

## Position Description

<b>Position title</b>	Psychiatry Fellow - RCH Mental Health
<b>Department / Division</b>	Mental Health / Medicine
<b>Classification</b>	Victorian Public Sector (AMA Victoria) – Doctors in Training
<b>Position reports to</b>	Director, Mental Health
<b>No. of direct &amp; indirect reports</b>	n/a
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville
<b>Risk category</b>	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

<p><b>The Royal Children's Hospital</b></p> <p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at <a href="http://www.rch.org.au">www.rch.org.au</a></p>
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<p><b>ROLE CONTEXT</b></p> <p>RCH Mental Health is a Level 5 tertiary Infant, Child and Family Area Mental Health and Wellbeing Service comprised of both community and hospital-based services. This includes an Intake and Assessment Team based at Parkville and three multidisciplinary community-based teams located at Travancore, St Albans and Hoppers Crossing. The Community teams are led by a partnership between a Team Coordinator and a Consultant Psychiatrist, with the Team Coordinator responsible for the operational functioning of the team, and the Consultant Psychiatrist accountable for</p>
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driving high quality clinical care across the Team. The Travancore site also has the HOPE program, Community Development and the CASEA programs

RCH Mental Health in the community has transformed to a service focused on the mental health care of infants and children 0-11 years as we implement the recommendations from the Royal Commission into Victoria's Mental Health System. The transformation allows RCH Mental Health to help more infants and children and their families and implement contemporary models of care that best meet the needs of the families we serve and support them to use their collective strengths for recovery and hope.

RCH Mental Health provides mental health care for medical and surgical inpatients at the RCH Parkville Campus through the Hospital Consultation-Liaison MH team

## ROLE PURPOSE

The Mental Health Fellow is responsible for providing clinical care to RCH Mental Health (RCH MH) consumers, including psychiatric assessments, case planning, treatment and consultation within the multidisciplinary team, and for participating in relevant training, quality and staff development programs. The Fellow contributes to the interdisciplinary team care provided to the community including participation in same-day assessment rosters, after-hours on-call registrar roster, and community development and consultation.

With RCH outpatient Mental Health focused on seeing 0-11-year-olds, this role provides an excellent opportunity for a trainee interested in developing their skills with this age group.

The Fellow will be based in one of the three community mental health teams of RCH at Travancore, St Albans or Hoppers Crossing or within the RCH Parkville Campus and has a dual reporting line:

- (1) to the Team Consultant Psychiatrist (usually also the principal supervisor) for clinical care, professional standards and training requirements, and
- (2) to the Site/Team Coordinator for management and administrative responsibilities in RCH MH

Opportunities may arise for placements with The Brimbank Melton Children's Health and Wellbeing Local, and the HOPE Service at RCH.

The Banksia Ward is a 16-bed facility, part of the Royal Children's Hospital. It is one of four public-funded inpatient adolescent wards in Victoria and provides acute psychiatric care to young people 13-18yo. This includes both urgent and planned admissions for assessment, stabilisation and therapeutic interventions. A new therapeutic model of care has been prepared for the new Ward to guide high quality practice.

The Banksia Ward Fellow works alongside the Banksia Registrar, HMO, the Primary Psychiatrist and sessional Consultant Psychiatrist with the support of the on-site Consultation-Liaison Psychiatry team. The primary activities of the Fellow are admission and management of inpatients including supervised oversight of psychiatric medications, and coordination of multidisciplinary care for several young people as well as the management of acute mental health risks.

The Hospital Consultation-Liaison mental health team provides mental health care to medical and surgical inpatients admitted to the RCH. The role provides an excellent opportunity for the trainee to gain advanced clinical skills in the assessment and management of infants, children and adolescents admitted with acute or chronic medical illness symptoms with co-occurring mental health symptoms and challenges. The role includes supervised oversight of psychiatric medications, and management of acute mental health risks. The role will provide support to the RCH ED Mental Health Team (EDMH) for infants, children and young people presenting to ED with complex medication

regimes or in the context of the Mental Health and Wellbeing Act, and attendance at the Rapid Review Clinic. The support to EDMH will comprise no more than 20% of your role with the Hospital Consultation-Liaison Team.

