



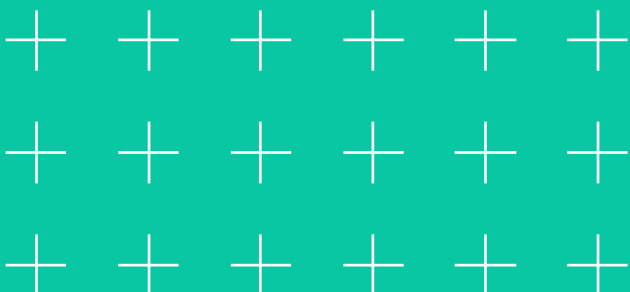
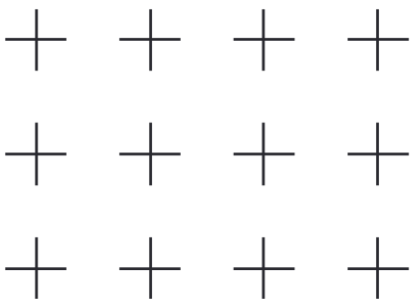
The Royal
Melbourne
Hospital

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Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Senior Clinical Educator – CAT Training
Coordinator

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:	Senior Clinical Educator – CAT Training Coordinator
Service:	Orygen Specialist Program
Location:	Parkville
Reports To:	HYPE Service Development Coordinator
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2016–2020 / Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2017–2021
Classification:	Registered Psychiatric Nurse Grade 5 (NP51) / Occupational Therapist Grade 4 (HR9-HR12) / Social Worker Grade 4 (HR25-HR28) / Psychologist Grade 4 (PM1-PM5)
Immunisation Risk Category:	Category A
Date of Review:	July 2022

PROGRAM DESCRIPTION

Orygen Specialist Program (OSP), a program of Melbourne Health, 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.

Specialist clinical streams in OSP offer targeted interventions for psychotic disorders (including young people at ‘ultra-high risk’ of psychosis), mood disorders and personality disorders; and also manage co-morbid substance use disorders, eating disorders, and neurodevelopmental disorders.

These clinical streams are multidisciplinary teams that deliver individually tailored services to the young person that comprises assessment and crisis intervention, case management, medication, psychotherapy, family support, inpatient care, group work, vocational support, educational assistance, and intensive outreach.

Additional programs focus on: forensic youth mental and refugee access. Bed-based services include the Orygen Inpatient Unit and Orygen@Home. Streams are supported by the Youth Assessment Team (YAT), and Psychosocial Recovery program, Community Development program, and Orygen Training Team. Additional information is available at www.oyh.org.au.

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 also 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 and the Community Development program. Orygen also has a 19-bed inpatient unit, 15-bed Hospital in the 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 north western 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

The Helping Young People Early (HYPE) Service Development Program, a sub-program of Orygen Specialist Program (OSP), comprises of a small enthusiastic and highly skilled group of Clinical Educators who work closely with the HYPE Clinical and Research programs to promote Early Intervention for Personality Disorders (EIPD). The team developed a range of training and service development activities that are provided to the youth mental health workforce across Victoria, nationally and internationally. This team developed and deliver a number of specialist training and professional development activities centred around a relational model. They have helped to establish HYPE programs internationally, in the Netherlands and Switzerland, and have promoted the development of many EIPD programs more generally. The HYPE Service Development program run Cognitive Analytic Therapy (CAT) Practitioner and Supervision courses as well as shorter introductory programs that promote the use of a relational model to assist understanding complex presentations. The team are all Senior Clinicians with excellent clinical skills, highly experienced trainers, as well as being accredited CAT Practitioners and Supervisors.

POSITION SUMMARY

The Senior Clinical Educator - CAT Training Coordinator is a key leadership position within the HYPE Service Development Program. This role is responsible for the provision of leadership and innovation in HYPE Service Development activities, and is responsible for assisting the HYPE Service Development Coordinator in the management of the team.

The Senior Clinical Educator - CAT Training Coordinator will show leadership in the development of high-quality professional development and educational packages for the Youth Mental Health workforce, that integrate research and best-practice models of care used across OSP. The role will be specifically responsible for the coordination, ongoing development and delivery of the CAT Practitioner training programs, and other relational training and professional development activities provided by the HYPE Service Development Program.

The Senior Clinical Educator - CAT Training Coordinator must have an excellent knowledge of CAT and will be expected to establish and maintain good working relationships with the key stakeholders relevant to CAT, including Australian and New Zealand Association for Cognitive Analytic Therapy (ANZACAT), and the International Cognitive Analytic Association (IACTA).

