

## Position description

<b>Position title</b>	Mental Health Clinician		
<b>Department / Division</b>	Children's Cancer Centre, Division of Medicine		
<b>Classification</b>	Multidisciplinary (OT2/P2/SW2/SP2)  Grade 2 Year 1 – Grade 2 Year 4 (e.g., PK1-PK4)	<b>Employment Status</b>	Full-Time, (Fixed-Term, Maternity Leave Replacement, 1.0FTE
<b>Position reports to</b>	Operational: Maria McCarthy, Children's Cancer Centre Professional: Discipline Head		
<b>Size of team</b>	FTE 8.5		
<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 to be a great children's hospital – delivering Great Care, Everywhere.</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>
<b>ROLE PURPOSE</b>

As a member of a multidisciplinary Psycho-oncology team in the Children's Cancer Centre (CCC), the Mental Health Clinician is responsible for provision of mental health services to children and adolescents under the care of the RCH Children's Cancer Centre their families. This involves high quality assessment, treatment and consultation for patients and families referred to the program. This role will also involve consultation and liaison with multidisciplinary oncology teams and community-based practitioners. Additional duties include attendance at relevant clinical and administrative meetings and fostering professional relationships with CCC staff and external stakeholders as required.

The Mental Health Clinician will also develop strong working relationships with RCH Mental Health, in particular the Consultation and Liaison Service and Psychology Service, which is responsible for the overall delivery of mental health services to infants, children and adolescents who are patients of the RCH. The incumbent is expected to attend relevant meetings with RCH Mental Health including regular supervision, professional development and operational meetings as required.

The incumbent will participate in psycho-oncology activities including continuous quality improvement projects, education to CCC staff and external stakeholders and research activities as appropriate.

#### KEY ACCOUNTABILITIES

- Purposefully and expertly engage children, young people and their families who are patients of the RCH CCC.
- Effectively and competently manage a caseload by providing high quality clinical care, including assessment, therapeutic care and management and referral to community-based services where appropriate.
- Work collaboratively with other disciplines within the team to provide high quality inter-disciplinary care.
- Provide excellent secondary consultation to other health, education, and community services/providers to enhance coordinated care.
- Complete accurate, timely and professional clinical record keeping and documentation.
- Maintain accurate records of client contact through EMR
- Provide mental health consultation to hospital staff and liaise with hospital and community agencies as appropriate regarding CCC patients to ensure optimal patient care and management.
- Provide professional and operational/administrative support to the Psycho-oncology Coordinator as required.
- Undertake and/or support research and evaluation activities (as required for learning innovations for best practice care).
- Assist in the preparation of material for reports, meetings, and presentations as appropriate.
- Actively participate in all forms of supervision (operational, professional, and clinical).
- Support continuous quality improvement activities.
- Work within legal and ethical obligations for excellent family focussed care.
- Be aware of and work in accordance with Hospital policies and procedures, including Occupational Health and Safety, Equal Employment Opportunity, and Confidentiality
- Demonstrate a commitment to culturally safe and sensitive service provision

#### QUALIFICATIONS AND EXPERIENCE

##### Essential:

- Tertiary Qualification in relevant discipline
- Current Registration with AHPRA (where professionally relevant)
- Clinical experience in a hospital/medical healthcare setting
-

- ***Psychology applicants only:***
- Hold a minimum Master of Clinical or Health Psychology degree from an APAC accredited university and be registered with AHPRA
- as a general psychologist
  - o Hold an Endorsement in either Clinical or Health Psychology by the Psychology Board of Australia, or be registered in the relevant
- Endorsement program
- Continuously satisfy the PBA requirements
- ***Social Work applicants only:***
  - o Meet AASW accreditation standards for Continuing Professional Education
  - o Uphold the AASW Code of Ethics
- ***Occupational Therapist applicants only:***
  - o Uphold the OTA Code of Ethics
- ***Speech Pathologist applicants only:***
  - o Meet the requirements of Professional Self-Regulation program
  - o Uphold the SPA Code of Ethics
- **Desirable:**
- Completion of the Developmental Psychiatry Course (DPC)

**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's Check throughout their employment
- The employee needs to ensure that they maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

**KEY SELECTION CRITERIA**

- Demonstrated clinical skills and experience in the provision of effective and efficient child and adolescent mental health care
- Demonstrated ability to build and maintain working relationships with key stakeholders to maximise service coordination and cooperation as well as capacity building with community agencies
- Demonstrated interest in research, quality improvement and program evaluation  
A commitment and evidence of evidence-based practice and continuing professional development including and ability to find and apply evidence in decision-making
- Highly developed written and verbal communication skills and inter-personal skills
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance

**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's 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:

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

### 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.**

### INHERENT REQUIREMENTS OF THIS ROLE

There are a number of critical work demands (inherent requirements) that are generic across all positions at The Royal Childrens Hospital. The generic inherent requirements for this position are detailed below. These may be added to with more specific inherent requirements, if required, by your manager and Workplace Health & Safety.		
<b>Physical Demands</b>		Frequency
Work Hours	This role is typically performed during standard business hours	Yes
	This role requires shift work, including day, afternoon, night & weekends	No
	This role is required to participate in an on-call roster	No
Sitting – remaining in a seated position to complete tasks		Frequent
Standing – remaining standing without moving about to perform tasks		Frequent
Walking – floor type even, vinyl, carpet		Frequent
Lean forward/forward flexion from waist to complete tasks		Frequent
Trunk twisting – turning from the waist to complete tasks		Frequent
Kneeling – remaining in a kneeling position to complete tasks		Frequent
Squatting/crouching – adopting these postures to complete tasks		Frequent
Leg/Foot movement – to operate equipment		Not Applicable
Climbing stairs/ladders – ascending/descending stairs, ladders, steps		Rare
Lifting/Carrying	Light – less than 5 kilos	Prolonged/Constant
	Moderate – 5-10 kilos	Occasional
	Heavy – 10-20 kilos	Occasional
Push/Pull of equipment/furniture	Light forces – less than 10 kilos	Occasional
	Moderate forces - 10-20 kilos	Rare
	Heavy forces – over 20 kilos	Not Applicable
Reaching – arm fully extended forward or raised above shoulder		Occasional
Head/Neck Postures – holding head in a position other than neutral (facing forward)		Frequent
Sequential repetitive actions in short period of time	Repetitive flexion & extension of hands, wrists & arms	Occasional
	Gripping. Holding, twisting, clasping with fingers/hands	Occasional
Driving – operating any motor-powered vehicle with a valid Victorian driver's licence		Not Applicable
<b>Sensory Demands</b>		Prolonged/Constant
Sight – use of sight is integral to most tasks		Prolonged/Constant
Hearing – use of hearing is integral to most tasks		Prolonged/Constant
Touch – use of touch is integral to most tasks		Prolonged/Constant
<b>Psychosocial Demands</b>		Prolonged/Constant
Observation skills – assessing/reviewing in/outpatients		Frequent
Problem solving issues associated with clinical and non-clinical care		Frequent



Attention to detail	Prolonged/Constant
Working with distressed patients and families	Prolonged/Constant
Dealing with aggressive and uncooperative people	Frequent
Dealing with unpredictable behaviour	Frequent
Exposure to distressing situations	Frequent

<b>Definitions used to assess frequency of tasks/demands as above</b>	
Prolonged/Constant	71-100% of time in position
Frequent	31-70% of time in position
Occasional	16-30% of time in position
Rare	0-15% of time in position
Not Applicable	

<b>Position description last updated</b>	<b>October 2021</b>
--	---------------------