

## Position Description

<b>Position title</b>	Senior Mental Health Clinician
<b>Department / Division</b>	Division of Medicine /Mental Health
<b>Classification</b>	Grade 3 Occupational Therapist (YB24-YB27) Grade 3 Psychologist (PL1-PL4) Grade 3 Social Worker (YC46-YC49) Grade 3 Speech Pathologist (YB51-YB54) Grade 4 Registered Psychiatric Nurse (NP75-NP77)
<b>Position reports to</b>	Operational: Site & Team Coordinator Professional: Mental Health Discipline Lead or RCH Discipline Lead where a vacancy exists
<b>No. of direct &amp; indirect reports</b>	(N/A)
<b>Location</b>	The Royal Children's Hospital, Travancore Site
<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 <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>The RCH's Infant, Child and Family Area Mental Health and Wellbeing Service (RCH Mental Health) Child Hospital Outreach Post-suicidal Engagement (C&amp;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

- Expertly 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.
- Provide high level of clinical expertise with independent decision making
- Be a source of clinical expertise, advocacy and guidance within the team, across the department and within the broader multidisciplinary team
- 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.
- Demonstrate expert understanding of the principles of a family-focused and recovery-oriented clinical practice that is underlined by the experience and involvement of service users
- Highly developed organisational and planning skills with ability to prioritise workload and competing demands
- Perform duties/tasks as directed by the Team Coordinator or Operations Manager, as appropriate to the role

### Lifelong Learning

- Completion of professional development activities to ensure the best clinical practice is maintained.
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness and learning.
- Participation in teaching (internal and external)
- Act to ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection.
- Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice.
- Actively promotes an environment of lifelong learning.

### **Collaborative Practice**

- Provide leadership through modelling 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 supervision 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 in a flexible and adaptable way to ensure ongoing excellence in service delivery and continuous improvement.
- Plan for, and effectively manage, contingencies that may affect the performance of healthcare activities
- Demonstrate experience working with initiative, autonomy and leading others in the pursuit of team goals.
- Demonstrate a flexible and adaptable approach to functioning in a team environment that enhances the team's performance to ensure ongoing excellence in service delivery and teamwork.

### **Communication**

- Ensure state-wide RAPID CMI data is recorded in a timely and accurate fashion
- Highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- To maintain accurate records of client contact through EMR and record contact hours through RAPID
- Establish and maintain appropriate systems for coordinating and performing appropriate clinical handover and follow up to ensure consumer care is maintained.
- Facilitate open and effective communication across all levels of the individual department and more broadly across the organisation.
- Lead the ongoing development, review and maintenance of administrative processes and improved communication mechanisms
- Recognises issues that may lead to conflict, and constructively addresses issues as they arise
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### **Continuous improvement**

- Lead and/or support continuous quality improvement and evaluation activities (as required for learning innovations for best practice care)
- Actively reduce sources of risk 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.
- Balances priorities between clinical load and contribution to quality improvement activities
- Develops awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role.

### **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
- Provision of high quality clinical/professional supervision to other mental health clinicians in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline, and provides regular, constructive and developmental feedback to team
- Provision of teaching and training to other mental health 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
- Proven capacity for leadership in a team environment and ability to work well as a senior team member
- Experience in providing quality clinical/professional supervision to staff and students
- Depending on discipline, required years of experience in accordance with the EBA will apply

### For Nurse applicants only:

- 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
- Substantial work experience ( at least 5 years) post initial registration experience working in Mental Health

### For Psychology applicants only:

- Completion of accredited Master or Doctoral program in Clinical Psychology, Clinical Neuropsychology, or Forensic Psychology, 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 with the Psychology Board of Australia
- Hold Board-approved supervisor status, including Board-approval as a 'Registrar Program Principal Supervisor'
- Have a minimum of five years professional experience as a Psychologist Grade 2 (or equivalent)
- Continuously satisfy the Psychology Board of Australia continuing professional development standards
- Uphold the Psychology Board of Australia Code of Ethics

### For Social Work applicants only:

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

### For Occupational Therapist applicants only:

- 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 OTA Code of Ethics

### For Speech Pathologist applicants only:

- 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
- Uphold the SPA Code of Ethics

### Desirable

- An understanding of the healthcare sector and / or child development.

- A post-graduate qualification or undertaking a post graduate course in a related field
- Experience in providing dyadic work or family based interventions
- More than 5-7 years' experience in the sector based on discipline EBA
- Qualification in evidence-based parent or family interventions for suicide and self-harm.

#### KEY SELECTION CRITERIA

- Expert clinical skills and significant 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
- Experience in professional supervision and teaching/training of clinicians and students
- 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
- Experience in leading quality improvement initiatives 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
- Highly developed written and verbal communication skills and inter-personal skills
- Highly developed 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