



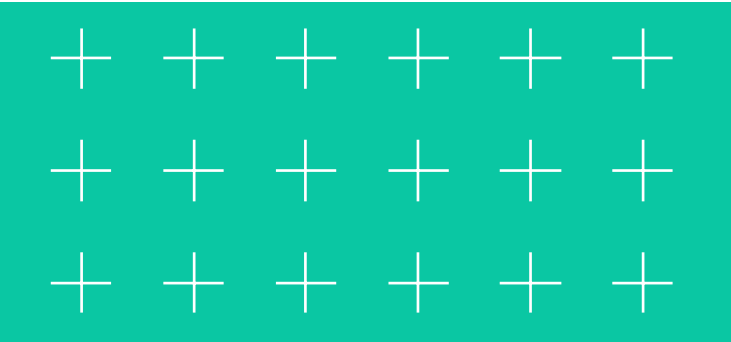
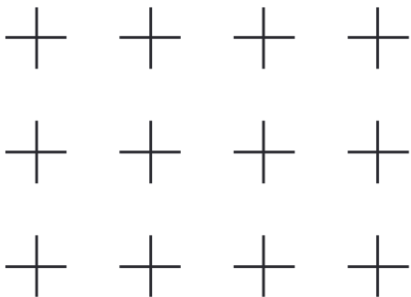
The Royal
Melbourne
Hospital

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Advancing
health
for everyone,
everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Senior Project Worker - Forensic Youth
Mental Health Service



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**

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 illness 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 in this cohort. 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 and Malmsbury Youth Justice Precincts (PYJP and MYJP, consecutively). The Community FYMHS stream is made up of three (3) different multi-disciplinary sub-teams that provide assessment and consultation only.

- *Youth Forensic Assessment & Consultation Service (YFACS)*

Senior Clinical Specialist and Psychiatrists (Consultant & Registrar) provide primary and secondary forensic consultation to clients and case managers from CYMHS/CAMHS services regarding forensic risk and safety planning.

- *Youth Justice Mental Health Clinician (YJMHC) initiative*

Senior clinicians provide primary and secondary mental health consultation to clients and community Youth Justice (YJ) case managers at Youth Justice Centres in Broadmeadows, Reservoir, Sunshine and Werribee.

- *Children's Court Mental Health Advice & Response Service (CCMHARS)*

CCMHARS Senior Clinicians are based at the Melbourne Children's Court to provide primary and secondary mental health consultation to the Court and its key stakeholders regarding the mental health of the young person appearing before the Court.

POSITION SUMMARY

The Senior Project Worker - FYMHS role will provide a high level of project management leadership and expertise to support the service design and delivery of an enhanced model of care to be delivered by the Orygen Custodial FYMHS team.

As part of the reforms associated with the Royal Commission into Victoria's Mental Health System (2021), it was recommended that Orygen lead the development of a service plan to expand custodial mental health services within youth justice settings across Parkville, Malmsbury and pending Cherry Creek (2023) precincts.

This position will work closely and collaboratively with the Orygen Stream Lead - FYMHS regarding the development of clinical policy and protocol regarding an enhanced and innovative model of care to support not only the delivery of specialist evidenced-based mental health services in youth justice custody, but also to support the development of transition and care pathways.

The Senior Project Worker will also support the Stream Lead – FYMHS to consider how FYMHS integrates with both Orygen specialist programs and primary programs of clinical care as well as the broader areas of policy, research and translation.

KEY ACCOUNTABILITIES

- Supporting project planning, resolve design issues, coordinate and write documentation (i.e. policies, procedures, model of care) and undertake consultation regarding enhanced model design and implementation.
- Collaboratively design, develop and support the delivery of forensic youth mental health training packages across primary and tertiary care services.

