

Position Description

Position Title	Family Therapist		
Department/Division	Division of Medicine (Mental Health)		
Classification	Interdisciplinary OT2/SW2/RPN3/P2	Employment Status	0.6 FTE Ongoing
Position reports to	Operational: Team Coordinator Professional: Discipline Senior, Family Therapy		
No. of direct & indirect reports	N/a		
Location	RCH Mental Health Service site at Brimbank Melton Infant Child Youth and Family Health and Wellbeing Hub.		

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 the enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

The Royal Commission into Victoria's Mental Health System's final report was released in March 2021. One of these major reforms was to create Local Mental Health and Wellbeing Services – a fourth tier in a new six tier system. Recommendation 19.3 of the Final Report is to establish three Infant, Child and Family Health and Wellbeing Hubs, as the first Local Mental Health and Wellbeing Services for infants and children aged 0-11 and their families.

One of these first three hubs will be located in Brimbank Melton and the RCH Mental Health Service has been chosen to provide the mental health component of the hub. The hubs fully integrate paediatrics, mental health and family services under the one roof so that families can receive the services they need in the one place.

The hubs will help infants and children aged 0-11 who are experiencing emotional, social and/or behavioural issues. The hubs have a low barrier to entry and are designed to be non-stigmatising, accepting referrals directly from families, as well as health, educational and social services professionals.

ROLE PURPOSE

The Royal Commission into Victoria's Mental Health System recommended family therapy be increasingly provided in Infant, Child and Family Area Mental Health and Wellbeing Services and the Family Therapist will be a key part of implementing this recommendation.

The core function of the role is to provide family therapy to infants, children and their families who are receiving treatment, care, and support in the hub.

KEY ACCOUNTABILITIES

- Purposeful and expert clinical skills in delivering family therapy
- Purposefully and expertly engage children, young people and their families in recovery focused care
- Provision of single-session family consultation, where indicated
- Participate in secondary-consultation both internally (with other MDT staff) and externally as appropriate
- Provide brief and longer term interventions to support families in their role as carers
- Participate in the running of group sessions for families, as well as parenting programs where necessary
- Undertake and/or support continuous quality improvement and evaluation activities (as required for learning innovations for best practice care)
- Undertake discipline specific functions and work collaboratively with other clinical disciplines within the team to provide high quality inter-disciplinary care.
- Complete mandatory client contacts, outcome measures and report activity levels (statistics) to support team/s meeting KPI obligations
- Complete accurate, timely and professional clinical record keeping and documentation.
- Maintain accurate records of client contact through EMR and record contact hours through RAPID
- Actively participate in all forms of supervision (operational, professional and clinical)
- Work within legal and ethical obligations for excellent family focussed care.
- Work with colleagues to advance mental health promotion and prevention in the region
- Demonstrate awareness and understanding of the principles of a family-focused and recovery-oriented clinical practice that is underlined by the experience and involvement of service users.
- Demonstrate a commitment to culturally safe and sensitive service provision

QUALIFICATIONS AND EXPERIENCE

Essential

- Current Registration as an Occupational Therapist, Psychologist or Registered Nurse with the applicable Health Practitioner Board or a qualified Social Worker. For Psychologists, this means clinical psychology, neuropsychologists and educational and developmental psychologists with a Masters in Family Therapy also considered.
- Eligibility for Membership in Victoria with the appropriate Professional Body
- Experience in providing quality clinical/professional supervision to staff and students

For Psychology applicants only:

- APAC approved masters level postgraduate training in clinical psychology
- Continuously satisfy the PBA continuing professional development standards
- Uphold the PBA Code of Ethics

For Nurse applicants only:

- Holds a post graduate diploma in psychiatric/mental health nursing qualification or having completed a specialist undergraduate psychiatric nursing program

For Social Work applicants only:

- Eligibility for membership of AASW
- Meet AASW accreditation standards for Continuing Professional Education
- Uphold the AASW Code of Ethics

For Occupational Therapist applicants only:

- Uphold the OTA Code of Ethics

Desirable:

- Graduate Diploma in Family Therapy or Masters of Clinical Family Therapy and are eligible for clinical membership of the Australian Association of Family Therapy (or is working towards).
- Completion of the Developmental Psychiatry Course (DPC) and/or post graduate training in relevant area

For Psychology applicants only:

- Hold current Board Approval as a Supervisor ("postgraduate student" and "registrar program") with the Psychology Board of Australia

KEY SELECTION CRITERIA

- Demonstrated clinical skills and significant experience in the provision of family therapy for infants, children and their families
- Demonstrated ability to practice autonomously, as well as within an interdisciplinary team
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders to maximise service coordination and cooperation as well as capacity building with community agencies
- A commitment and evidence of evidence based practice and continuing professional development including an ability to find and apply evidence in decision-making
- Highly developed written and verbal communication skills and inter-personal skills
- Demonstrated 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'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	October 2022
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