



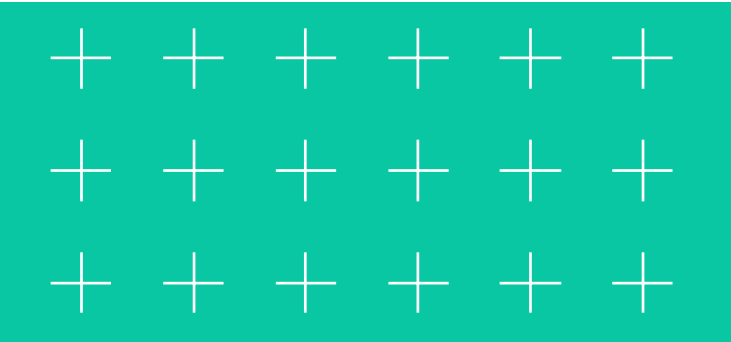
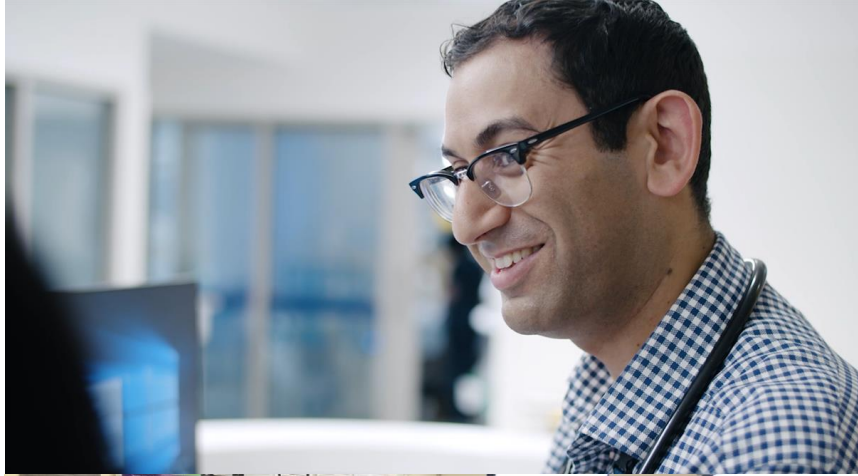
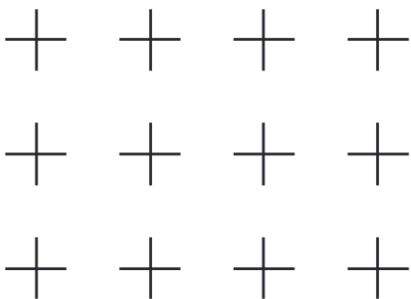
The Royal
Melbourne
Hospital

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Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Clinical Nurse Consultant - Custodial
Forensic Youth Mental Health Service
(FYMHS)

THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



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

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. **Be a great place to work and a great place to receive care**
2. **Grow our Home First approach**
3. **Realise the potential of the Melbourne Biomedical Precinct**
4. **Become a digital health service**
5. **Strive for sustainability**

Position Description

Position Title:	Clinical Nurse Consultant - Custodial Forensic Youth Mental Health Service (FYMHS)
Service:	Orygen Specialist Program
Location:	Parkville / Cherry Creek
Reports To:	Nurse Unit Manager - Custodial FYMHS and Clinical Stream Lead - FYMHS
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020–2024
Classification:	Registered Psychiatric Nurse Grade 5 (NP51)
Immunisation Risk Category:	Category A
Date of Review:	January 2024

PROGRAM DESCRIPTION

Orygen Specialist Program (OSP), a program of the Royal Melbourne Hospital, provides specialist mental health services for young people aged 15 to 25 and focuses on providing early intervention to young people with severe and complex mental illness. OSP also works alongside Orygen, the National Centre of Excellence in Youth Mental Health which operates four primary mental health care headspace services in the catchment area.

