callers at Lifeline.

We are continuing our research on Positive Masculinity in collaboration with Brighton Grammar School to support young men's mental health and wellbeing, and their ability to enact gender equality.

Affinity is a youth suicide prevention intervention that uses the MOST platform to deliver novel digital therapeutic content to reduce young people's anxiety and increase their sense of belonging. Therapy content has been developed in consultation with the 15 members of the Affinity Youth Steering Group and the randomised control trial will begin in 2023. Current PhD students are examining young men's experiences of anxiety, men's risk of suicide following relationship breakdown, and barriers to disclosure in men who have experienced sexual victimisation.

SUICIDE AND SELF-HARM PREVENTION

Supporting young Aboriginal people who self-harm

A new guide to support young First Nations people who self-harm was developed in partnership with the Centre of Best Practice in Aboriginal and Torres Strait Islander Suicide Prevention. It builds extensively on [Coping with self-harm – a guide for parents and carers](#), a resource initially developed by researchers at the University of Oxford.

The guide outlines early warning signs of self-harm, factors that may influence First Nations young people to self-harm and how families and communities can get help, including managing a crisis and injuries.

While the guide was co-developed by, and for, Aboriginal families and communities in Western Australia, it may be broadly applicable to First Nations young people and families across Australia.





EDUCATION AND TRANSLATION

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To remain a world leading youth mental health research and knowledge translation organisation, Orygen ensures staff are equipped with skills to provide young people with the very best, evidence-based care.

This year, Orygen delivered a series of initiatives centred on upskilling and training across the workforce.

Graduate education

In partnership with the University of Melbourne, Orygen offers a 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.

The Graduate Education team overseeing these programs continued to help bolster the youth mental health workforce via a suite of online graduate programs offered by the University of Melbourne. The courses provided the latest theory, research and evidence-based approaches in mental health care.

This year, more than 100 graduate professionals were enrolled and they included psychiatrists, GPs, nurses, psychologists, social workers, occupational therapists, counsellors, student welfare coordinators and teachers.

The Professional Certificate in Youth Psychiatry delivered by Orygen continued to attract psychiatry trainees and consultants from across Australia and overseas. The one-year, graduate level program is for psychiatry trainees wishing to specialise in youth mental health.

Through ongoing collaboration with the Youth Mental Health Section of the Royal Australian and New Zealand College of Psychiatrists, the Graduate Education team worked towards establishing the Professional Certificate in Youth Psychiatry as part of an accredited training program in a new psychiatric sub-speciality of youth mental health.



Becoming a registered training organisation

A key deliverable of our 2022–27 strategic plan is building the capacity and capability of the mental health workforce. A critical step to make this happen is for Orygen to establish itself as a registered training organisation (RTO). This will mean that we can deliver nationally accredited and recognised training and it connects the two major arms of knowledge translation and workforce development.

A lot of work is required to ensure Orygen becomes a leading education provider, delivering quality mental health care training to professionals working with young people across Australia.

Our goal is that our systems, processes and course structure will be ready by mid-2023.



Developing the vocational workforce

In September 2021, Orygen received funding to build a workforce to deliver the Individual Placement and Support (IPS) program through headspace centres.

The Australian Government funding will support the growth and development of a sustainable workforce to support 50 headspace centres delivering the IPS program.

IPS integrates vocational support with clinical mental health care to focus on helping young people with mental ill-health return to work or study.

Working collaboratively with headspace national office and the Western Australian Association for Mental Health, Orygen will oversee the development and implementation of an IPS workforce development framework.

Knowledge translation

Orygen is committed to narrowing the gap between the latest research evidence and how that evidence is practically and usefully translated into clinical practice to improve youth mental health.

Ensuring that new research, discoveries, theories, approaches and treatment methods are translated into a format that can improve the lives of young people is paramount. Knowledge translation lies at the heart of this.

Recognising that clinicians often feel overwhelmed by translating the research knowledge into practice, Orygen provides practical support and resources to help clinicians use the latest research-based knowledge to develop their expertise and help young people.

This year, knowledge translation completed a number of tasks.

The implementation lab

The Implementation Lab offers direct support to Orygen's Youth Enhanced Services (YES) team. The team collaborates with Primary Health Networks (PHNs) for 12 months to support the services they deliver as part of YES. The Lab operates on a four-phase basis: Engagement, Planning, Doing and Sustainment.

This financial year, the team delivered 19 workshops and held five Community of Practice events and three peer group supervision sessions for service leaders. The team also held 73 meetings with Lab sites and delivered 22 secondary consult sessions to five sites.

The issues covered included: intake processes, refining and piloting new eligibility criteria, reviewing service models, developing a shared understanding of who the service is for, what it does and who they work with, addressing team culture, improving referral pathways, embedding reflective practice, and reviewing outcome measurement, KPIs and data collection processes.

The five Community of Practice events explored topics such as developing a culture of continuous improvement, shorter term approaches to care and managing treatment closure in challenging circumstances. During a final event that involved PHNs nationally and the Department of Health, each service and their PHN shared their successes and challenges. The feedback overall from all those involved was positive.

Secondary consultations

Due to growing demand for secondary consultation from Orygen, in the 2021/22 financial year, the organisation delivered 42 secondary consult sessions to seven services. Of these sessions, 25 were psychiatry-based, three focused on reflective practice and four explored leadership supervision.

The remaining 10 sessions were a new stream that were similar in structure to the psychiatry-based sessions but brought in a wider range of specialists. These included people with expertise in borderline personality disorder and family therapy. Uptake of this additional stream was very positive and demonstrated potential to grow further.

Feedback continued to demonstrate that this is a feasible, acceptable and appropriate model that effectively builds the capacity and confidence of youth mental health clinicians.



Gender and culturally diverse resources

In partnership with Telethon Kids Institute in WA, Orygen published a suite of youth mental health resources to help workers who are supporting trans and gender diverse young people. Importantly, the resources were developed with trans and gender diverse young people and their families, and with clinical and community experts and organisations.

Orygen researcher, Isabel Zbukvic, led research aimed at supporting positive experiences for young queer and trans people of colour (QTPOC) who access mental health support. The project talked with young queer and trans people of colour and mental health practitioners to understand their experiences in accessing and providing professional mental health care.

