



## Position Description

<b>Position Title</b>	Senior Mental Health Clinician
<b>Department/Division</b>	Mental Health / Medicine
<b>Classification</b>	Multidisciplinary - Gr 3 Allied Health, i.e.: Grade 3 Occupational Therapist (YB24-YB27) Grade 3 Psychologist (PL1-PL4) Grade 3 Social Worker (YC46-YC49) Grade 3 Speech Pathologist (YB51-YB54) Grade 4 Registered Psychiatric Nurse (NP75-NP77)
<b>Position reports to</b>	Operational – Emergency Mental Health Coordinator Professional – Discipline Senior
<b>No. of direct &amp; indirect reports</b>	N/A
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville

<b>The Royal Children's Hospital</b>
<p>The Royal Children's Hospital's (RCH) vision is <i>A world where all kids thrive</i>.</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. Further information on RCH is available at <a href="http://www.rch.org.au">www.rch.org.au</a></p>

<b>ROLE PURPOSE</b>
<p>RCH Mental Health comprises community- and hospital-based services. This role is with the Emergency Mental Health (EMH) team and is based in the Emergency Department (ED) at the main hospital in Parkville, although the service may have occasion or need to deploy staff to other sites if required. EMH consults to the ED around the needs of young people presenting with urgent mental health problems, and includes high quality risk assessment, crisis management, brief intervention, and discharge</p>

planning, as well as providing support to families, and liaising with treating teams. The service also expects clinical staff to contribute to research, mental health promotion, staff training, and community education.

## KEY ACCOUNTABILITIES

### Provision of Care

- Deliver excellent evidence-based practice (insert discipline here) assessments and interventions (add detail specific to role e.g., inpatient, ambulatory etc.)
- Manage a complex and varied clinical caseload
- Provide high level of clinical expertise with independent decision making
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures
- Lead the ongoing development, review and maintenance of administrative processes and improved communication mechanisms
- Actively participate in, provide and contribute to continuous improvement and continuing education opportunities
- Plan for, and effectively manage, contingencies that may affect the performance of healthcare activities
- Act to reduce error and sources of risk in own practice and as well as the broader discipline/ department and healthcare setting
- Ensure timely provision of discipline services through appropriate prioritization of stream and departmental caseload and patient needs
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within the broader multidisciplinary team

### Lifelong Learning

- Participation in professional development activities to ensure that best clinical practice is maintained
- Act to ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection
- Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning
- (Add any discipline specific requirements e.g., AHPRA registration or meets CPD requirements of relevant professional body)
- Participation in teaching (internal and external)
- Model a commitment to continuing professional development and support junior staff in developing and accomplishing professional goals and objectives
- Actively promotes an environment of lifelong learning

### Collaborative Practice

- Work in collaboration with multidisciplinary team
- Demonstrated experience working with initiative, autonomy and leading others in the pursuit of team goals
- Promote and develop partnerships with healthcare and community providers as well as discipline networks
- A flexible and adaptable approach to functioning in a team environment that enhances the team's performance to ensure ongoing excellence in service delivery and teamwork

### Communication

- Highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Recognises issues that may lead to conflict, and constructively addresses issues as they arise
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions
- Facilitate open and effective communication across all levels of the individual Department and more broadly across the organisation
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained

**Continuous Improvement**

- Develops effective time management skills to balance clinical requirements and to contribute to continuous improvement activities
- Balances priorities between clinical load and contribution to quality improvement activities
- Lead and contribute to improvements in departmental management and function
- Completes quality activities in timely manner
- Acts to reduce error and sources of risk in own practice
- Contributes positively to change processes, through demonstrating flexibility and openness to change
- Develops awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role
- Empowers team to identify, analyse, report and manage risks
- Manages local risks and escalates appropriately to line manager and relevant stakeholders

**Supervision, Leadership and People Management**

- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework
- Provide clinical supervision to staff and students, and provides regular, constructive and developmental feedback to team
- Provide clinical and operational leadership in area of expertise, but will inform and consult with the G4 or manager
- Psychology: Provide clinical leadership in area of expertise, but will inform and consult with the G4 or manager as Grade 3 Psychologists cannot be operational team leaders

**Organisation and Planning**

- Highly developed organisational and planning skills with ability to prioritise workload and competing demands

**Research**

- Understands the principles of evidence-based practice and critically evaluates clinical practice in light of available evidence, experience and patient/ family values and circumstances
- Evaluates current practice with respect to the evidence
- Finds, critically reviews, evaluates and interprets literature and applies to current role/service
- Supports a research culture and agenda
- Contributes to research agenda through assisting research projects e.g., contributing to participant recruitment, data entry, questionnaire/audit design as part of a research project in work area
- Appropriately shares evidence e.g., presents at journal club, special interest groups
- Works with team/department to identify research gaps and takes opportunities to engage academic partners (e.g. contributes to ideas for honours projects)

