
MENTAL HEALTH CLINICIAN – ORYGEN RECOVERY

FEBRUARY 2025



POSITION SUMMARY

Location:	Orygen Recovery		
Functional area:	Clinical Other		
Classification/ Salary:	Health Professionals and Support Services Award 2020, Health Professional Employee, Level 2 + casual loading + 11.5% super + access to \$15,900 NFP salary packaging		
Job level:	2		
Reports to:	Clinical Team Leader		
Employment type:	Casual		
Employment length:	Casual		
Direct reports	-	Indirect reports	-

POSITION PURPOSE STATEMENT

The Clinician supports the provision of comprehensive clinical sub-acute/recovery focused mental health care for young people and families of Orygen Recovery, the Youth Prevention & Recovery Care (YPARC) service.

The Clinician will work with young people from a range of backgrounds and diagnoses to provide sub-acute care including risk assessment, mental state assessment, crisis management, psychoeducation related to illness, key clinical care, and partnering with Youth Wellbeing workers, young people and family/carers.

This role will also support the entry and exit transitions to the YPARC and participate in a variety of other YPARC life activities to ensure comprehensive and safe consumer and family/carer-oriented care is attainable.

About Orygen Recovery

Orygen Recovery is a Youth Prevention and Recovery Care service (YPARC), which is a sub-acute, recovery focused short-term residential program, supporting young people by intervening early to prevent a deterioration that may lead to inpatient psychiatric care and transition to the community

from inpatient psychiatric care. Orygen Recovery comprises of Clinical Team and Youth Wellbeing Team, working with Young People aged between 16 and 25.

POSITION FOCUS

	Key responsibility area	Percentage
1	Clinical practice	60%
2	Stakeholder engagement	20%
3	Program Development	10%
4	Other	10%

POSITION KEY RESPONSIBILITY AREAS

1. Clinical practice

- Provide direct mental health clinical interventions including mental state examinations, sub-acute management of mental health symptoms, risk assessments, reporting and escalating if required physical health symptoms.
- Ensure service provision is guided by inclusive practices for all young people and families of all backgrounds and incorporates culturally safe and trauma informed principles.
- Ensure service provision is in collaboration with young people and their families/carers, is client-centred, recovery oriented and strengths focused.
- Ensure high standards of clinical care that are congruent with Orygen's aims – client focused, accessible, responsive and consistent with best practice.
- Complete intake assessments, individual support plans, crisis management plans, outcome measures, family engagement where required documentation of client's progress in client files, exit summaries and other required documentation.
- Utilise discipline specific expertise in a recovery orientated care model.
- Manage clinical risk and actively work with the multidisciplinary team in implementing risk reduction strategies.
- Escalate concerns about potential risk or deteriorations in a consumer's mental health to the clinical team for assessment and review.

2. Stakeholder engagement

- Liaise with the community treatment teams, regularly during the YP stay at Orygen Recovery (OR).

3. Program Development

- Participate in continuous improvement of the Orygen Recovery program.
- Be prepared to take on a clinical or psychosocial portfolio in which you will serve as the primary point of contact.
- Supporting evaluation of the Orygen Recovery and supporting research projects within the service, building the evidence of the model for this sub-acute care modality for young people experiencing mental ill health and their families.

4. Other

- Work in your scope of practice, participate in regular supervision and seek help from shift leaders where required.
- Take reasonable care for your safety and wellbeing and that of others.
- Comply with and support others to comply with Orygen's policies and procedures, including taking appropriate action to hold others accountable and promote a workplace culture that is safe, diverse and inclusive.

EDUCATION / QUALIFICATIONS

Essential	<ul style="list-style-type: none"> • Approved tertiary qualifications in a relevant discipline (such as psychology, social work, occupational therapy, mental health nursing). • Registration with AHPRA or eligibility for registration with AASW.
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EXPERIENCE / SKILLS

Experience / skills	<ul style="list-style-type: none"> • Base clinical skills, including being able to complete a mental state examination and conduct a risk assessment, and to be able to communicate this to members of multidisciplinary team. • Knowledge of the mental health system of care and within a youth mental health context • Ability to work independently at times and effectively within a multidisciplinary team, with willingness to learn about working in teams and conflict resolution. • Ability to develop effective working relationships, collaborations, and partnerships with a range of services within the broader community service system. • Readiness to apply specialized skills aligned with tertiary qualification. • Knowledge of the common mental health, substance use issues, social problems and other health issues faced by young people, and evidence-based treatment/support options. • Knowledge and understanding of the Children, Young Person's and Family Act 2004, Mental Health and Wellbeing Act 2022 and other Acts/ legislation relevant to working with young people in a mental health setting. • Knowledge and awareness of relevant legislation, government policies and strategic directions in relation to mental health and alcohol and other substances particularly as it relates to young people. • Awareness of the different types of organisations involved in mental health and drug and alcohol service delivery to young people and to their support networks. • Ability to learn to work within the framework of early intervention, de-stigmatisation, diversity, inclusion, and non-discrimination. • To possess organisational, administrative and time management skills and willingness to learn ways of managing these. • An understanding of and commitment to ethics and confidentiality issues, particularly in relation to the health and allied-health professions. • Proficient computer skills with an ability in word processing, PowerPoint and database programs, as required. • Experience working in youth mental health services, either as in a placement or alternative role. • Experiencing working in acute or sub-acute (PARC or Step Up/Step Down) or residential services and can be in various roles. • Exposure to working alongside youth and family/carer/significant others participation processes. • An understanding of the current policy context for youth mental health nationally.
Personal attributes	<ul style="list-style-type: none"> • The ability to utilise judgment and raise concerns with clinical team members and operational issues of concern and implement risk mitigation strategies as required. • To possess effective interpersonal and communication skills (verbal and written) • Ability to take initiative and work independently with problem-solving capabilities. • Ability to navigate working in diverse team, including the Wellbeing and lived experience teams.

KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> • Orygen Recovery team • Orygen Recovery leadership team • Headspace teams • Orygen Specialist teams
External	<ul style="list-style-type: none"> • Primary Private Practitioners • Community groups and services • Volunteers • Other Clinical Services • Emergency Services

SPECIAL REQUIREMENTS

<ul style="list-style-type: none"> • Unrestricted right to live and work in Australia. • A current National Police Check will be required. • Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check. • You may be required to work across more than one of Orygen’s sites, which are currently located within the north and west of Melbourne. • A current Victorian driver’s license (desirable). • In line with government guidelines, this position may need to be based at home during certain periods. As such a reliable internet connection will be required. • Occasional out of hours, evening and/or weekend work may be required.
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SAFETY, HEALTH AND WELLBEING RESPONSIBILITIES

<p>Employees are required to comply with all workplace health, safety and wellbeing policies and procedures of Orygen.</p> <p>In addition, employees are expected to:</p> <ul style="list-style-type: none"> • Promote and demonstrate Orygen’s high standards in relation to health, safety and wellbeing, championing a culture of safety in the workplace. • Take responsibility for their own safety, health and wellbeing and for their colleagues and others they work alongside, as far as they are able. • Follow policies, training and guidelines related to Workplace health, safety and wellbeing, including reporting of unsafe work practices, incidents, hazards and near miss events. • Be committed to promoting and protecting the safety and well-being of all children and young people and embedding safeguarding practices into all our programs and services.
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ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name	[insert name]
Signature	[insert signature]
Date	[insert date]