The information collected will create resources to support these young people to have positive experiences of mental health

care. The study is a partnership between the University of Melbourne, Orygen, Australian GLBTIQ Multicultural Council, the Centre for Multicultural Youth, Drummond Street Services and Telethon Kids Institute. It has been funded by the Melbourne Social Equity Institute.

With Telethon Kids Institute and headspace, Orygen has been supporting a series of national youth mental health workforce surveys to better understand current practices and needs in different areas – including working with trans and gender diverse young people, those from migrant and refugee backgrounds, and suicide prevention.

FACT SHEET
INTERSECTIONALITY AND YOUTH MENTAL HEALTH

AT A GLANCE

This resource aims to:

- build understanding of the importance and impact of language in relation to gender diversity;
- develop an understanding of common terminology used to describe gender diversity and related concepts; and
- illustrate how correct terminology can be used in practice.

THIS RESOURCE WILL HELP YOU

1. understand what gender-affirming care is and why it is important;
2. understand principles that support gender-affirming care;
3. integrate an inclusive, gender-affirming approach in mental health assessment, care planning and support; and
4. reflect on how to apply this knowledge in youth mental health practice.

CLINICAL PRACTICE POINT
GENDER-AFFIRMING MENTAL HEALTH CARE

THIS RESOURCE WILL HELP YOU

This resource is aimed at professionals who work therapeutically with young people and at the youth mental health workforce outside of specialist gender services. It assumes prior clinical knowledge in youth mental health.

This resource is designed to be accessible to practitioners with a basic level of knowledge about gender diversity. For an introduction to gender diversity and gender-affirming care, see Orygen's online learning module [Gender, Science and youth mental health](#). Orygen acknowledges that trans and gender diverse mental health professionals often act as champions of gender-affirming care in their own organisation; this resource aims to build the capacity of all mental health professionals to be advocates and allies to help create culturally safe and responsive environments for trans and gender diverse colleagues and young people who access services, and their families.

A NOTE ON LANGUAGE

Language related to identity is constantly evolving. The language used in this resource has been informed by young people with lived expertise of gender diversity. Young people who support may use different language. Respect can be shown by using the language young people use for themselves. For more information on how this resource was developed see [Collaborative development of gender diversity and youth mental health resources: an example of community systems health partnership](#). For a glossary of key terms related to gender diversity and youth mental health see [Gender diversity and language](#).

FACT SHEET
GENDER DIVERSITY AND LANGUAGE

AT A GLANCE

This resource aims to:

- build understanding of the importance and impact of language in relation to gender diversity;
- develop an understanding of common terminology used to describe gender diversity and related concepts; and
- illustrate how correct terminology can be used in practice.

WHY IS LANGUAGE IMPORTANT?

Language impacts how we understand and relate to the world. The language used to describe experiences of gender diversity can be used to marginalise or affirm. Language can also be used to describe gender diversity and related concepts; and illustrate how correct terminology can be used in practice.

LANGUAGE RELATED TO IDENTITY IS CONSTANTLY EVOLVING

The language used in this resource has been informed by young people with lived expertise of gender diversity. Young people may use different language. Respect can be shown by using the language young people use for themselves. See our case study [Collaborative development of gender diversity and youth mental health resources](#) for more information on how this resource was developed.

WHAT IS INTERSECTIONALITY?

Intersectionality describes how multiple social identities, such as gender, race and class, intersect or interact with each other. Intersectionality is about seeing a person as a whole and encourages thinking beyond discrete traits that make up someone's identity and place in the world. Originating from early feminist movements from the United States, intersectionality is a framework that can help us understand how aspects of our identity can bring multiple experiences of marginalisation. For systems of social structural oppression, racism, sexism, racism, poverty and classism. Intersectionality does not see issues as separate, but instead and reinforced them of power that have real consequences for individuals.

While we all have intersecting identities, intersectionality focuses on the experiences of those from historically oppressed and marginalised communities. Intersectionality acknowledges that some identities can experience privilege in one context and oppression in another. It highlights the dynamic, multi-dimensional and interactive nature of human experiences. Intersectionality does not assume that some identities will always have a greater impact on someone's life than other identities. Instead, an intersectional lens recognises that people's lives cannot be explained by a single category. An intersectional lens encourages looking at all aspects of intersecting identities and how these relate to someone's lived experiences while acknowledging the persistence of social power structures that maintain domination and oppression across multiple settings.

Mental health in elite sport

The Elite Sports and Mental Health team continued to progress important early intervention and youth mental health initiatives, both nationally and internationally.

Orygen's 2022 'Evidence Informed Framework for Mental Health and Wellbeing in Sport' was developed in partnership with mental health leaders with the Australian Football League (AFL) and was published in *Frontiers in Psychology*. This continued Orygen's leadership in developing models of care for mental health in elite sport.

This financial year, Orygen also completed the first qualitative studies on psychological safety in elite sports environments and conducted 25 focus groups with AFL clubs. Epidemiological research on the prevalence and predictors of mental ill-health among Australian Institute of Sport (AIS) athletes, coaches and high-performance staff was completed. An evaluation of the AIS's Mental Health Referral Network was also undertaken.

Orygen initiated a project with the University of Toronto in Canada to examine the mental health of elite youth athletes - a neglected cohort. This saw Orygen's team visit Toronto in May 2022 and the University of Toronto team also visited Orygen in Melbourne.

Members of the Elite Sports and Mental Health team presented at the inaugural Global Alliance of Mental Health in Sport (GAMEs) conference and delivered a keynote, symposium and plenary talks. The team's work also remained central to informing the International Olympic Committee strategy to improve the mental health of elite athletes worldwide.

The team also published 12 papers in world-leading journals, including *Lancet Psychiatry*, *International Review of Sport and Exercise Psychology* and *BMJ Open Sport & Exercise Medicine*.

Australian Eating Disorders Research and Translation Centre

Orygen became the lead partner in a \$13 million government grant that has established the Australian Eating Disorders Research and Translation Centre. The Centre aims to transform how people with eating disorders are supported, treated and cured.