Victoria's Mental Health Services are undergoing generational system reform to enable better service delivery and outcomes for all Victorians. Youth Mental Health Services are being reformed in this process. OSP is currently under the governance of Royal Melbourne Hospital and will transition in time to Orygen. This transition and unification process will see Orygen become a designated mental health service. In accordance with the Royal Commission recommendations, OSP will begin taking new community-based referrals of 12- to 14-year-olds from November 2023.

Multidisciplinary teams deliver individually tailored services that comprise assessment and crisis intervention, case management, medication, psychotherapy, family support, inpatient care, group work, vocational support, educational assistance, and intensive outreach. Specialist clinical streams offer targeted interventions for psychotic disorders (including young people at 'ultra-high risk' of psychosis), mood disorders, and personality disorders; and manage co-morbid substance use disorders, eating disorders, and neurodevelopment disorders. A forensic stream has also now been established providing in custodial and community justice services. Streams are supported by the Psychosocial Recovery program, Community Development program, and Orygen Training Team. Orygen also has a 19-bed Inpatient Unit, 15-bed Orygen @ Home program, Youth Access Team and emerging HOPE and YPARC programs making up the acute and sub-acute care sector. Additional information is available at www.oyh.org.au.

Orygen highly values responsive services for youth in the western and northwestern region of Melbourne. Orygen programs are to be guided by evidence-based, culturally-safe and trauma-informed principles incorporating the diverse needs of all young people and families. This is especially important for those from

LGBTQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations. Responsive and inclusive practices are at the forefront of all Orygen care.

DEPARTMENT DESCRIPTION

Due to the high rate of mental ill health amongst Youth Justice clients and the significant increase in the number of young people entering Youth Justice custody, there is a need for early intervention specialist mental health services. The relationship between mental illness and offending behaviour in youth is complex but undeniably connected. As such, the effective early treatment of mental health issues is crucial to improving health and social outcomes for young people in or at risk of entering custody.

The Orygen Forensic Youth Mental Health Service (FYMHS) forms part of the specialist clinical programs of Orygen. FYMHS is made up of two separate streams – Community and Custodial FYMHS. The Custodial FYMHS teams are located at Parkville Youth Justice Precincts (PYJP consecutively).

The main objectives of Custodial FYMHS within OSP include:

- Improve the mental health of young people in custody by providing evidence-based specialist assessment and treatment intervention and reduce the risk of reoffending.
- Provide services that are integrated with other key custodial and community services to ensure a holistic approach that supports effective treatment outcomes and reintegration to the community.
- A key component of this role is to provide effective and timely on-site clinical treatment and case management to young people in custody.

Our voluntary Mental Health Unit (MHU) at Cherry Creek Youth Justice Precinct (CCYJP) adheres to a philosophy of least restrictive practice, that is recovery focussed and young person centred with a model of care that is the corner stone of the unit where every member of the multi-disciplinary team plays a part. For referrals to be accepted by the Custodial FYMHS team, the young person must be resident at a Youth Justice Custodial Precinct (Parkville or Cherry Creek).

POSITION SUMMARY

The Clinical Nurse Consultant (CNC) will be responsible for assisting the Nurse Unit Manager (NUM) in developing, maintaining and evaluating the Mental Health Unit (MHU) at the new custodial site, Cherry Creek.

The CNC will provide consultancy regarding specialist programs with a focus on the ongoing reduction of Restrictive Practice within the CCYJP MHU.

The CNC will demonstrate superior consolidated clinical skills at a proficient level and will focus on development of clinical mental health nursing across Custodial FYMHS. The CNC will also demonstrate and uphold best practice nursing care and recovery standards.

The role in collaboration with the NUM, Site Coordinator and Nursing Team, will contribute towards an appropriately skilled workforce. This will include mentorship, particularly to beginning practitioner or recent recruits, and have a focus on bed-based nursing development in order to address priority issues on the CCYJP MHU related to vulnerable, complex and high-risk young people presenting with high level needs.

This position is embedded within the Orygen Custodial FYMHS team which works across the Cherry Creek and Parkville youth justice precincts. However, this position will predominantly be based at the Mental Health Unit (MHU) at the new Youth Justice site, Cherry Creek. Based on the operational requirements of the MHU at Cherry Creek Youth Justice Precinct, the CNC may be required to work across other OSP Youth Justice Precinct areas of Cherry Creek or Parkville and/or wider OSP service locations. When required to travel per operational requirements to other site locations (within Youth Justice or OSP), a workplace vehicle will be provided from CCYJP to the site location and travel to the workplace destination will be included within the working hours.

