

Position Description

Position title	Mental Health Clinician
Department / Division	Division of Medicine /Mental Health
Classification	Grade 2 Occupational Therapist (YB20-YB23) Grade 2 Psychologist (PK1-PK4) Grade 2 Social Worker (YC42-YC45) Grade 2 Speech Pathologist (YB47-YB50) Grade 3 Registered Psychiatric Nurse (NP81-NP74)
Position reports to	Operational: Site & Team Coordinator Professional: Discipline: Senior Mental Health Discipline Lead or RCH Discipline Lead where a vacancy exists
No. of direct & indirect reports	(N/A)
Location	The Royal Children's Hospital, Travancore Site
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

The Royal Children's Hospital
<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 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 CONTEXT
<p>The RCH's Infant, Child and Family Area Mental Health and Wellbeing Service (RCH Mental Health) Child Hospital Outreach Post-suicidal Engagement (C&Y HOPE) program is a new program which will provide tailored holistic support to children ages 5 to 11 years old who are experiencing deliberate self-harm, suicidal thoughts and attempts who reside within the North and West Metropolitan Area of Melbourne, as well as their families/ care systems. The program aims to provide psychosocial and clinical support to children, young people and their families/carers for up to 3 months to address factors that may have contributed to the child/young person presenting with deliberate self-harm and/or suicidal thoughts and attempts. The</p>

program would initially work closely and form partnerships with the RCH emergency department, the many departments and teams within RCH Mental Health as well as external mental health care providers.

ROLE PURPOSE

The Psychosocial Support Worker (Individual Mental Health Clinician) will participate in clinical assessments, formulation and care planning with other child HOPE program staff. They will also provide time limited, evidence-based child and youth focused individual interventions (such as Cognitive Behavioural Therapy for suicide, Mentalisation Based Therapy, Play and Art based approaches) as well as skill building therapies to address difficulties with emotional regulation and social challenges for children seen through the HOPE program. This role works alongside other members of the child HOPE program including the Program Clinical Lead, Lived Experience Peer workers, Speech Pathologist and the Family Support Worker to best support the child and family.

KEY ACCOUNTABILITIES

Provision of Care

- Effectively manage a complex caseload according to service standards by providing high level clinical care including thorough and responsive assessment, collaborative Recovery Care Plans, high quality therapeutic care and well-planned discharge
- Provision of care through outreach locations including the Mental Health service's Infant, Child and Youth Area Mental Health Service (ICYAMHS) teams in St Albans, Wyndham and Travancore.
- Provide evidence-informed comprehensive child, adolescent and family mental health assessments and bio-psycho-socio-cultural formulations.
- Purposefully and expertly engage children and their families in recovery focused care, including mental health promotion and prevention.
- Provide time limited evidence-based family interventions to reduce the risk of suicide and self-harm including interventions
- Provide comprehensive risk assessments, risk formulations, evidence based risk mitigation interventions
- Provide timely and effective clinical handover and communication to involved services such as, community mental health clinical teams for handover and ongoing coordinated clinical care.
- Build and maintain relationships with key stakeholders, which includes secondary consultation to other health, education, and community services/providers to enhance coordinated care and build mental health capacity in these services.
- Work within legal and ethical obligations for excellent family focussed care.
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures
- 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
- Perform duties/tasks as directed by the Team Coordinator or Operations Manager, as appropriate to the role

Lifelong learning

- Participation in professional development activities to ensure the best clinical practice is maintained.
- Identify personal and professional development needs, and plan and implement strategies for achieving them

Collaborative Practice

- Provides child centered, family focused care through partnership with parents/ families
- Demonstrate a high standard of professional and interpersonal skills, attitudes and behaviours
- Undertake discipline specific functions and work collaboratively with other clinical disciplines within the team to provide high quality inter-disciplinary care. This may involve shared care of cases with more junior staff for modelling and guidance.
- Work with colleagues to advance mental health promotion and prevention in the region.
- Demonstrate a commitment to culturally safe and sensitive service provision.

- Actively participate and collaborate within the HOPE program team and RCH Mental Health service teams to ensure ongoing excellence in service delivery and continuous improvement.

Communication

- Ensure state-wide RAPID CMI data is recorded in a timely and accurate fashion
- Maintain accurate records of client contact through EMR and record contact hours through RAPID
- Well-developed verbal communication and interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders

Continuous improvement

- Support continuous quality improvement and evaluation activities (as required for learning innovations for best practice care)
- Actively reduce sources of risks and escalate risks appropriately within the HOPE program team and RCH Mental Health Department.
- Actively contribute as an individual and team member to the continuous improvement of consumer safety and quality of services provided.

Supervision

- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework
- Provide clinical supervision to Grade 1 clinicians and students

QUALIFICATIONS AND EXPERIENCE

Essential:

- Tertiary Qualification or equivalent in relevant discipline
- Current Registration as an Occupational Therapist, Psychologist or Registered Nurse with the applicable Health Practitioner Board or a qualified Social Worker or Speech Pathologist.
- Demonstrated effectiveness in working in true partnership with other community mental health teams and community/family welfare agencies to plan and implement effective interventions for children and young people experiencing complex mental health problems
- Depending on discipline, required years of experience in accordance with the EBA will apply

For Social Work applicants:

- Hold a degree in Social Work from an accredited course/university
- Be eligible for membership of ASW
- Meet AASW accreditation standards for Continuing Professional Education
- Uphold the AASW Code of Ethics

For Occupational Therapist applicants:

- Hold an OT degree qualification or equivalent from an accredited course/university
- Be registered with AHPRA and as such have satisfied the requirements of continuing professional development and recency of practice
- Eligibility for membership of OT Australia
- Uphold the Code of Ethics, OT Australia

For Nurse applicants:

- Hold a Nursing degree qualification or equivalent from an accredited course/university
- Be registered with AHPRA and as such have satisfied the requirements of continuing professional development and recency of practice

- Holds a post graduate diploma in psychiatric/mental health nursing qualification or having completed a specialist undergraduate psychiatric nursing program
- Two years post initial registration experience working in mental health

For Psychology applicants:

- Completion of accredited Master or Doctoral program in an area of practice recognised by the Psychology Board of Australia. (Note Master of Psychology qualification does not meet this criterion)
- Hold general registration with the Psychology Board of Australia (Board)
- Hold an Area of Practice Endorsement, or be eligible and willing to undertake a registrar program (a Board-approved post-Masters Degree or post-Doctoral Degree supervised practice program for the purpose of gaining an area of practice endorsement)
- Continuously satisfy the Psychology Board of Australia continuing professional development standards
- Uphold the Psychology Board of Australia Code of Ethics

For Speech Pathology applicants:

- Hold a degree in Speech Pathology from an accredited course/university
- Be eligible for membership of Speech Pathology Australia and meet the requirements of the SPA professional self-regulation program

Desirable

- An understanding of the healthcare sector and / or child development.
- Experience in providing dyadic work or family based interventions
- More than 3 years' experience in the sector
- Qualification in evidence-based parent or family interventions for suicide and self-harm.

KEY SELECTION CRITERIA

- Excellent clinical skills and experience in the provision of effective and efficient child and adolescent mental health care
- Ability to practice autonomously, as well as within an interdisciplinary team
- 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
- Active participation in quality improvement and program evaluation
- Demonstrate upholding and promotion of clinical and professional standards of practice.
- Commitment for delivery of evidence-based practice and continuing professional development including an ability to find and apply evidence in decision-making
- Excellent written and verbal communication skills and inter-personal skills
- Well-developed organisation and planning skills
- 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 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