

## Position Description

|                                             |                                                                                                                                           |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Position title</b>                       | Clinical or Health Psychologist (Eating Disorders)                                                                                        |
| <b>Department / Division</b>                | Adolescent Medicine                                                                                                                       |
| <b>Classification</b>                       | Grade 2 (PK1-PK4)                                                                                                                         |
| <b>Position reports to</b>                  | Operational: Service Lead<br>Professional: Coordinator of Clinical Psychology                                                             |
| <b>No. of direct &amp; indirect reports</b> | 1                                                                                                                                         |
| <b>Location</b>                             | The Royal Children's Hospital, Flemington Road, Parkville                                                                                 |
| <b>Risk category</b>                        | Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE) |

| <b>The Royal Children's Hospital</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</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 PURPOSE</b>                                                                                                                                                                                                                                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>The Department of Adolescent Medicine provides care and management to adolescents and their families via a range of specialist multidisciplinary services including the Gender Service, Eating Disorders Service, Chronic Illness Peer Support (ChiPS), Young People's Health Services and inpatient and outpatient medical service.</p> |

The Royal Children's Hospital Eating Disorders Service is an innovative and research informed program that provides clinical care to patients with Anorexia Nervosa, Atypical Anorexia Nervosa and Avoidant Restrictive Food Intake Disorder. As a member of the mental health team of the Eating Disorders Service you will be responsible for providing high quality tertiary mental health care for children or adolescents and their families through skilled assessment, treatment and consultation in line with the Service's model of care. You will demonstrate clinical leadership and Great Care in line with RCH values and contribute to peer group clinical supervision, service planning, training, and research/evaluation of the Service. Research knowledge and skills will enhance team functions and better outcomes for consumers.

As part of its Strategic Plan, The RCH is striving to become a leading paediatric academic hospital, an integrated paediatric service system and ensure healthy children and young people in the community. At RCH, we work together to put children and young people at the heart of our care, research and learning.

## KEY ACCOUNTABILITIES

### Provision of Care

- Deliver excellent evidence-based practice including psychological and family assessments and interventions within the outpatient and inpatient Eating Disorder Clinic.
- Purposefully and expertly engage children or adolescents and their families in mental health care, as per the Eating Disorders Service model
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures.
- Complete mandatory client contacts, outcome measures and report activity levels (statistics) to support team/s meeting KPI obligations.
- Provides clinical handover to required standard.
- Actively contribute to continuous improvement.
- Support junior clinical staff and psychology interns alongside their primary supervisor in their patient management and clinical reasoning with complex patients.
- Ensure timely provision of discipline services through appropriate prioritisation of own caseload, that of junior staff as well as patient needs.
- Develop and update treatment protocols for areas of own clinical practice.

### Lifelong Learning

- Participation in professional development activities to ensure that best practice is maintained.
- Act to ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection.
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning.
- Continuously satisfy the Psychology Board of Australia (PBA) continuing professional development standards
- Participation in teaching opportunities (internal and external).
- Actively promotes and environment of lifelong learning.

### Collaborative Practice

- Provides child centred, family focused care through partnership with parents/families.
- Work collaboratively with other clinical disciplines within the team and external services to provide high quality inter-disciplinary care.

- Demonstrated ability to 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.
- Support others to review, reflect on and evaluate their own practice.

#### **Communication**

- 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.
- Act to remove personal barriers to effective communication.
- Take collective ownership of problems.
- Consider different points of view and compromise, where necessary and appropriate, to reach consensus.

#### **Continuous Improvement**

- Actively contributes, as an individual and as a member of a team, to the continuous improvement of health care quality and patient safety.
- Acts to reduce error and sources of risk in own practice.
- Escalates risk appropriately within the healthcare team.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.

#### **Supervision, Leadership and People Management**

- Participate in all forms of supervision (operational, professional and clinical) and in accordance with local standard operating procedures, PBA requirements and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework.
- Provide professional and operational/administrative support to the Service Lead as required.

#### **Organisation and Planning**

- Well-developed organisation and planning skills.

#### **Research**

- Understands the principles of evidence-based practice.
- Evaluates current practice with respect to the evidence.
- Finds, critically reviews, evaluates and interprets literature and applies to current role/service.
- Supports research agenda for team or work unit.
- Develops methods to keep up to date with evidence related to area of clinical interest or current role.
- Share evidence with colleagues within own team and wider service (e.g., special interest groups, journal clubs, department in-services, inter-professional education sessions).

### **QUALIFICATIONS AND EXPERIENCE**

#### **Essential**

- Completion of accredited Master or Doctoral program in clinical or health psychology recognised by the Psychology Board of Australia. (Note Master of Professional Psychology qualification does not meet this criterion).

- Hold general registration with AHPRA and the Psychology Board of Australia as a Psychologist
- Continuously satisfy the Psychology Board of Australia (PBA) continuing professional development standards
- Uphold the PsyBA Code of Ethics
- Be Endorsed, or working towards endorsement with the PBA in a relevant field of practice (Clinical, Health)
- Demonstrated clinical skills and experience in child and/or adolescent mental health.
- Demonstrated experience working in a multidisciplinary care team environment and liaising with external providers in the delivery of treatment.

#### **Desirable**

- Demonstrated experience in evidence based treatment for adolescent restrictive eating disorders e.g. FBT, CBT-E etc.
- Post graduate qualification in a relevant child and adolescent mental health field
- An understanding of the healthcare sector and/or child development.
- At least three years of post-graduate clinical experience.

#### **KEY SELECTION CRITERIA**

- Demonstrated clinical skills and experience in the provision of effective child and adolescent mental health care.
- Demonstrated experience or capacity to learn evidence-based treatments for restrictive eating disorders
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders, to maximise service coordination.
- Demonstrated interest or experience in research, quality improvement and program evaluation.
- Highly developed written and verbal communication skills and inter-personal skills.
- Demonstrate awareness and understanding of legal obligations when working in a child and adolescent mental health service context in Victoria.
- Demonstrated experience in contributing to a cohesive and high performance 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 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:

- 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.**

**Position description last updated**

**February 2025**