The role will be responsible for developing CAT supervision, relational consultation and other activities to support the consistency and maintenance of relational skills. It will also provide support and mentoring for clinicians new to clinical education roles.

As a Senior Clinician, this role is expected to function with a high-level of autonomy as well as work collaboratively with the HYPE Service Development Coordinator and trainers, Orygen and OSP leadership, and other parts Orygen, such as the Orygen Clinical Training Team, Orygen Research and Knowledge Translation programs, OSP staff (Clinical Stream Leads) and other stakeholders.

While it is initially expected that this role will be located at Parkville, the role may be required to work closely with staff from a range of Clinical Streams across Orygen's various sites; including Footscray, Wyndham, Sunshine, Melton, or other sites within the catchment. The incumbent might also at times be expected to deliver training in rural mental health services across Victoria and/or internationally.

KEY ACCOUNTABILITIES

- Provide strategic leadership and support for HYPE Service Development Program activities, through the
- Ensure high standards of training and learning activities that are consistent with OSP values –

development, delivery and evaluation of training packages and other educational resources and activities, focused on CAT and relational models.

- Provide strategic leadership for the building of relational skills across the Orygen's youth mental health workforce through coordinating training, professional development, supervision and consultation initiatives.
- Provide effective support to the Coordinator of the HYPE service development program, as appropriate.
- Attendance and/or leadership in HYPE service development program meetings.
- Attendance and/or leadership of OCT meetings.
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.

client focused, accessible, responsive and consistent with best practice.

- Participate in quality management, accreditation and ongoing improvement activities.
- Disseminate evidence-based practice and relevant research outcomes.
- Work with the lived experience workforce (young people and family members) to ensure they are meaningfully involved in training activities.
- Comply with Safety & Service Improvement / Quality Management policies and procedures.
- 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
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.

KEY RELATIONSHIPS

Internal

- HYPE Service Development Coordinator
- Orygen Clinical Training Coordinator
- Deputy Director Clinical Programs when applicable
- Discipline Seniors, Continuing Care Team Region Coordinators, Clinical Stream Leads (Early Psychosis, Mood and HYPE, Neurodevelopmental and Eating Disorders, Psychosocial program, Youth Access Team, Inpatient Unit, Orygen @ Home, Community Development)
- Orygen Research and Knowledge Translation Programs

External

- Allied Health University Programs
- Mental Health Associations

KEY SELECTION CRITERIA

Formal Qualifications:

Registered Psychiatric Nurses:

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

Social Workers:

- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

Occupational Therapists:

- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
- An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.).

Psychologists:

- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia (or eligibility to enter a registrar program as a clinical, forensic or clinical neuro psychologist with the Psychology Board of Australia where relevant).

Essential:

- A minimum of 10 years' experience in clinical practice within the mental health field, including young people experiencing mental health disorders.
- Specific training and demonstrated expertise in cognitive analytic therapy (CAT). Must be accredited as a CAT Practitioner and CAT Supervisor with ANZACAT or equivalent national association.
- An excellent understanding of the rationale and evidence for early intervention in personality disorder and experience of how relational models can be applied to these programs.
- Experience supervising and mentoring clinicians and non-mental health trained professionals using a relational framework.
- Experience and expertise in developing, delivering and evaluating high quality training packages for the youth mental health workforce.
- Knowledge of adult learning principles, and experience developing innovative and engaging learning opportunities and resources.
- Commitment to meaningfully including young people with lived experience of mental ill health and their families/carers in training.
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services, including the Centre for Mental Health Learning, NWMH Mental Health Training and Development Unit, and specialist MH development agencies such as CEED, Spectrum, Forensicare, Summit, and Mindful.
- Highly developed interpersonal and communication skills (written and verbal) as well as abilities in problem solving and negotiation.
- Highly developed computer and keyboard skills, experience of presentation software (such as PowerPoint) and experience with internet meetings software (such as Microsoft Teams and Zoom).
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.



- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
- 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
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- Ability to document activities as required and comply with expectations for data collection e.g. contacts
- 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
- Melbourne Health will organise a Police Check prior to commencement of employment
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

Desirable:

- Nursing: Evidence of current Continuing Professional Development as outlined by ACMHN or RCNA. Evidence ACMHN Credentialed Mental Health Nurse (CMHN)
- Occupational Therapists: OT Australia Accredited Occupational Therapy status (AccOT)
- Social Workers: MAASW (Acc) or AASW Accredited Mental Health Social Worker status
- A working knowledge of community-based organisations and human services organisations.
- Commitment to the development of evaluation research within the service
- The incumbent may be required to perform other duties as directed.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- 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