



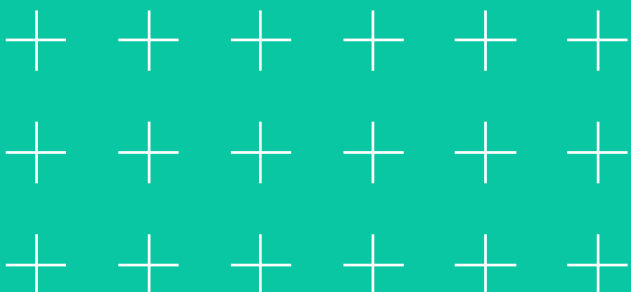
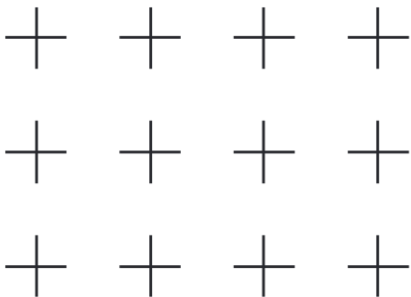
The Royal
Melbourne
Hospital

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Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Clinical Stream Lead - Addiction/Dual
Diagnosis

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**

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

Orygen AOD is an emerging stream within the evolving Orygen service system. This program will partner with young people, families/carers and the Orygen workforce to provide evidence-based best practice AOD assessments interventions integrated into routine mental health care. The AOD stream will have clinicians embedded within Orygen services providing secondary and primary consultation and assist in the management of AOD interventions including harm minimisation, reduction in use withdrawal and detox.

Care will be in partnership with ongoing care providers and enable opportunities for targeted interventions that can be completed within the home, sub-acute and acute environments. The AOD stream will also establish and maintain key partnerships with external stakeholders representing Orygen within AOD networks and utilising these relationships to support collaborative care and to young people to engage with those agencies should they require their supports.

POSITION SUMMARY

The Clinical Stream Lead - Addiction/Dual Diagnosis will responsible for the development of clinical policy, protocols and planning for delivery of AOD-specific mental health services.

The Clinical Stream Lead - Addiction/Dual Diagnosis supports the provision of comprehensive and integrated mental health care to young people and families/carers within the OSP/Orygen. The role will provide leadership of the development and implementation of substance use evidence-based practice identification, assessment and interventions across the Orygen service system. The role will work with the AOD working group to develop and implement Orygen's AOD and Dual Diagnosis strategic plan and collaborate with internal and external key stakeholders in line with the directions for mental health and AOD from the Royal Commission into Victorian Mental Health Services' recommendations.

The Clinical Stream Lead - Addiction/Dual Diagnosis will support the emerging AOD-specific workforce through supervision, training and mentoring as well as working collaboratively with Orygen leadership regarding the development of the entire workforce in AOD care.

The role will enhance the capacity of the OSP/Orygen Workforce through providing training, primary, secondary and tertiary consultation alongside clinicians and program stream leaders to support the development of knowledge, skill and attitudes, regarding integrated AOD care in mental health.

- The incumbent will have considerable knowledge and experience of working with families and young people with comorbid severe mental health and AOD use.
- The incumbent will have experience in providing supervision and support to AOD clinicians, mental health clinicians and peer workforce.
- Further, they will demonstrate high standards of clinical care that are responsive to the young person's developmental stage and informed by existing evidence and guidelines.

The service operates over a number of sites and staff may be required to work from these and be based at one or more sites, including Parkville, Footscray, Wyndham, Sunshine, Melton, or other sites within the catchment.



KEY ACCOUNTABILITIES

- Document and review framework for AOD-specific mental health care across Orygen, engaging and collaborating with Orygen Primary, Specialist, Research, and Knowledge and Translation.
- Represent, promote and advocate for the development of AOD and integrated care within the OSP/Orygen leadership including development of clinical policy, protocols and planning for delivery of AOD-specific mental health services.
- Establish and maintain interfaces and partnerships with key agencies through consultation, liaison, education and collaborative projects: including Drug and Alcohol services, Youth Justice and primary care providers.
- Provide support, supervision, primary and secondary consultations to members of the multidisciplinary teams, regarding evidence-based AOD and dual diagnosis practice principles and approaches.
- Collaboratively design, develop and deliver AOD training packages across primary and tertiary care.
- Manage and undertake specific AOD assessments and interventions: substance use stabilisation (intoxication and withdrawal), dual diagnosis interventions, tobacco cessation and other AOD-specific interventions
- Promote youth and family lived experience participation in service design, planning, implementation and evaluation.
- Support relevant pharmacological treatments for mental health and substance use
- Ensure high standards of clinical care that are congruent with Orygen aims – client focused, accessible, responsive and consistent with best practice
- Be a knowledge resource for the AOD and dual diagnosis specialty, establishing and embedding the AOD and dual diagnosis as a primary focus of care within the whole Orygen service system.
- Participate in research expanding the evidence base regarding youth dual diagnosis care including innovative care trials and program evaluation. Take reasonable care for your safety and wellbeing and that of others.
- Undertake or contribute to mental health and risk assessment, formulation, psychological treatment, crisis intervention, systems support for the young person, family/carers and wider system
- 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.
- Participate in ongoing service improvement and professional development initiatives and activities.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- 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

- Manage clinical risk and actively work toward implementing risk reduction strategies
- 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
- 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 and primary care providers etc.
- 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.
- Speak up for safety, our values and wellbeing.
- Ensure training needs of direct reports are identified and undertaken.
- Participate in ongoing service improvement and professional development initiatives and activities.
- 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.
- 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.
- Seek feedback on your work including participation in annual performance discussion.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Ensure direct reports receive regular feedback and participate in annual discussions.

KEY RELATIONSHIPS

Internal

- OSP Program Manager
- OSP Deputy Clinical Director
- Orygen Primary Program Manager
- Lead AOD Psychiatrist
- Orygen AOD Working Group
- Coordinators of Orygen Regions
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD and HYPE Clinical Streams, Psychosocial program, Youth Access Team, Inpatient Unit, @ HOME, HOPE, YPARC and headspace centres

External

- Key Agencies
- Community Groups
- Drug and Alcohol Services
- Education Services and Vocational Programs
- Youth Justice and Primary Care Providers

KEY SELECTION CRITERIA

Formal Qualifications:

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).

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.

Essential:

- A minimum of 10 years' clinical experience within mental health and AOD, including young people experiencing mental health and substance-use disorders
- Demonstrated experience in the provision of substance-use screening, assessment and treatment and its integration within youth mental health.
- Demonstrated experience in the provision of acute and continuing care with young people AOD-specific mental health issues; including, risk assessment, mental state assessment, crisis management, psychoeducation related to illness and medication, care coordination, and partnering with young people and family/carers.
- Ability to review and develop policy and service development within the program
- Ability to undertake quality improvement through ongoing evaluation of services delivered to clients
- Ability to facilitate and contribute integrated clinical research within the service
- Demonstrated interpersonal and communication skills (written and verbal) as well as abilities in problem solving and negotiation
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system including primary care, AOD agencies, employment and housing services, MHCSS and other relevant agencies.
- 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
- 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:

- A working knowledge of community-based organisations and human services organisations



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- Understanding of the Children & Young Person's Act, Mental Health Act 2014 and other Acts/legislation relevant to working with young people in a mental health setting.
 - 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, etc.)
 - The incumbent may be required to perform other duties as directed.
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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
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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.
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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
