

## Position description

<b>Position title</b>	Child Life Therapist Grade 1
<b>Department / Division</b>	Child Life Therapy and Music Therapy/Allied Health and Nursing
<b>Classification</b>	Grade 1 Year 2 – Grade 1 Year 6 PT62 – PT 65
<b>Position reports to</b>	Operational: Manager Child Life Therapy and Music Therapy Professional: Manager Child Life Therapy and Music Therapy
<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>
<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>
<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 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.</p>

<p><b>ROLE PURPOSE</b></p> <p>Child Life Therapists, engage children, young people and their families to support their understanding and help them cope with the stress and uncertainty associated with hospitalisation. They educate by using evidence-based, developmentally appropriate interventions including procedural preparation, distraction, medical and therapeutic play to empower children and young people to gain mastery of their hospital experience. The role also contributes to enhancing children's capacity to understand their health care journey providing distraction during procedures and promoting coping strategies 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.</p>
<p><b>KEY ACCOUNTABILITIES</b></p> <p><b>Provision of Care</b></p> <ul style="list-style-type: none"> <li>• Provide a Child Life Therapy service to children and families to various areas of the hospital as required</li> <li>• Prioritise and co-ordinate service delivery to maximise CLT service availability</li> <li>• 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</li> <li>• Provide infant / child / adolescent and family centred care</li> <li>• 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.</li> <li>• Maintain accurate documentation of all patient-related activity; including completion of all required data and detailed medical record documentation in keeping with organisational, professional and legal requirements</li> </ul> <p><b>Collaborative Practice</b></p> <ul style="list-style-type: none"> <li>• Build and maintain respectful working relationships and partnerships with key stakeholders with the RCH&gt; This may include patients, families, clinical staff, facility staff and volunteers.</li> <li>• Demonstrate a solution-based approach to overcoming clinical and departmental challenges</li> <li>• Contribute to service improvement and evidence based CLT practice</li> </ul> <p><b>Health Values</b></p> <ul style="list-style-type: none"> <li>• Develop individualised procedural support plans in partnerships with children, families and treating teams to enhance coping and procedural compliance</li> </ul> <p><b>Lifelong Learning</b></p> <ul style="list-style-type: none"> <li>• 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</li> </ul>
<p><b>QUALIFICATIONS AND EXPERIENCE</b></p> <p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Tertiary Qualification or equivalent in Education, Occupational Therapy, Social Work or current Child Life Specialist/Therapist status</li> <li>• A minimum of 2 years continuous and relevant work experience is essential in a relevant discipline</li> </ul>

- 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 of all abilities

**KEY SELECTION CRITERIA**

- Ability to support children to develop coping strategies for adverse events through evidence-based play and developmentally appropriate paradigms
- Ability to effectively communicate strategies to maintain excellent interdisciplinary team dynamics
- Ability to work in the best interests of children and families in a family centred way
- Ability to assist infants, children, adolescents and families from a diverse socioeconomic demographic
- Ability to problem solve and prioritise
- High degree of self-awareness, capability for reflections and 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's 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	No
	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
<b>Sensory Demands</b>		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

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	August 2023
-----------------------------------	-------------