KEY ACCOUNTABILITIES

- Increasing the capability, skill and capacity of the specialist mental health workforce
- Facilitating best practice standards of Mental Health nursing within the defined service.
- Advancing the utilisation of Mental Health Nursing research outcomes into clinical best practice and standards.
- Provision of evidence-based learning and development opportunities inclusive of professional wisdom and drawing upon empirical evidence.
- Provides high level clinical consultancy to the NUM in the assessment, planning and delivery of recovery focused nursing care of young people on the inpatient unit.
- Collaborates with the NUM to address priority issues on the inpatient unit which are related to the vulnerable and high-risk young people presenting with complex needs.
- Holds substantial responsibility in the implementation of clinical frameworks such as Safewards, mental health intensive care framework and reducing restrictive interventions on inpatient settings.
- In collaboration with the NUM, provides mentorship and positive role modelling to staff through the maintenance of high standards of professional ethics and clinical competence.
- Contributes to the delivery of recovery-oriented practice, flexible, personalised and consideration of the young person's self-determination in care delivery.
- In collaboration with the NUM and Team Leader ensures that consumers and carer complaints and compliments are reported and responded to within identified timeframes.
- Promotes incorporation of contemporary mental health nursing practices that utilise evidence-based approach which encourages creativity, critical thinking and effective practice.
- Collaborates with NUM to initiate, conduct and disseminate findings of locally based research.
- Identifies clinical education and professional development needs and in collaboration with the NUM, Team Leaders and nurse educator which utilises formal and informal opportunities to improve the team's knowledge and capacity to deliver high quality consumer care.
- Contributes to the planning and implementation of the clinical education programs to meet the needs of inpatient unit nursing team.
- Contributes to the quality of care through the implementation and evaluation of Office of the Chief Mental Health Nurse (OCMHN) initiatives, overseeing the development of high-quality clinical care plans, effective discharge plans, the provision of appropriate young person and family/carer intervention, education and referral to appropriate continuing care providers.
- Provides high level advice to the NUM on quality improvement programs that facilitate improved clinical outcomes for young people presenting with acute mental health needs.
- Participates in the incident review processes and collaborates with the NUM to ensure that recommended policies and procedures are implemented and adhered to on the units.
- Ensure service provision is guided by evidence-based, culturally-safe and trauma-informed principles incorporating the diverse needs of all young people and families, including those from LGBTQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations.
- Support and participate in the Health Services Occupational Health & Safety (OHS) Policies and Procedures and implement (where appropriate) at unit/service area level including reporting any incidents of unsafe work practices, sites/areas or equipment.
- Participation in formal performance and annual discussion review processes
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including Drug and Alcohol services, Youth Justice, Disability and primary care providers.
- Participate in ongoing service improvement and professional development initiatives and activities.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Successful completion of required mandatory training activities, including training related to the National Standards
- Operate within the legal frameworks e.g., Mental Health and Wellbeing Act 2022 and Privacy Act.
- Participate in research expanding the evidence base regarding youth eating disorders care including innovative care trials and program evaluation.

- Contributes to the timely and effective management of critical incidents and emergency situations, including team and individual debriefing processes.
- Ensure high standards of clinical care that are congruent with Orygen's aims – client focused, accessible, responsive and consistent with best practice.
- Work collaboratively with colleagues across all RMH, OSP and Orygen teams.
- May be required to perform other duties as directed.
- Seek feedback on your work including participation in annual performance discussion.
- The incumbent may be required to perform other duties as directed.
- Accept accountability to ensure that all clinical information is documented and stored in compliance with the Victorian Health Records Act 2001
- Ensure training needs of direct reports are identified and undertaken.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- Work in your scope of practice and seek help where required.
- Speak up for safety, our values and wellbeing.

