

Position Description

Position title	<i>Child Life Therapist – Grade 2</i>		
Department / Division	<i>Child Life Therapy/ Nursing and Allied Health</i>		
Classification	<i>Grade 2 Year 1 – Grade 2 Year 4 PT 67- PT 70</i>	Employment Status	<i>0.7 FTE Fixed term until June 2024</i>
Position reports to	Manager, Child Life Therapy		
No. of direct & indirect reports	N/A		
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
<p>This position sits within the Child Life Therapy department and provides a comprehensive Child Life Therapy service to children and families across a range of clinical areas as required by the Department. This includes individualised support to children and young people to promote effective coping through preparation for medical procedures,</p>

medical play, procedural support, and development of coping strategies. This role contributes to non-pharmacological pain management aimed at enhancing children's capacity to understand their health care journey in a developmentally appropriate way. This assists in reducing distress and anxiety associated with medical procedures and the hospital environment which in turn increases a child's resilience, wellbeing and ability to participate effectively with their treatment requirements.

KEY ACCOUNTABILITIES

Provision of Care

- Provide a Child Life Therapy service as required by the Department to support children and families.
- Prioritise and co-ordinate service delivery to maximise CLT service availability
- Support children through their medical interventions and assist them in their ability to cope with illness and hospitalisation through evidence based play and developmentally appropriate paradigms.
- Provide procedural preparation and support to children and young people undergoing a range of medical interventions to decrease distress and increase coping.
- Provide infant / child / adolescent and family centred care.
- Provide individualised support to children and young people to promote effective coping through medical play, procedural support, preparation for procedures and development of coping strategies.

Collaborative Practice

- Build and maintain effective working relationships and partnerships with others including patients/families and other clinicians
- Lead service improvement and evidence based practice across the department.
- Demonstrate a solution based approach to overcoming clinical and departmental challenges.
- To provide education to students and staff as required by the Department
- Supervise staff/ students where required

Health Values

- Develop individualised procedural support plans in partnerships with children, families and treating teams to enhance coping and procedural compliance.
- Participate in and take the lead on developing innovative and quality focused evidence based CLT practice both with the team and the wider hospital community.

Life Long Learning

- Maintain and extend professional competence and contribute to the ongoing learning and development of others across the hospital through targeted CLT education program.
- Identify personal and professional development needs and plan and implement strategies for achieving them through active participation in regular supervision and the RCH Performance Development and Planning (PDAP) process.
- Contribute to the development of own and others' practice both discipline specific and across wider multidisciplinary teams.

QUALIFICATIONS AND EXPERIENCE

Essential

- Recognised tertiary qualifications in Early Childhood Education or Primary Education or current Child Life Specialist status

- A minimum of 2 years continuous and relevant work experience in Child Life
- Current VIT registration (registered teacher or early childhood teacher) or ACLP certification.
- Thorough understanding of childhood development between the ages of 0-18 years.

Desirable

- Experience with vulnerable children and families or children and families with additional learning needs.
- A relevant additional post graduate qualification such as Health Sciences, Disabilities, Mental Health, Nursing etc would be advantageous.

KEY SELECTION CRITERIA

- Excellent interpersonal, communication and presentation skills
- Ability to work across a wide range of clinical areas as required by service needs
- Ability to constructively improve practice, behaviour and team function, both self and that of others.
- Commitment to building professional skills and the capacity of others within the department in a tactful and team orientated approach.
- Demonstrated ability to build and maintain working relationships with key stakeholders to maximise service coordination and cooperation
- High level of Program development and self-evaluation skills.
- Ability to work on own initiative as well as part of a team

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.

Position description last updated	September 2022
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