

Position description

Position title	Mental Health Clinician		
Department / Division	Children's Cancer Centre, Division of Medicine		
Classification	Multidisciplinary (OT3/P3/SW3/SP3) Grade 3 Year 1 – Grade 3 Year 4 (e.g. PL1-PL4)	Employment Status	Full-Time, (Fixed-Term, Maternity Leave Replacement, 1.0FTE
Position reports to	Operational: Maria McCarthy, Children's Cancer Centre Professional: Discipline Senior, Mental Health		
Size of team	FTE 8.5		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital
<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 https://www.rch.org.au/quality/child-safety/.</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 www.rch.org.au</p>
ROLE PURPOSE

As a member of a multidisciplinary Psycho-oncology team in the Children's Cancer Centre (CCC), the Senior Mental Health clinician is responsible for provision of mental health services to children and adolescents diagnosed with cancer and their families. This involves appropriate assessment and management of patients referred from the CCC, as well as attendance at relevant clinical and administrative meetings and liaising with team members and CCC staff 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 will attend relevant meetings with RCH Mental Health including regular supervision, professional development and operational meetings as required.

The incumbent in this position of Senior Mental Health Clinician will also be expected to have an expert knowledge of paediatric psycho-oncology and undertake a leadership role in the CCC Mental Health program. This will include managing intake referrals, initiation of quality improvement projects and clinical supervision to other staff members including students. The incumbent will provide education to CCC staff (e.g., fellows, Clinical Nurse Coordinators) and relevant external stakeholders. The incumbent will participate in psycho-oncology research projects as appropriate and foster an evidence-based approach to CCC psychosocial care. The incumbent will participate in strategic planning and clinical initiatives with key stakeholder organisations such as the Victorian Paediatric Integrated Cancer Service (PICS), the Australian and New Zealand Children's Haematology and Oncology Group (ANZCHOG) and the Victorian Comprehensive Cancer Centre (VCCC).

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 mental health clinical care, including assessment, therapeutic care and management and referral to community-based services where appropriate.
- Work collaboratively with other disciplines within the Psycho-oncology team to provide high quality inter-disciplinary care.
- Provide mental health consultation to hospital staff and liaise with RCH staff regarding CCC patients to ensure optimal patient care and management.
- Provide excellent secondary consultation to other health, education and community services/providers to enhance coordinated care.
- Undertake clinical supervision of psychology students and other CCC psycho-oncology staff.
- Participate in academic and education activities including education of CCC staff and external stakeholders, conference presentations etc.
- Initiate and/or support research and evaluation activities (as required for learning innovations for best practice care).
- Lead and participate in quality improvement projects and strategic/clinical planning as appropriate.
- Complete accurate, timely and professional clinical record keeping and documentation.
- Maintain accurate records of client contact through EMR.
- Provide professional and operational/administrative support to the Psycho-oncology Coordinator as required.
- Assist in the preparation of material for reports, meetings, and presentations as appropriate.
- Actively participate in all forms of supervision (operational, professional and clinical).
- 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
 - Hold APRHA Endorsement within their specific psychology discipline (Clinical or Health Psychology)
 - Hold Board approved supervisor status.
 - Continuously satisfy the PBA requirements
- ***Social Work applicants only:***
 - Meet AASW accreditation standards for Continuing Professional Education o Uphold the AASW Code of Ethics
- ***Occupational Therapist applicants only:***
 - Uphold the OTA Code of Ethics
- ***Speech Pathologist applicants only:***
 - Meet the requirements of Professional Self-Regulation program
 - 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.		
Physical Demands		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
Sensory Demands		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
Psychosocial Demands	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

Definitions used to assess frequency of tasks/demands as above	
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	

Position description last updated	October 2021
--	---------------------