Opportunities will arise to occasionally attend the Neurodevelopmental Disorders Team and the Dual Disability Service clinics, and Infant Mental Health clinics.

Opportunities will be provided to express an interest in the role of the Principal Registrar with dedicated time to support junior medical staff within the department, meeting regularly with the Director and Service Coordinator of Training.

## KEY ACCOUNTABILITIES

### Community and HCL Fellow

- Conduct appropriate and timely assessments, including risk assessments, and provide diagnosis and treatment, including prescribing medication
- Deliver clinical services, treatment and community activity through direct contact for 40% of available weekly work hours.
- Ensure that clinical work and care procedures are accurately and promptly documented, including data collection for the Statewide CMI/RAPID dataset.
- Respond to clinical crises and urgent clinical problems by participating in the team crisis response system during office hours with other team clinicians.
- Participate in home visits for clients as required for good clinical care and in consultation with Site/Team Coordinator
- Participate in the after-hours on-call roster (and associated sick leave procedure) to provide Mental Health clinical services to the Banksia Ward and RCH Emergency Department and Wards
- Support coordinated client care by documenting all clinical services in the case record, writing concise letters and reports, and ensuring timely entry of outcome measures and service statistics
- Actively coordinate clinical care through case liaison and ongoing feedback to referring agents, colleagues and partner agencies
- Provide secondary consultation, education and support to other community agencies, at an appropriate level
- Attend team meetings and participate in team clinical governance processes, including case review, outcome measurement and quality activities
- Participate in the *mindful* training program and contribute to teaching of RCH MH junior medical staff
- Participate in regular clinical supervision, professional development performance reviews as required by the appropriate Specialist College and plan appropriate learning and self-development activity with the Consultant Psychiatrist
- Contribute to Thursday Training, the weekly RCH MH training curriculum for stage 2 CAP registrars and paediatric registrars across Western Victoria where possible, representing part of mandated Training Time allocation
- Become familiar with the policy and procedure frameworks of RCH MH, including intranet clinical resources
- Contribute to service improvement through involvement in Quality Improvement activities, research, professional education activities within RCH
- Adhere to the RCH Code of Conduct, policies and procedures which incorporates RCH organisational expectations of employees and managers as amended from time to time. This includes but is not limited to, Health and Safety, Quality, Business Continuity and Risk Management Responsibilities.

### **Banksia Fellow**

- Provide effective, coordinated client- and family-centred care to Banksia inpatients
- Participate in the *mindful* training program and contribute supervision of the ward's HMOs
- Contribute to Quality Activities and research activities in the Banksia Ward
- Ensure that clinical work and care procedures are accurately and promptly documented
- Participate in the after-hours on call roster to Banksia Ward, medical/surgical wards and Emergency Department
- Support the Banksia paediatric registrar and contribute to high quality medical care on Banksia Ward delivered in concert with the paediatric registrar and consultant psychiatrist
- Contribute to a culture of evidence-based practice, continual learning and improvement

### **QUALIFICATIONS AND EXPERIENCE**

#### **Essential:**

- Registration as a medical practitioner in Victoria
- Completion of basic training and enrolment in the advanced training with RANZCP
- Experience in the use of an electronic medical record

### **KEY SELECTION CRITERIA**

- Very well-developed clinical skills in psychiatry
- A commitment to professional development
- Strong communication skills and demonstrated capacity to work independently and interdependently in a multidisciplinary team setting
- Effective ability to prioritise and manage a range of clinical and coordinating functions
- Demonstrated capacity to effectively use supervision
- Experience in establishing and maintaining well-functioning relationships with psychiatric and medical colleagues
- Excellent verbal and written communication skills and attention to detail
- Well-developed capacity to establish partnerships with key service providers
- Ability to work independently with routine RANZCP stipulated supervision
- Highly developed written and oral communication skills including accurately recording data, correspondence, reporting and providing written and oral evidence as required.
- Competency in information technology software (e.g., Microsoft Office, and MSTeams).
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance.
- Excellent organisational and planning skills

### **OTHER REQUIREMENTS**

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

## IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

## RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

## QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

**The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.**

Position description last updated

March 2026