National Consortium members apart from Orygen are Latrobe University, Monash University, Australian National University, Deakin University, Black Dog Institute, University of Western Australia, University of Queensland Institute for Molecular Bioscience and QIMR Berghofer Medical Research Institute.

Professor Rosemary Purcell is co-leading the Translation stream of the Centre, which is based at the University of Sydney.

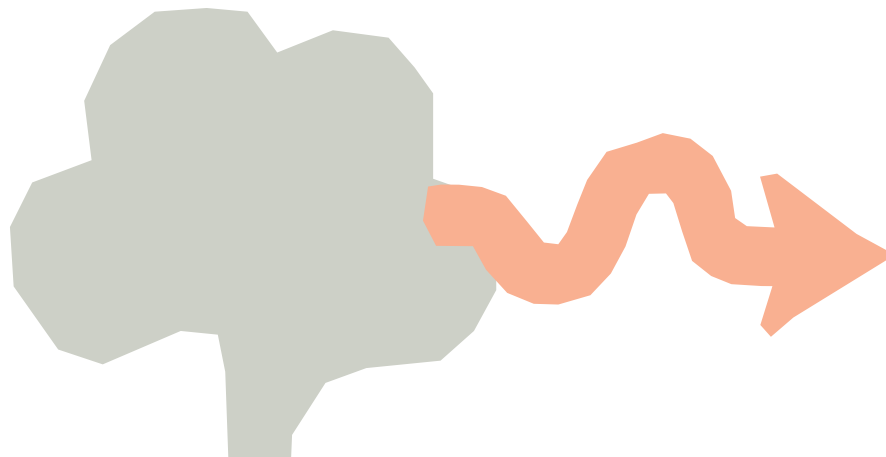
Cogscreen

This financial year saw the development of a screening cognition in young people toolkit for clinicians. The toolkit supports clinicians to apply cognitive screening to their broader clinical assessment frameworks.

The toolkit is divided into two parts.

Part One is a checklist for the risk of cognitive impairment in young people. Part Two helps clinicians to explore subjective cognitive and academic abilities with a young person.

The toolkit recognises that cognitive difficulties can have considerable impacts on young people and can influence functional recovery and medication adherence, substance use and willingness to participate in therapy. The resource is premised on evidence that early identification of cognitive impairment can guide appropriate treatment, support better functional recovery and be a critical part of clinical care.





Orygen Global works in collaboration with the following global organisations:

United for Global Mental Health through our Co-Chair role of the Child and Youth Working Group on the Global Mental Health Action Network (GMHAN)

In 2021, the GMHAN hosted a community session at the UNICEF Global Forum for Children and Youth. Orygen global, UNICEF and United for Global Mental Health and the co-chairs of GMHAN's Child and Youth working group, convened participants from across the world to hear young people discuss the importance of authentic youth participation in youth mental health programs.

UNICEF - Commencing a project with UNICEF Serbia

UNICEF Serbia, Orygen, and the Institute of Mental Health in Serbia are collaborating to develop an enhanced model of care for youth mental health in Serbia. The model involves task-sharing across specialist and non-specialist professionals who are supporting the mental health of young people. The project also aims to build improved referral pathways across the health, education and social welfare sectors.

World health organisation (WHO): Provide input into youth mental health related research initiatives and the development of the strategic plan for the Western Pacific Region of WHO

Orygen maintains an ongoing relationship with WHO and provided input into WHO's environmental scan on youth mental health programs globally. In addition, Orygen played a key role as a consultant to the Western Pacific regional office of WHO in the development of the organisation's 10-year strategic plan for mental health across the region.

Youth Mental Health Advocacy Fellowship

Developed as an outcome of the World Economic Forum partnership project in 2019, the Global Youth Mental Health Advocacy Fellowship is a seven-month virtual program for young people aged 18–30 who are passionate about youth mental health and who want to create change within their community and country.

The fellowship builds the capacity, skills and voices of young people to create positive change in mental health awareness, policy and systems reform. It provides fellows with skills and supports them to develop their youth mental health advocacy project plan around the needs of their communities.

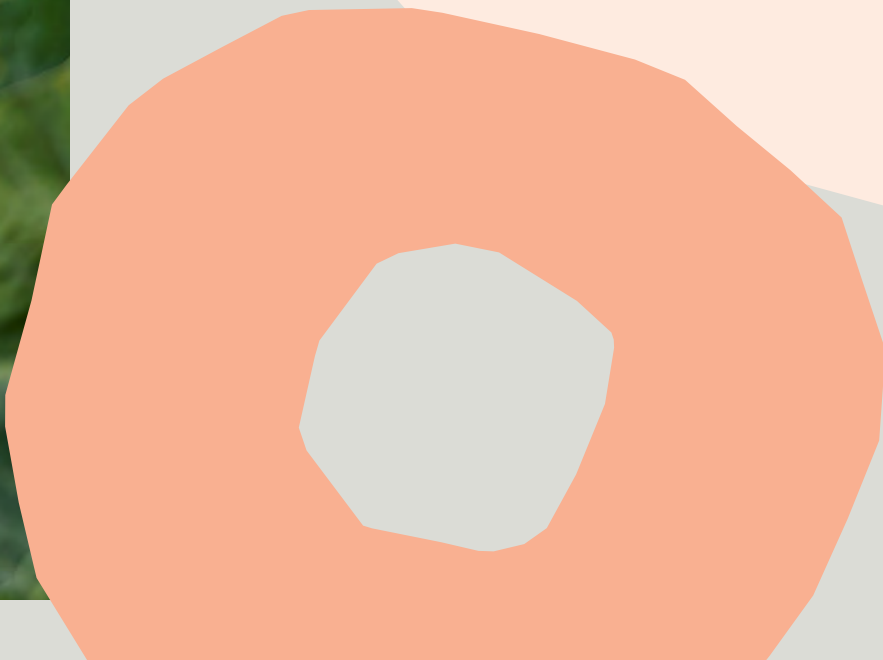
Across the year, 27 young people aged 21–29 from 24 countries participated in two separate cohorts of the program. The Orygen Global Youth Mental Health Advocacy Fellowships were designed by young people, for young people, to support them to champion and scale change and contribute to community and health services, community development and policy making. The fellows have raised awareness about mental wellbeing and challenged the taboo of mental health, addressed social discrimination faced by gender diverse young people, developed innovative solutions to respond to a shortage of psychiatrists, psychologists and social workers, and supported the creation of safe and empathetic digital and physical spaces.