KEY RELATIONSHIPS

Internal

- Nurse Unit Manager - Custodial FYMHS
- FYMHS Leadership team
- Custodial FYMHS team
- Community FYMHS team
- Continuing Care Team Region Coordinators
- Orygen Inpatient Unit Team (ICA East)
- OSP Senior Mental Health Nurse
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD, HYPE, Eating Disorders, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams; Community Development; Psychosocial program; Youth Access Team; Inpatient Unit; Orygen @ Home; Orygen Recovery; and HOPE.

External

- Royal Melbourne Hospital Nurse Executive
- Royal Melbourne Hospital Nursing Education
- Custodial Primary Health & Primary Mental Health Service Providers
- Custodial & Community Youth Offending Program provider
- Youth Justice staff (Custody and Community), Department of Justice and Community Safety (DJCS)
- Youth Parole Board (YPB)
- Forensicare
- Justice Health (JH), Department of Justice and Community Safety (DJCS)
- Melbourne Children's Court of Victoria
- National Disability Insurance Scheme (NDIS)
- Key stakeholders as required (Child Protection, AOD services, Housing and Legal).
- Other Tertiary Mental Health Providers (AMHS/CAMHS/CYMHS)
- Other Youth Mental Health Services (headspace centres) and private providers

KEY SELECTION CRITERIA

Formal Qualifications:

- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.
- Completed or working towards Masters in Mental Health Nursing

Essential:

- A minimum of 5 years' previous experience in nursing practice within the mental health field, including young people experiencing mental health disorders
- Demonstrated ability to develop and maintain clinical programs which have implications for all nursing services within the inpatient unit a whole.
- Demonstrated ability to provide expert clinical consultancy and dissemination of key messages across a range of key internal and external stakeholders.
- Demonstrated clinical leadership within mental health with proven ability to mentor and develop the mental health nursing workforce within a coaching framework.
- Evidence of knowledge and application of contemporary theories and techniques of practice that underlie mental health care and management of challenging behaviours.
- Demonstrated commitment to the recovery approach in mental health treatment and support, with a focus on working collaboratively with consumers and carers to promote self-determination and enable progress towards reaching consumers personal recovery goals.
- Demonstrated expert level clinical expertise to initiate and lead evidence-based nursing practice in the care delivery to consumers with complex mental health needs, including drug and alcohol and disability.
- Significant experience in the areas of Solution Focussed Therapy, Sensory Modulation, Acceptance and Commitment Therapy or subject areas relevant to inpatient setting.
- Demonstrated ability to set objectives and negotiate their acceptance with the nursing executive, and report in terms of progress towards these objectives.
- Research, publication and public presentation experience.
- Ability to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system.
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- Well-developed interpersonal and communication skills (written and verbal).
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- Knowledge of the rationale and evidence for early intervention in mental illness.
- Ability to develop, implement and evaluate integrated client-centred individual service plans, risk assessments and diagnostic formulations.
- Ability to work independently and effectively within multidisciplinary teams.
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- Willingness to work from a community-based site and across multiple sites if required.
- A current Victorian driver's licence.
- A Working with Children check.
- RMH will organise a Police Check prior to commencement of employment.



Desirable:

- A working knowledge of community-based organisations and human services organisations.
- Commitment to the development of integrated clinical research within the service
- Understanding of the Child, Youth & Families Act (CYFA) 2005 which is the principal legislation for the youth justice service.
- Understanding of the Mental Health and Wellbeing Act 2022, Health Records Act 2001, Privacy Act (1998), Child Wellbeing and Safety Act (2005), Crimes (Mental Impairment and Unfitness to be Tried) Act 1997 and other Acts/ legislation relevant to working with young people in a mental health setting (i.e. Sentencing Act, 1991).
- Understanding and acceptance of the Child Safe Standards (2022) and Reportable Conduct Scheme
- Knowledge of relevant guidelines, plans and strategies related to the mental health service system (e.g. Victorian Mental Health Reform Strategy, National Standards for Mental Health Services).

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values - putting people first, leading with kindness and achieving excellence together.
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature



Employee Name (please print)

/ /

Date