**QUALIFICATIONS AND EXPERIENCE****Essential:**

- Entry to practice tertiary qualification
- Registration with the appropriate professional body
- Experience working within mental health
- Demonstrated commitment to work and contribute as part of a team
- Proven capacity for clinical leadership in a team environment and ability to work well as a senior team member

**Desirable:**

- Minimum 7 years' experience in health or related field
- Post graduate qualification
- Experience working in an acute health setting

**Commented [SC1]:** Not required because this is specified under Psychology requirements below

RCH Nurses will:

- Hold a post graduate diploma in psychiatric/mental health nursing or have completed a specialist undergraduate psychiatric nursing program

RCH Occupational Therapists will:

- Hold an OT degree qualification or equivalent from an accredited course / university
- Be registered with AHPRA and as such have satisfied the requirements of continuing professional development and recency of practice
- Uphold the Code of Ethics, OT Australia

RCH Psychologists will:

- Have completed an accredited Master or Doctoral program in a relevant area of practice recognised by the Psychology Board of Australia. (Note Master of Professional Psychology qualification does not meet this criterion)
- Hold general registration with the Psychology Board of Australia (Board)
- Continuously satisfy the Psychology Board of Australia's continuing professional development standards
- Uphold the Psychology Board of Australia's Code of Ethics
- Have a minimum of five years professional experience as a Psychologist Grade 2 (or equivalent)
- Hold an Area of Practice Endorsement with the Board in a relevant area of practice for this role
- Hold Board-approved supervisor status, including Board approval as a 'Registrar Program Principal Supervisor'
- Have an experience in clinical practice in the area of paediatric psychology
- Demonstrated experience in functioning independently as a psychologist and provision of a range of psychology services
- Demonstrated ability to supervise clinical staff and post-graduate students

RC Social Workers will:

- Hold a degree in Social Work from an accredited course/university
- Be eligible for membership of the AASW.
- Meet AASW accreditation standards for Continuing Professional Education
- Uphold the AASW Code of Ethics

RCH Speech Pathologists will:

- Hold a degree in Speech Pathology from an accredited university
- Be eligible for membership of Speech Pathology Australia and meet the requirements of the SPA professional self-regulation program
- Uphold the SPA Code of Ethics

#### KEY SELECTION CRITERIA

- Demonstrated clinical skills and significant experience in the provision of effective and efficient child and adolescent mental health care
- Demonstrated ability to practice autonomously as well as within a multidisciplinary team
- Demonstrated experience in professional supervision of clinicians and students
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders to maximise service coordination and cooperation as well as capacity building with community agencies
- Demonstrated interest or experience in research, quality improvement and program evaluation
- A commitment and evidence of evidence-based practice and continuing professional development including an ability to find and apply evidence in decision-making
- Highly developed written and verbal communication skills and inter-personal skills
- Demonstrated awareness and understanding of legal obligations when working in a CAMHS context in Victoria
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance
- Experience in mental health triage, crisis management and intervention

#### OTHER REQUIREMENTS

<ul style="list-style-type: none"> <li>• Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment</li> <li>• Employees are required to maintain a valid Working with Children's Check throughout their employment</li> <li>• 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)</li> <li>• Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure</li> <li>• Note that some working across multiple sites may be required</li> <li>• Access to Employee Assistance Program (EAP) and a range of other staff wellbeing initiatives will be made available</li> </ul>
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IMPORTANT INFORMATION
<p>All employees are required to adhere to the Royal Children's Hospital Values:</p> <ul style="list-style-type: none"> <li>• Curious - We are creative, playful and collaborative</li> <li>• Courageous - We pursue our goals with determination, ambition and confidence</li> <li>• Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together</li> <li>• Kind - We are generous, warm and understanding</li> </ul> <p><b>RCH COMPACT</b></p> <p>All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.</p> <ul style="list-style-type: none"> <li>• We do better work caring for children and families when we also care for each other</li> <li>• I bring a positive attitude to work – I share, I laugh, I enjoy other’s company</li> <li>• I take responsibility for my behaviour and its impact on others</li> <li>• I am curious and seek out ways to constantly learn and improve</li> <li>• I celebrate the good stuff, the small stuff, the big stuff – it all matters</li> <li>• I speak up when things aren't right</li> <li>• I value the many different roles it takes to deliver great patient care</li> <li>• I actively listen because I want to understand others and make better decisions</li> <li>• I am inclusive and value diversity</li> <li>• When it comes to teamwork, I don't hold back – I'm all in</li> </ul> <p><b>QUALITY, SAFETY AND IMPROVEMENT</b></p> <p>RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:</p> <ul style="list-style-type: none"> <li>• Acting in accordance and complying with all relevant Safety and Quality policies and procedures</li> <li>• Identifying risks, reporting and being actively involved in risk mitigation strategies</li> <li>• Participating in and actively contributing to quality improvement programs</li> <li>• Complying with the requirements of the National Safety &amp; Quality Health Service Standards</li> <li>• Complying with all relevant clinical and/or competency standards</li> <li>• Complying with the principles of Patient and Family Centred Care that relate to this position</li> </ul> <p><b>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.</b></p>

Position Description last updated	June 2025
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