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ADVOCACY AND POLICY



How we make a difference

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 establishment and launch of the Orygen Institute. Since 2015, the Orygen Policy team has provided policy advice focused primarily on opportunities to deliver evidence-based early intervention for mental ill-health to young people, particularly through mental health systems and services.

However, young people and politicians were interested in expanding the policy conversation around youth mental health to consider a range of social, environmental, economic and systemic factors that were increasing their distress, stress and risk of poor mental health. In 2022, Orygen developed the strategic plan for a new Orygen Institute and engaged a number of expert advisers across communications, economics, youth affairs, strategic thinking, policy development and politics.

The Orygen Institute will continue to provide health and health policy advice to improve

our responses to young people experiencing mental ill-health. However, it will now facilitate new conversations, engage with experts and partners beyond mental health, and develop innovative ways to prevent and respond to mental health issues for young people through action in policy areas related to climate, intergenerational inequalities, housing security, educational experiences and career security.

In April 2022, Orygen's policy team also released a major policy report on integrated treatment experiences for Alcohol and other Drug (AOD) and mental ill-health. This was developed in partnership with Turning Point. Led by Policy Manager, David Baker, the report found significant barriers to integrating alcohol and other drug services with youth mental health care. These could be addressed through a focus on service mapping, guideline development, resourcing for treatment planning and case coordination, and trialling an integrated, interdisciplinary service model.

Several key funding announcements were made to support Orygen's work through the national centre of excellence in youth mental health, EPYS and Youth Enhanced Services support, Orygen Digital's MOST platform. Funding from the Victorian Government supported the implementation of the Royal Commission youth mental health related reforms.



Orygen Institute launch event: Megatrends in Youth Mental Health

Orygen Institute was officially launched in April 2022 with an event featuring an expert panel discussing megatrends impacting youth mental health. The key megatrends affecting young people include rising socioeconomic inequalities, wealth transfer from young to older generations, insecure working conditions and career paths, housing and higher education costs, climate change and the impact of social media and smart phones.

To provide insights into these megatrends, journalist, Lanai Scarr, facilitated a discussion with:

- Professor Johanna Wyn, Redmond Barry Distinguished Professor in the Youth Research Collective at the Melbourne Graduate School of Education;
- Sizol Fuyana, 2022 Young Australian of the Year Northern Territory;
- Tina Yutong Li, Australian Mental Health Leadership Fellow;
- Prof Tim Soutphommasane, Sydney Policy Lab, University of Sydney; and
- Dr Richard Denniss, The Australia Institute.

Government relations updates

Throughout 2021-22, Orygen's government relations team frequently met with key ministers and representatives in the Australian Government, including the Prime Minister, Treasurer, Minister for Health and the Assistant Minister for Mental Health and Suicide Prevention.

The team also met Victorian Government representatives including the Premier, Treasurer, Minister for Mental Health and key ministers in medical research and youth affairs. Numerous meetings were also held with key Ministers and stakeholders in other states and territories including the Minister for Mental Health in Western Australia, the Treasurer and Minister for Mental Health in NSW and the Minister for Mental Health in Queensland.

Orygen hosted a series of events with Government officials including then Prime Minister, the Hon Scott Morrison MP in March 2022 to make youth mental health announcements ahead of the 2021-22 budget. Events were also hosted for the Premier of

Victoria, the Hon Daniel Andrews MP and then Minister for Mental Health, the Hon James Merlino MP, to tour the newly finished Youth Prevention and Recovery Centre (YPARC).

Major new funding announcements from governments during this period included the extension of funding for Orygen's National Centre of Excellence in Youth Mental Health until 30 June 2025. Total funding of \$206.5 million over three years will ensure continued access to mental health support for young people experiencing severe and complex mental illness.

Funding for the Early Psychosis Youth Services (EPYS), for the addition of two new EPYS sites in Tasmania and the ACT and for Orygen to continue to support the implementation of these services nationally was confirmed. In addition, the NSW Government funded a trial of the Orygen Digital MOST platform and the Victorian Government provided funding to Orygen to establish a youth eating disorders research program.

Key policy outputs

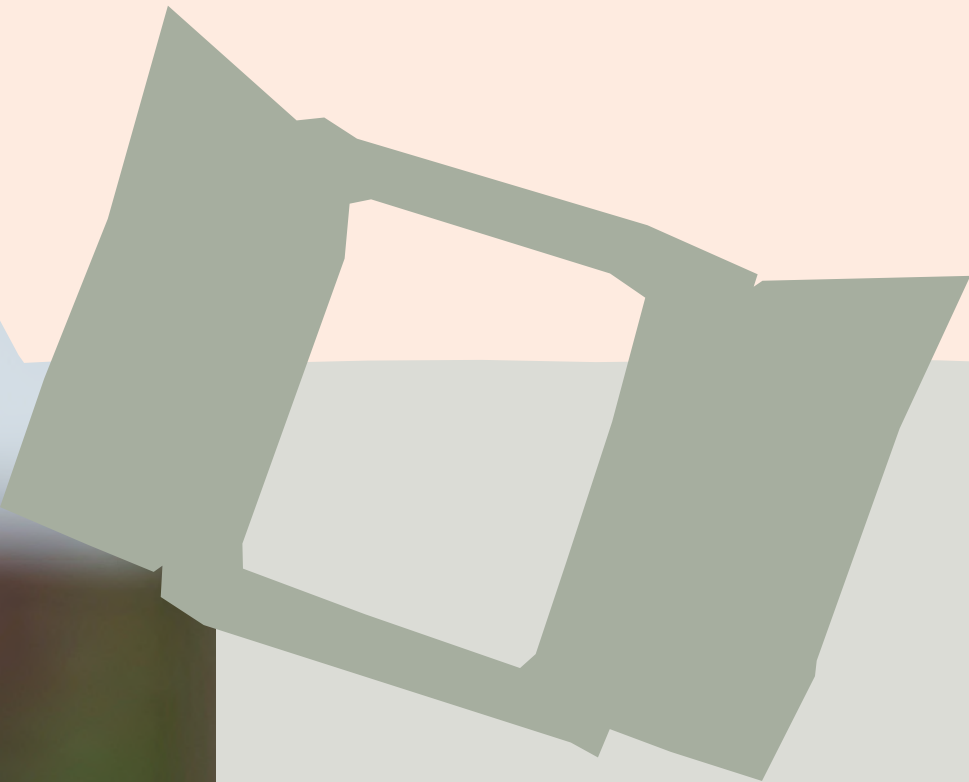
Once again, 2021-22 was a busy year for policy advice and government consultations. The policy team developed policy briefings and advice on supporting young people through significant life transitions and measuring youth mental health service access. The team also developed briefings on supporting young people as they transition between different mental health services, including moving from youth focused services to adult services and between primary and tertiary care.

