

## Position Description

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|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>Position title</b>                       | Child Life Therapist – Children's Cancer Centre                                                                    |
| <b>Department / Division</b>                | Department of Child Life, Music, Art and Garden Therapies, Division of Allied and Digital Health                   |
| <b>Classification</b>                       | Grade 1 Year 3 – Grade 1 Year 5<br>PT 63- PT 65                                                                    |
| <b>Position reports to</b>                  | Manager, Child Life, Music, Art and Garden Therapies                                                               |
| <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 A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids. |

| <b>The Royal Children's Hospital</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| <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.</p> <p>Further information on RCH is available at <a href="http://www.rch.org.au">www.rch.org.au</a></p> |

| <b>ROLE CONTEXT</b>                                                                                                                                                                                                                                                                                                                                           |
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| <p>Child Life Therapists provide individualised support to children and young people to promote effective coping and assist in reducing distress and anxiety associated with medical procedures and the hospital environment. The Child Life Therapy department sits within the Allied Health Directorate. The team consists of the Manager of Child Life</p> |

Therapy, senior team leaders, stream leaders and clinical Child Life Therapists. Child Life Therapists work across all areas of the hospital to provide excellent clinical services to the RCH community.

#### **ROLE PURPOSE**

As a Child Life Therapist in the Comfort First program within the RCH Children's Cancer Centre (CCC), the purpose of this role is to provide direct clinical care, including facilitating therapeutic play and delivering non-pharmacological procedural pain management to infants, children and adolescents receiving inpatient and outpatient cancer treatment. Child Life Therapists engage children, young people and their families to support understanding and coping throughout the challenges of cancer treatment and hospitalisation. Using evidence-based, developmentally appropriate interventions including procedural preparation, distraction, medical play and therapeutic play, they empower children and young people to gain mastery over their healthcare experience. Through these interventions, Child Life Therapists reduce distress and anxiety associated with cancer treatment, medical procedures and the hospital environment, while promoting resilience, wellbeing and effective participation in treatment.

#### **KEY ACCOUNTABILITIES**

##### **Provision of Care**

- Deliver excellent evidence-based practice Child Life Therapy interventions within the Children's Cancer Centre, including therapeutic play, procedural preparation, distraction and non-pharmacological procedural pain management, to support coping and minimise distress associated with cancer treatment and medical procedures.
- Ensure timely provision of clinical services through appropriate prioritisation of own caseload and patient needs
- Be familiar with treatment protocols relevant to the individual Department and other designated units within RCH
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures
- Provide clinical handover to required standard
- Actively contribute to continuous improvement

##### **Lifelong Learning**

- Participate in professional development activities to ensure that best clinical practice is maintained
- Identify personal and professional development needs, and plan and implement strategies for achieving them
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role

##### **Collaborative practice**

- Provide child centred, family focused care through partnership with parents/ families
- Work in collaboration with multidisciplinary teams
- 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**

- Apply 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
- Recognise issues that may lead to conflict, and constructively address issues as they arise with escalation to senior clinicians as appropriate

##### **Continuous Improvement**

- With support, identify concerns about systems or processes and raises these with supervisor or manager

##### **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

### Organisation and Planning

- Apply developed organisational skills

### Research

- Understand the principles of evidence-based practice
- Evaluate current practice with respect to the evidence
- Find, critically review, evaluate & interpret literature and apply to current role/service
- Support a research culture and agenda
- Share evidence appropriately (e.g., presents at journal club, special interest groups)

## QUALIFICATIONS AND EXPERIENCE

- Tertiary Qualification or equivalent in Education, Occupational Therapy, Social Work or current Child Life Specialist/Therapist status
- A minimum of 2 years continuous and relevant work experience is essential in a relevant discipline
- Thorough understanding of childhood development between the ages of 0-18 years
- Demonstrated commitment to work and contribute as part of a team

### ***For Social Work applicants only:***

- Eligible for membership of the Australian Association of Social Workers
- Meet AASW accreditation standards for Continuing Professional Education

### ***For Occupational Therapist applicants only:***

- Recognised graduate-entry qualification in Occupational Therapy (Bachelor, Masters or Doctorate)
- Current registration as an Occupational Therapist with the Australian Health Practitioner Regulation Agency (AHPRA)

### ***For teacher applicants only***

- Current VIT Registration (registered teacher)

### Desirable

- Experience with children and families from diverse backgrounds and with complex needs.
- An understanding of the healthcare sector
- Experience working in health or related field

## KEY SELECTION CRITERIA

- Thorough understanding of childhood development 0 - 18 years
- Excellent professional, interprofessional, interaction and self-reflection skills to enable effective work with people of different personalities and backgrounds
- The ability to engage children of different ages and abilities

- Ability to advocate for patients and their families
- An ability to balance sometimes competing and conflicting priorities
- Excellent computer literacy skills
- Ability to be calm in stressful situations

#### 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
- 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.**

#### INHERENT REQUIREMENTS OF THIS ROLE

There are a number of critical work demands (inherent requirements) that are generic across all positions at The Royal Children's 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           | Choose an item.    |
|                                                                                       | This role requires shift work, including day, afternoon, night & weekends | Yes                |
|                                                                                       | This role is required to participate in an on-call roster                 | No                 |
| Sitting – remaining in a seated position to complete tasks                            |                                                                           | Occasional         |
| 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                         |                                                                           | Occasional         |
| Squatting/crouching – adopting these postures to complete tasks                       |                                                                           | Occasional         |
| Leg/Foot movement – to operate equipment                                              |                                                                           | Rare               |
| 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                                                       | Not Applicable     |
| Push/Pull of equipment/furniture                                                      | Light forces – less than 10 kilos                                         | Frequent           |
|                                                                                       | Moderate forces - 10-20 kilos                                             | Occasional         |
|                                                                                       | 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                    | Frequent           |
|                                                                                       | Gripping. Holding, twisting, clasping with fingers/hands                  | Frequent           |
| Driving – operating any motor-powered vehicle with a valid Victorian driver's licence |                                                                           | Not Applicable     |
| Sensory Demands                                                                       |                                                                           | Frequent           |

|                                                                       |                    |
|-----------------------------------------------------------------------|--------------------|
| 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               | Prolonged/Constant |
| Problem solving issues associated with clinical and non-clinical care | Prolonged/Constant |
| 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           |

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| <b>Position description last updated</b> | <b>August 2026</b> |
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