

## Position description

<b>Position title</b>	Senior Clinician/Program Lead		
<b>Department / Division</b>	Gatehouse Centre		
<b>Classification</b>	Allied Health Multi-disciplinary Grade 4, Psychologist PM1-PM5	<b>Employment Status</b>	Ongoing or Part-time  .8eft - 1.00 eft
<b>Position reports to</b>	Manager, Gatehouse Centre		
<b>Size of team</b>	35		
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville		

### The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.

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](http://www.rch.org.au)

### ROLE PURPOSE

The Gatehouse Centre is a member of Sexual Assault Services Victoria (SASVic) that provides assessment, treatment and advocacy services for children and young people and their families where sexual abuse has been known or suspected to have happened, or where problem sexual or sexually abusive behaviours are a concern. The purpose of the Senior Clinician/Program Lead is to provide clinical leadership for Gatehouse Centre clinicians, while modelling and promoting collaborative, trauma and developmentally informed practice with other areas of the RCH and external stakeholders.

### KEY ACCOUNTABILITIES

- Provide clinical leadership in the development, review and implementation of medium to longer term therapies in keeping with best practice approaches for children, adolescents and families referred to the Gatehouse Centre program.
- Program/Quality project development: to take a leadership role in a Gatehouse Centre Quality Group
- To be an active member of the Gatehouse Senior Management Team, Staff meetings and Planning day sessions.
- Work practices management: to provide Supervision to grade 3 staff and students; to engage in reflective practice and productive supervision; and to demonstrate leadership in Case Consultation and Peer Review groups both within Gatehouse Centre and with external stakeholders.
- Active participation in working groups at both RCH, regional and state-wide levels.
- The ongoing development and review of policies and practice in keeping with reporting requirements to both DFFH and the RCH executive and to communicate and support team members with this aspect of their role through the practice of supervision.
- The provision of more complex clinical assessments and a range of therapeutic services for children, adolescents and their families on the event of known or suspected sexual abuse and problem sexual behaviour/harmful sexual behaviour, both at the RCH site and one of the Gatehouse outreach sites
- Record Management: to meet all data recording requirements, to keep client files up to date and to complete Reports including those for Courts, Assessments, Treatment Plans and VOCAT and to support such practices more broadly through supervision.
- Participation as a member of the Gatehouse Centre after hours Crisis Care Team as per the roster.
- The provision of education and training to a range of professional groups both internal and external to the RCH.
- Participation in the organization and facilitation of post graduate student placements.

Management of requirements for professional registration by attending Professional development, maintaining a PD Log and attending training including the Sexual Assault Work Force Development Program

## QUALIFICATIONS AND EXPERIENCE

### Essential

- A minimum of seven years post graduate relevant clinical experience, particularly in the areas of sexual abuse, and relational trauma, attachment development, and child protection matters
- Hold post graduate degree in either:
- Psychology and hold full registration with the Australian Health Practitioner Regulation Agency (AHPRA) with approval as a supervisor, hold/be eligible to hold PsyBA endorsement/APS College Membership as a Clinical, Counselling or Forensic psychologist and eligibility for full membership of the APS.

### Desirable

- Experience working with children under five, as well as primary school aged children and adolescents
- Post graduate degree in Child Psychotherapy and be eligible for membership of VCPA
- Post graduate degree in Family therapy and be eligible for membership of AAFT
- Experience in working with children and young people exhibiting Harmful Sexual Behaviour.

## KEY SELECTION CRITERIA

- Demonstrated high level of communication skills – written and verbal
- Demonstrated ability to work effectively and cooperatively as part of a cross disciplinary team
- Demonstrated ability to work autonomously and show initiative
- Demonstrated ability to provide supervision to therapists/psychologists/counsellors and to students

- Demonstrated ability to effectively use supervision in the development of clinical work practice including reflective practice

#### **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 LGBTIQI community and people with disability.**

<b>INHERENT REQUIREMENTS OF THIS ROLE</b>		
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.		
<b>Physical Demands</b>		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	Yes
Sitting – remaining in a seated position to complete tasks		Frequent
Standing – remaining standing without moving about to perform tasks		Not Applicable
Walking – floor type even, vinyl, carpet		Frequent
Lean forward/forward flexion from waist to complete tasks		Not Applicable
Trunk twisting – turning from the waist to complete tasks		Not Applicable
Kneeling – remaining in a kneeling position to complete tasks		Not Applicable
Squatting/crouching – adopting these postures to complete tasks		Not Applicable
Leg/Foot movement – to operate equipment		Not Applicable
Climbing stairs/ladders – ascending/descending stairs, ladders, steps		Not Applicable
Lifting/Carrying	Light – less than 5 kilos	Not Applicable
	Moderate – 5-10 kilos	Not Applicable
	Heavy – 10-20 kilos	Not Applicable
Push/Pull of equipment/furniture	Light forces – less than 10 kilos	Not Applicable
	Moderate forces - 10-20 kilos	Not Applicable
	Heavy forces – over 20 kilos	Not Applicable
Reaching – arm fully extended forward or raised above shoulder		Not Applicable
Head/Neck Postures – holding head in a position other than neutral (facing forward)		Not Applicable
Sequential repetitive actions in short period of time	Repetitive flexion & extension of hands, wrists & arms	Not Applicable
	Gripping. Holding, twisting, clasping with fingers/hands	Not Applicable
Driving – operating any motor-powered vehicle with a valid Victorian driver's licence		Not Applicable
<b>Sensory Demands</b>		Not Applicable
Sight – use of sight is integral to most tasks		Not Applicable
Hearing – use of hearing is integral to most tasks		Not Applicable
Touch – use of touch is integral to most tasks		Not Applicable

<b>Psychosocial Demands</b>	Prolonged/Constant
Observation skills – assessing/reviewing in/outpatients	Prolonged/Constant
Problem solving issues associated with clinical and non-clinical care	Frequent
Attention to detail	Not Applicable
Working with distressed patients and families	Frequent
Dealing with aggressive and uncooperative people	Rare
Dealing with unpredictable behaviour	Rare
Exposure to distressing situations	Occasional

<b>Definitions used to assess frequency of tasks/demands as above</b>	
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	

<b>Position description last updated</b>	<b>August 2021</b>
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