The team made 15 submissions to government inquiries and consultations. In Victoria, Orygen welcomed the opportunity to make a submission to the new *Mental Health and Wellbeing Act* draft. At Australian Government level, notable submissions made included those into the Inquiry to the Select Committee on Social Media and Online Safety, the National Mental Health Workforce consultation, and the MRFF Australian Medical Research and Innovation Strategy and Priorities consultation.



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DIGITAL TRANSFORMATION





MOST becomes a multi award-winning digital mental health service

Connecting young people with digital therapy alongside face-to-face care in youth mental health services has helped Orygen win two awards for innovation.

Orygen Digital's MOST service was recognised by TheMHS, an international learning network for improving mental health services in Australia and New Zealand, with a Mental Health Service award for excellence, innovation and best practice in therapeutic and clinical services in October 2021.

The pandemic put a spotlight on how technology can integrate with and enhance existing clinical services to expand their capabilities and capacity at a time of unprecedented demand, and the team behind MOST worked hard to showcase a prime example of harnessing technology to deliver real-world benefits for young people experiencing mental ill-health.

This was acknowledged in June 2022 when MOST also received a technology innovation gong from ConnectingUp, Infoxchange Group for its contribution to addressing ill-mental health in Australia.

The Technology Innovator of the Year award was shared with fellow not-for-profit organisations Justice Connect and Amplify Social Impact Online at the Centre for Social Impact.

The award is a first for Orygen in the technology space and recognises the development and rollout of this unique digital mental health approach. MOST is available through participating youth mental health services in Victoria, Queensland and New South Wales.

MOST expands into Queensland and NSW

Clinical mental health service MOST is now available to young people in Queensland and New South Wales following an interstate expansion beyond Victoria.

The Queensland Government and Children's Hospital Foundation provided approximately \$7.4 million for a two-year pilot through seven Queensland Hospital and Health Services and partnering headspace centres. Youth mental health service provider, Brisbane South Primary Health Network, has contributed a further \$500,000 to trial MOST at four of their key services. An additional 18 services went live with MOST between February and June 2022.

The New South Wales (NSW) Government also made a \$1.5 million commitment to rollout MOST to young people in that state. Seven Local Health Districts and four headspace services are part of a one-year MOST pilot. Dubbo's Western NSW Child and Adolescent Mental Health Service was the first NSW service to go-live on 25 May 2022.

MOST's expansion comes at a time when clinical services have been inundated by demand for care, dramatically extending waitlist times for some services. MOST has been able to provide support to young people while they're on a waiting list, as well as in-between and after their face-to-face care. MOST is unique in giving them access to evidence-based online mental health support, plus real human support from clinicians, peer workers and career consultants.

MOST harnesses technology to address gaps in existing care models, providing on-demand support from any internet-enabled device.

Initially trialled in Victoria, where it's now available in around 50 services, the expansion of MOST has created Australia's first network of digitally enhanced youth mental health services.



Introducing our virtual reality lab

Orygen's work in youth mental health research, early intervention and clinical care is revealing the potential of virtual reality (VR) to help young people struggling with mental health challenges.

The VR program was given a big boost with the construction of a state-of-the-art VR lab at Parkville this year. The lab is a game changer when it comes to giving Orygen

a global competitive edge in the development of evidence-based and engaging VR applications for young people.

No other virtual reality lab in the world focuses specifically on youth mental health. In this space, our team can design, build, test and deliver new interventions for young people that are safe, effective and fit-for-purpose.

The new VR lab and research program lets us carve out a truly innovative niche of research with a clear pathway for delivering real world impact. Using VR technology allows us to bridge the gap between the real world and the clinician's room to help young people feel empowered to better manage their mental health.

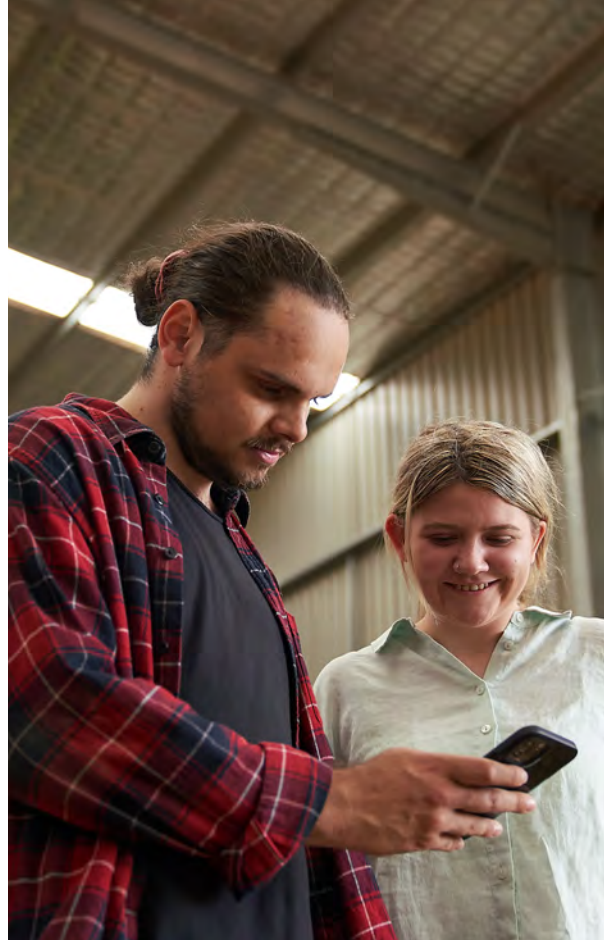


“On one end we’re developing virtual worlds – computer-based programs that allow you to experience a setting with an avatar and other people,” said Professor Andrew Thompson, head of VR at Orygen.

