

Position Description

Position title	Mental Health Clinician - Care Coordinator: Banksia Ward
Department / Division	Banksia Ward
Classification	Multidisciplinary OT2/P2/SW2/SP2/RPN3 Occupational Therapist: YB20 Grade 2 Year 1 to YB23 Grade 2 Year 4 Psychologist: PK1 Grade 2 Year 1 to PK4 Grade 2 Year 4 Social Work: YC42 Grade 2 Year 1 to YC45 Grade 2 Year 4 Speech Pathology: YB47 Grade 2 Year 1 to YB50 Grade 2 Year 4 Registered Nurse: NP81 - NP74 RPN Grade 3 Year 1 to Grade 3 Year 4
Position reports to	Operational – Nurse Unit Manager, Banksia Professional - Discipline Senior
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is a world where all kids thrive. 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. 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. 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/. 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 www.rch.org.au

ROLE PURPOSE

This position is part of the interdisciplinary clinical team of the Banksia Ward, the 16-bed adolescent inpatient mental health ward of the RCH. The position contributes specific clinical expertise to the care of allocated young people on the ward, providing direct care planning and therapies. This important position covers coordination of care from admission through to discharge. It provides a central point for accountability of care and communication to the ward and the specialist therapeutic input regarding assessments and interventions. This role reports clinically to the Ward Psychiatrist for specific interventions and operationally, reports to the Nurse Unit Manager. The role will have professional accountability to senior of the specific discipline employed.

Further information on the RCH including the new RCH Strategic Plan 2024 - 2026 A world where all kids thrive, please visit www.rch.org.au

KEY ACCOUNTABILITIES

Provision of Care:

- Deliver excellent evidence-based practice, assessments and interventions, ensuring the multi-faceted needs of young people and are appropriately evaluated in care plans.
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures
- Provides clinical review, care planning and handover to required standard
- Actively contribute to continuous improvement
- Support Grade 1-2 staff in their patient management and clinical reasoning with complex patients.
- Ensure timely provision of discipline services through appropriate prioritisation of own caseload, that of junior staff as well as patient needs.
- Develop and update treatment protocols for areas of own clinical practice.
- Develop therapeutic interventions that assist young people towards achievement of personal goals that promote recovery and rehabilitation whilst facilitating reintegration and inclusion in the community
- Coordinate the planning and implementation of a therapeutic group program on the ward, in collaboration with the multidisciplinary team using evidence based practice
- Facilitate liaison and consultation with relevant professionals and community services regarding mental health. This may include crisis management, follow-up remaining focused on improved engagement, education and coordination of care

Collaborative Practice:

- Provides child centered, family focused care through partnership with parents/ families
- Work in collaboration with multidisciplinary teams
- Demonstrated ability to cooperate and work well with others in the pursuit of team goals
- Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement

Communication

- Well-developed verbal communication and interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions.
- Act to remove personal barriers to effective communication.
- Take collective ownership of problems
- Consider different points of view and compromise, where necessary and appropriate, to reach consensus.

Continuous Improvement

- Actively contributes, as an individual and as a member of a team, to the continuous improvement of health care quality and patient safety
- Acts to reduce error and sources of risk in own practice.
- Escalates risk appropriately within the healthcare team.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.

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 Grade 1 staff and students

Lifelong Learning

- Participation in professional development activities to ensure that best clinical practice is maintained.
- Support others to review, reflect on and evaluate their own practice. • Provide effective supervision to junior and less experienced staff.

Research

- Understands the principles of evidence-based practice.
- Evaluates current practice with respect to the evidence.
- Finds, critically reviews, evaluates & interprets literature and applies to current role/service.
- Supports research agenda for team or work unit.
- Develops methods to keep up to date with evidence related to area of clinical interest or current role.
- Shares evidence with colleagues within own team and wider service eg special interest groups, journal clubs, department in-services, inter-professional education sessions.

QUALIFICATIONS AND EXPERIENCE

Essential

- Entry to practice tertiary qualification
- Post qualifying clinical experience
- Demonstrated commitment to work and contribute as part of a team
- Demonstrated/embedded clinical practice and experience beyond entry-level
- Eligibility for Membership in Victoria with an appropriate Professional Body
- Demonstrated clinical skills in the provision of child and adolescent mental health care

For Psychology applicants only:

- Hold a minimum Masters of Psychology degree from an APAC accredited course/ university. Masters of Professional Psychology (or equivalent) are not employed at RCH.
- Hold general registration with AHPRA and the Psychology Board of Australia as a Psychologist
- Grade 2 applicants should be eligible to enrol in the relevant Registrar program. All other grades must be Endorsed in relevant field of practice (e.g. Clinical, Educational/Developmental Psychology; Neuropsychology)
- Continuously satisfy the PBA continuing professional development standards
- Uphold the Psychology Board of Australia Code of Ethics

For Nurse applicants only:

- Postgraduate diploma in psychiatric/mental health nursing or completion of a specialist undergraduate psychiatric nursing program
- Hold general or specialist Nursing registration with AHPRA
- Minimum 5 years work experience post initial registration in mental health

For Social Work applicants only:

- 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.

For Occupational Therapist applicants only:

- 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

For Speech Pathologist applicants only:

- 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.

Desirable

- An understanding of the healthcare sector and / or child development
- Typically 3+ years' experience
- Prior case management experience
- Completion of the Developmental Psychiatry Course (DPC)

KEY SELECTION CRITERIA

- Demonstrated clinical skills and experience in the provision of effective and efficient child and adolescent mental health care, including clinical assessment, interventions and care planning for young people
- Demonstrated capacity to work with parents, carers and community/family welfare agencies to deliver coordinated care for children and young people experiencing complex mental health problems
- 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 or experience 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
- Demonstrate 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

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 2025