- Supporting the Orygen OSP and FYMHS leadership group in the delivery of project design and communication to key stakeholders including Justice Health and Youth Justice.
- Driving the planning and delivery of FYMHS Custodial enhanced model of care via effective project communications and change management.
- Mentoring and supervising junior Project Workers.
- Ensuring risk and opportunity are understood and managed.
- Help drive effective project governance and developing report documentation.
- Track and monitor compliance with project plans.
- Contribute to the development and improvement of administrative process and application of new technology as required.
- Document and review framework for FYMHS - specific mental health care across Orygen by engaging and collaborating with Orygen Primary, Specialist, Research and Knowledge & Translation.
- Participate in ongoing service wide improvement, delivery, initiatives and planning activities.
- Comply with Safety & Service improvement/quality management policies and procedures.
- Support and participate in Health Services Occupational Health & Safety (OH&S) Policies and Procedures and implement (where appropriate) at unit/service area level including reporting any incidents of unsafe work practices, sites/areas or equipment.
- Operate within allocated budget and attend regular budget meetings as required.
- Promote youth and family lived experience by participation in service design, planning, implementation and evaluation.
- Facilitate and support relationships between Orygen FYMHS and Orygen Clinical Training to develop and deliver training and education.
- Facilitate and support participation in research and evaluation expanding the evidence base regarding forensic youth mental health including but not limited to innovative trails and program evaluation.
- Ensure that FYMHS service delivery is guided by evidence-based, culturally safe and trauma-informed principles incorporating the diverse needs of all young people and families, including those from LGBTIQI+, Aboriginal and Torres Strait Islander and culturally and linguistic diverse populations.
- Contribute to a culture of care, teamwork, continuous improvement, constructive performance review, high quality work standards and client service delivery.
- Monitor and achieve relevant KPIs and targets.
- Ensure all direct reporting staff receive and engage in regular feedback and participate in regular, annual discussions.
- Take reasonable care for your safety, wellbeing and that of others.
- Create and support others to create and foster a Psychologically safe work environment where all staff feel safe to speak up. Speak up for safety, Orygen values and wellbeing.
- Seek feedback on your own work and performance by participating in regular annual performance discussions.
- Ensure high standards of clinical care are delivered, that are congruent with Orygen's values and are client focused, accessible, responsive and consistent with best recommended practice.

KEY RELATIONSHIPS

Internal

- OSP Clinical Leadership
- FYMHS Stream Lead
- FYMHS Medical Lead
- Custodial Forensic Youth Mental Health Service
- Community Forensic Youth Mental Health Service
 - Children's Court Mental Health Advice & Response Service (CCHMARS)

External

- Custodial Primary Health & Primary Mental Health Service Provider (Correct Care Australasia, CCA)
- Custodial & Community Youth Offending Program provider (Caraniche)
- Youth Justice staff (Custody and Community), Department of Justice and Community Safety (DJCS)
- Youth Parole Board (YPB)

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- Youth Justice Mental Health Clinician Initiative
 - Youth Forensic Assessment & Consultation Service (YFACS)
 - Continuing Care Team Coordinators – Regions A & B
 - Sub-programs, including Early Psychosis, MOOD and HYPE Clinical Stream, Psychosocial Program, Youth Access Team (YAT), Inpatient Unit, Orygen @ Home, HOPE, Dual Diagnosis, Eating Disorders, Neurodevelopmental Disorders, Community Development, YPARC and Refugee Access.
 - Orygen Case Managers as required
 - 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
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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 Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing, Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent.

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 the application of clinical practice in the mental health field and specifically with young people experiencing mental health disorders.
 - A thorough knowledge of current mental health approaches to working with mentally ill clients with behavioural and/or forensic complexity.
 - Ability to work collaboratively and effectively with CAMHS/CYMHS services.
 - Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system.
 - A sound knowledge of the youth justice and/or criminal justice system and other relevant community based forensic services.
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- 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).
- Experience and expertise in providing case management.
- Knowledge of the rationale and evidence for early intervention in mental illness.
- Ability to work collaboratively and effectively with young people and their families.
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
- Understanding of the Children, Youth & Families Act 2005, Mental Health Act 2014 and other Acts/legislation relevant to working with young people in a mental health setting.
- 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.
- 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.
- Clinical experience working within Department of Justice, Forensic Psychiatry or Youth Forensic Services.
- Demonstrated experience at a senior clinician/clinical coordinator or clinical experience within an autonomous role.
- A working knowledge of community-based health and mental health organisations and human services organisations.
- A commitment to ongoing professional development. Maintains knowledge through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- According to professional qualifications: Demonstrated evidence of membership or Annual Continuing Professional Development as outlined by appropriate Professional Body (NBA, OTA, AASW, APS); MAASW (Acc) or AASW Accredited Mental Health Social Worker status or OT Australia Accredited Occupational Therapy status (AccOT).



- Understanding of the Children & Young Person's Act, Mental Health Act 1986 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).
- Advanced computer and keyboard skills are an advantage.
- 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