“On the other end, we’re doing research using head mounted displays that puts young people into safe and reproducible situations where they can practice skills and they can learn and do therapeutic skill training within that environment.”

Through this lab, Orygen is investing in innovation in thinking, so in future we can develop treatments that exceed those available for complex and hard to treat conditions like psychosis, and use cutting-edge technology to deliver real impact for youth mental health.

Digital technology is part of the future of youth mental health care and Orygen is just getting started in its bid to deliver effective digital therapy at scale to help with the volume of young people seeking mental health support.



Youth online training and employment system

Young people who experience mental illness are approximately three times more likely to suffer disruption to their education and work life than their peers. Yet they still share the same aspirations as their peers and consistently rate gaining employment as one of highest recovery goals when commencing an episode of care for their mental illness.

Thanks to the generosity of our RACV partnership, Orygen is set to trial the Youth Online Training and Employment Support (YOTES) digital career platform in a specialist independent school with campuses throughout regional Victoria. YOTES will provide tailored career support to students and increase the capacity of school-based career practitioners to provide evidence-based career support.



A big thank you

Orygen would like to thank our generous supporters and partners who have joined with us to ensure young people can grow into an adulthood and 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 continue to focus on ensuring we show the real impact your gifts have made to Orygen's work. Longer term, we hope to grow our supporter base further to 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.

“

Thank you for being innovative in youth mental health. As a parent of a child in rural Victoria there are so many children that could be identified much, much earlier and parents given support to change their approach to parenting that will benefit the child's development, especially with children who go on to have borderline personality (disorder).

”

Orygen supporter

How the community is supporting fundraising



Individual giving:

by joining Orygen's monthly giving program, purchasing a virtual gift, or donating a one-off amount through our End of Financial Year and/or Christmas appeals.



Community engagement:

celebrating a birthday, wedding or other occasion by exchanging gifts for donations.



Events:

participating in Orygen's Burpee Bounce Back Challenge or creating your own event.



Giving in memory:

giving in memory of a loved one or leaving a gift to Orygen in your will.

If you'd like to support Orygen, please go to donate@orygen.org.au.

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.

Volunteering at Orygen

In September 2021 we finalised the framework for our new volunteering program and started welcoming volunteers into Orygen.

Volunteering provides a great connection between Orygen and the public. It enhances our capacity while giving people the chance to have valuable and meaningful experiences. It gives our volunteers the opportunity to give back and contribute to the common good. It is also a fantastic way to gain experience and exposure within the areas of global youth mental health research, policy, education and clinical care.

We are committed to supporting the ongoing engagement of volunteers at Orygen, and to developing meaningful volunteer opportunities across our organisation. We currently have volunteers working in our Finance, Information and Communication Technology, People and Culture, Knowledge Translation and Research departments. We are looking into ways volunteers can get involved in other parts of Orygen as well.

In 2023 our volunteer program will continue to grow and develop, with a specific focus on placing volunteers in our headspace centres across Northern and Western Metropolitan Melbourne. We have also established the Orygen Assist support program with the help of 13 volunteers, partnering with other organisations to provide material support including food, new clothing and hygiene items via our Parkville offices.

Neal's story

Neal Morrell started volunteering with us in October 2021, while studying a Master of Public Health at the University of Melbourne. His main volunteering activity was helping to source donations for Christmas hampers to be given away at our headspace centres. This work helped to establish the relationships that underpin our Orygen Assist support program.

Neal describes his volunteer activities as “very satisfying”. He says volunteering with Orygen gave him an insight into the breadth of our work and the possibilities of working within the mental health field. He found Orygen staff great to work with, particularly Rhiannon Matthews, co-ordinator of the volunteer program at the time. “Rhiannon was very supportive and made sure I was able to complete my work comfortably,” Neal says.

After almost a year Neal stepped away from volunteering, having successfully applied for a job with the Murdoch Children's Research Institute. Not long afterwards, a research position became available at Orygen. Neal applied for this role and was successful. These days he is a research assistant working on studies into psychosis risk, engaging with young people in a research capacity and conducting assessments.

Neal explains that both of his job applications were successful thanks in part to the networks he established while volunteering with us. “Without my relationship with Rhiannon, I wouldn't be in the position that I've luckily found myself in,” he says.

Neal has the following advice for anyone considering volunteering with Orygen, do it. “I recommend it to anyone wanting to work in the field of youth mental health and wanting to feel satisfaction from the time and effort they contribute.”





Rising up for young minds: even bigger Burpee Bounce Back Challenge

In its second year, the Burpee Bounce Back Challenge was a great success and grew in popularity.

The October 2021 event invited members of the public to take up the challenge of completing 1,534 burpees over 17 days to acknowledge the 1,534 young people aged 17 and under who are diagnosed with a mental illness each day.

More than 2,600 people completed the challenge, raising more than \$320,000 and completing more than 1.2 million burpees.

Thank you to our incredible community for joining in, donating, spreading the word and making the event a success.

**"I'M PROUD
TO SAY THAT
I NOW LIVE
A LIFE THAT
I WANT TO
KEEP LIVING"**

**"HEALING LOOKS
DIFFERENT FOR
EVERYONE, AND
FOR ME, IT WAS
FINDING OUT THAT
I WASN'T ALONE"**

burpeebounceback.org.au



Acknowledging more of our wonderful supporters

We would like to recognise the generosity of these supporters:

Burpee Bounce Back challenge

Luke Jamieson
Mat Stillone
Oscar Groeneveld

Community

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Arc'teryx
Beautifully Healthy
Chiropractic Ltd
Cumulus Studio
Donnybrae
Optique Line Pty Ltd
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SAT Foundation
Scully Family Estate Foundation
Smartgroup Foundation
The Farmer Family Endowment
The Harry Secomb Foundation
The Marian & EH Flack Trust
The Maxwell Family Gift
James Marcon Foundation
The William Buckland Foundation

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

GET INVOLVED

There are many ways for individuals and organisations to get involved in Orygen's work. Whatever way you choose, you will make a difference.

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TRAINING

DONATE
RESOURCES
CAREERS

FOLLOW US ON...



Our corporate and 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 Orygen's community partners.

RACV funds vocational support for young people

The Royal Automobile Club of Victoria (RACV) partnership with Orygen continues to support young people with mental ill-health across regional Victoria to achieve their education and employment goals. In its second year, the partnership has funded Orygen's Youth IPS Centre of Excellence to support Barwon Health in South-West Victoria deliver the Individual Placement and Support vocational program to young people with mental ill-health, supporting over 50 young people since the service was established.

RACV's partnership has also enabled Orygen to trial the Youth Online Training and Employment Support (YOTES) digital career platform in a specialist independent school with campuses throughout regional Victoria. YOTES will provide tailored career support to students and increase the capacity of school-based career practitioners to provide evidence-based career support.

Orygen's Associate Director of employment and education partnerships, Gina Chinnery, said the partnership with RACV provides crucial support to expand evidence-based vocational programs.

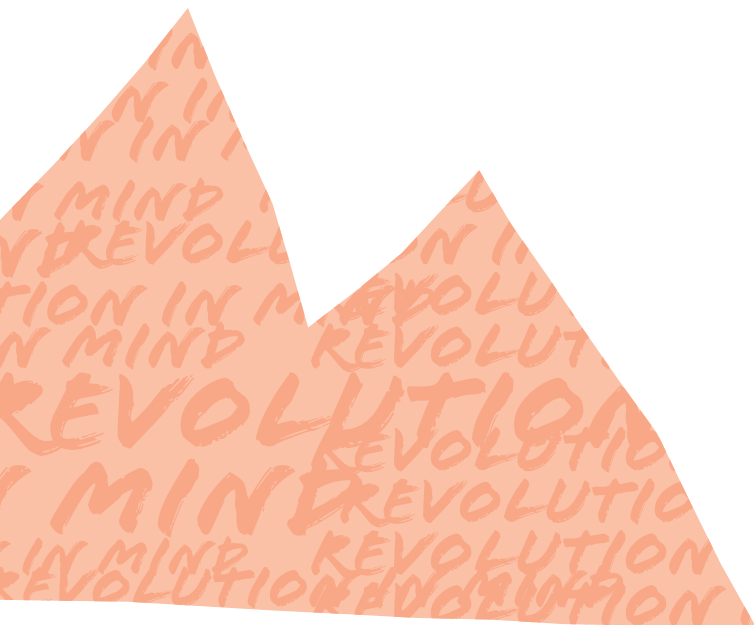
"Growing programs like YOTES and IPS that work so well in supporting young people to achieve their career goals and ambitions is really rewarding, especially because we know the impact it has on their overall wellbeing," she said.

RACV General Manager social impact and corporate communications, Louise Steinfort, said RACV recognises the need for more mental health services in regional Victoria.

"We look forward to seeing more advances in these programs and in the improvement of the infrastructure for youth mental health in Australia," she said.

Executive Director of Orygen, Professor Patrick McGorry, said the RACV partnership has enabled Orygen to get to the cutting edge of innovation in vocational recovery in youth mental health.

"The cost of mental illness to Australia is huge so these programs that help young people retain or resume their educational or vocational pathways are absolutely crucial to turning that around," Professor McGorry said.



TAL supports employment and education programs

Orygen is grateful for the ongoing support of life insurance specialist TAL Australia and the TAL Community Foundation for their ongoing support. TAL assists our employment and education team to support the growth of evidence-based employment and education programs.

Funding from TAL Community Foundation has enabled Orygen to establish a new research project, in partnership with Victorian Tertiary Admissions Centre (VTAC). Orygen researchers will use data from VTAC to investigate trends in young people's mental health and its impact on their course selections and admissions.

As part of the project, researchers will examine issues such as the effect of COVID-19 on the mental health of Victorian school leavers applying for university or higher education with the project's findings identifying mental health needs of tertiary organisations' incoming student bodies to help inform the design and development of future programs and support for young people.

Professor Eóin Killackey, director of research at Orygen, said the project would open a window into this critical transition point in the lives of young people.

"Understanding the impact of mental ill-health on young people as they navigate the transition to further education and training is the first step in developing supports before, during and after, to ensure they have the same opportunity as their peers to pursue their educational and vocational goals," he said.

Niall McConville, General Manager, Retail Distribution at TAL said the company was delighted to be supporting this important three-year project.

"We are humbled to be involved in research that will inform the development of a new generation of support mechanisms to help young people living with mental health conditions," he said.

TAL

Colonial Foundation helps Orygen grow capacity

Through its ongoing support, the Colonial Foundation has enabled Orygen to build its organisational capacity and direct funding where it is most needed to achieve our goals.

The foresight of the Colonial Foundation in taking a partnership approach to improve young people's mental health has encouraged other philanthropic funders to take a similar approach.

For the past 20 years, the Colonial Foundation has supported Orygen with an average \$2.5 to \$3 million each year.





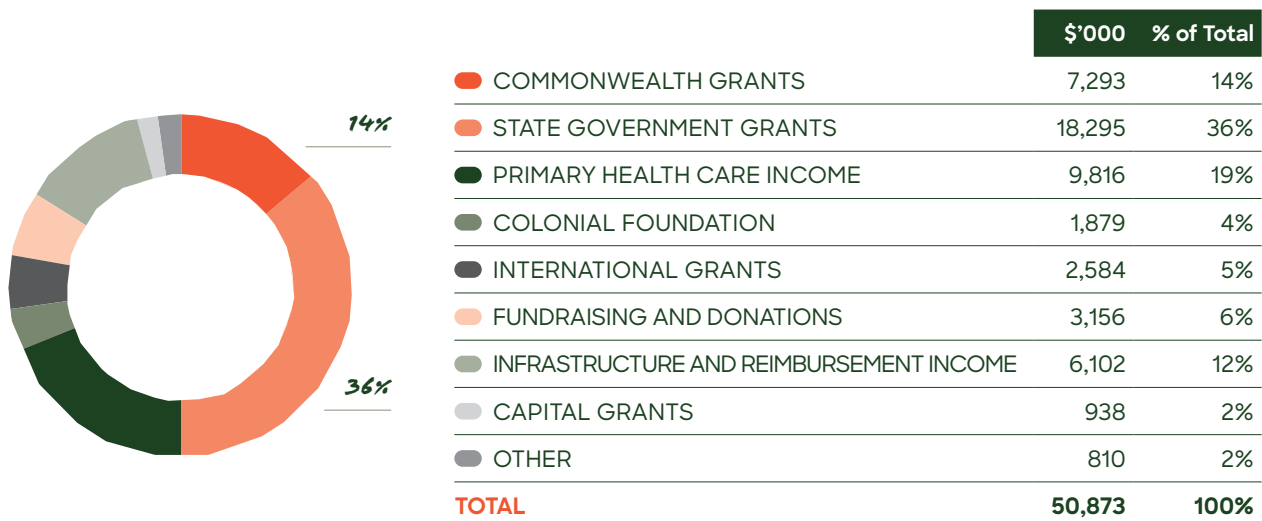


Financial statements

Consolidated statement of comprehensive income for year ended 30 June 2022

	2022	2021
	\$'000	\$'000
REVENUE FROM ORDINARY ACTIVITIES	52,414	48,260
EXPENDITURE		
CONSULTANCY	1,816	1,445
DEPRECIATION	2,194	2,209
OCCUPANCY	2,712	2,050
PERSONNEL COSTS	37,553	28,566
MEDICAL SUPPLIES, TESTS AND PRACTITIONER PAYMENTS*	1,117	384
OTHER EXPENDITURE	6,112	3,759
TOTAL EXPENDITURE	51,504	38,413
OTHER COMPREHENSIVE INCOME	(1,540)	517
SURPLUS/(DEFICIT) FOR THE PERIOD	(631)	10,364

Sources of revenue (Year ended 30 June 2022)



Consolidated statement of financial position as at 30 June 2022

	2022	2021
	\$'000	\$'000
CURRENT ASSETS		
CASH AT BANK	10,555	30,600
TERM DEPOSITS	100	100
TRADE AND OTHER RECEIVABLES	5,234	3,546
PREPAYMENTS	600	485
FINANCIAL ASSETS	26,776	5,545
TOTAL CURRENT ASSETS	43,265	40,276
NON-CURRENT ASSETS		
PROPERTY, PLANT & EQUIPMENT	4,327	3,132
RIGHT OF USE ASSETS	5,132	3,214
TOTAL NON-CURRENT ASSETS	9,459	6,346
TOTAL ASSETS	52,724	46,622
CURRENT LIABILITIES		
TRADE AND OTHER PAYABLES	19,611	15,038
INCOME IN ADVANCE	20	67
LEASE LIABILITIES	571	689
EMPLOYEE PROVISIONS	1,927	1,742
TOTAL CURRENT LIABILITIES	22,129	17,536
NON-CURRENT LIABILITIES		
LEASE LIABILITIES	4,548	2,482
EMPLOYEE PROVISIONS	476	402
TOTAL NON-CURRENT LIABILITIES	5,024	2,884
TOTAL LIABILITIES	27,153	20,420
NET ASSETS	25,571	26,202
EQUITY		
RETAINED SURPLUS/(DEFICIT)*	8,504	7,717
OYMHF RESERVE	5,200	5,545
UNEXPENDED FUNDS RESERVE	11,867	12,940
TOTAL EQUITY	25,571	26,202

*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 2022 is available on the ACNC website, www.acnc.gov.au.

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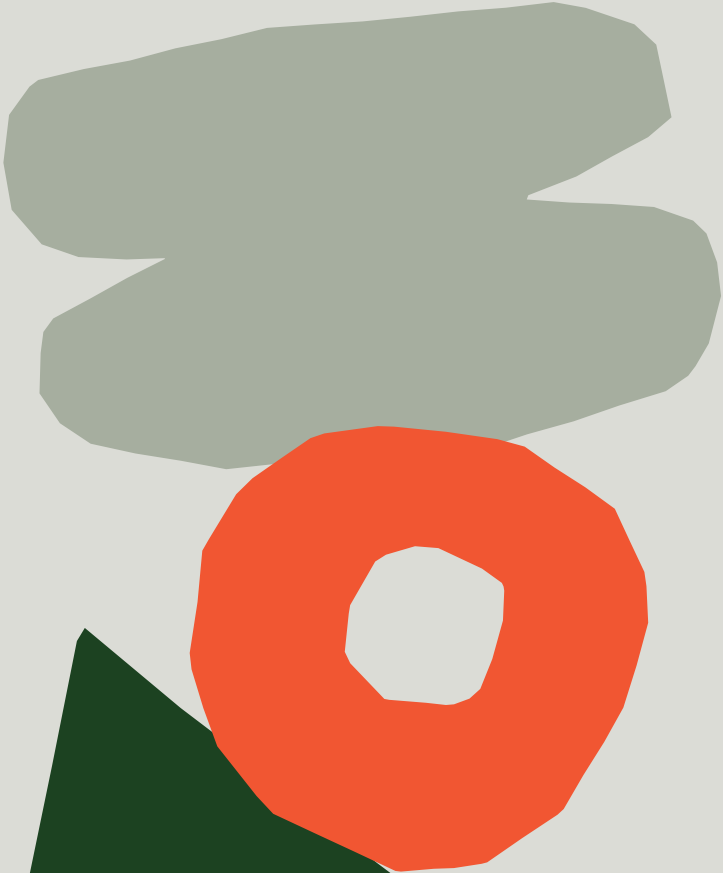
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