

Position Description

Position title	Mental Health Clinician
Department / Division	Division of Medicine / Mental Health
Classification	<i>Victorian Public Mental Health Service Enterprise Agreement 2025-2028</i> Social Worker Grade 3 Year 1 – Year 4 (YC46-YC49) Occupational Therapist Grade 3 Year 1 – Year 4 (YB24-YB27) Speech Pathologist Grade 3 Year 1 – Year 4 (YB51-YB54) <i>Medical Scientists, Pharmacists and Psychologists Victorian Public Sector Enterprise Agreement 2021-2025</i> Psychologist Grade 2 Year 1 – Year 4 (PK1-PK4)
Position reports to	Operational: Site & Team Coordinator Professional: Discipline Senior
No. of direct & indirect reports	(n/a)
Location	Brimbank Melton Children's Local, Sunshine
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
The Royal Children's Hospital's (RCH) vision is <i>A world where all kids thrive</i>. 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

ROLE CONTEXT

The Royal Commission into Victoria's Mental Health System's final report was released in March 2021. It set out a blueprint for a future mental health and wellbeing system in Victoria to be achieved through a series of structural, cultural and clinical reforms to be implemented over ten years.

One of these major reforms was to create Local Health and Wellbeing Services – a fourth tier in a new six tier system. Local Health and Wellbeing Services provide treatment, care and support for Victorians with mild to moderate mental health challenges – delivering secondary care services across Victoria.

RCH Mental Health Service provides the mental health component of the Local. The Local fully integrates paediatrics, mental health and family services under the one roof so that families can receive the services they need in the one place.

The Local will help infants and children aged 0-11 who are experiencing emotional, social and/or behavioural issues. It has a low barrier to entry and is designed to be non-stigmatising, accepting referrals directly from families, as well as health, educational and social services professionals. With RCH Mental Health Service delivering the mental health services in the Brimbank Melton Local, there is full integration between secondary care and tertiary services in Brimbank Melton, allowing families to seamlessly move up and down the tiers of the system as their mental health challenges change.

ROLE PURPOSE

This role provides high quality mental health care for infants and children 0 to 11 years and their families through skilled assessment, treatment, and case management.

This role will provide consultation to teams and services within the hospital, and external organisations and service providers to promote collaboration and build capacity.

KEY ACCOUNTABILITIES

Provision of Care

- Manage a caseload according to service standards by providing high quality clinical care including undertaking assessment, collaborative Individual Treatment Planning, providing high quality therapeutic care, and well-planned discharge
- Purposefully and expertly engage infants, children, and their families in excellent evidence-based, recovery focused care, including mental health promotion and prevention.
- Effectively and competently undertake triage and assessment functions, including for infants and children in crisis.
- Provide care through outreach, visits to education settings, community settings, etc. as clinically necessary.
- Participate in therapeutic groupwork with children and parent/carers.
- Undertake discipline specific functions and work collaboratively with other disciplines within the team to provide high quality inter-disciplinary care.
- Maintain clinical documentation records as per discipline specific guidelines and RCH Procedures.

- Work within legal and ethical obligations for excellent family focussed care according to the Mental Health and Wellbeing Act 2022 and the Children, Youth and Families Act 2005.
- Demonstrate a commitment to culturally safe and sensitive service provision.
- Support junior clinicians and students in their patient management and 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.

Lifelong Learning

- Participate in professional development activities to ensure that best clinical practice is maintained.
- Identify personal and professional development needs, and plan and implement strategies for achieving them.
- Support others to review, reflect on and evaluate their own practice.
- Meet CPD requirements of relevant professional body.

Collaborative Practice

- Provide child-centred, family focused care through partnership with parents/families.
- Work in collaboration with multidisciplinary teams.
- Cooperate and work well with others in the pursuit of team goals.
- 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.

Communication

- Apply 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 contribute, as an individual and as a member of a team, to the continuous improvement of health care, quality and patient safety.
- Act to reduce errors and sources of risk in own practice.
- Escalate risk appropriately within the team.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.

Supervision, Leadership and People Management

- 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 2 clinicians and students (Occupational Therapists, Social Workers and Speech Pathologists only)

Organisation and Planning

- Apply well-developed organisation and planning skills.
- Participate in a clinic-based appointment system and roster for the provision of the team's crisis response, single session interventions, and priority appointments.
- Maintain accurate records of client contact through Electronic Medical Record (EMR) system and record contact hours.

Research

- Understand the principles of evidence-based practice and evaluate current practice with respect to the evidence.
- Find, critically review, evaluate and interpret literature and apply to role/service.
- Share evidence with colleagues in team and department inter-professional education meetings.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Tertiary Qualification or equivalent in relevant discipline
- Current Registration as an Occupational Therapist or Psychologist with the applicable Health Practitioner Board or a qualified Social Worker or Speech Pathologist.

For Social Work applicants:

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

For Occupational Therapy 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
- Uphold the Code of Ethics, OT Australia

For Psychology applicants:

- Have completed an 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 in a relevant area for this role or be eligible and willing to undertake a Board-approved registrar 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's Code of Conduct

For Speech Pathology applicants:

- Hold a degree in Speech Pathology from an accredited university
- Be eligible for Certified Practicing Membership with Speech Pathology Australia. Eligibility for Certified Practicing Membership must be maintained for the duration of employment in this role
- Uphold the SPA Code of Ethics

Desirable:

- Clinical experience in a tertiary mental health setting
- 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 infants and children experiencing complex mental health problems
- Completion of the Developmental Psychiatry Course (DPC)

KEY SELECTION CRITERIA

- Extensive clinical skills and experience in the provision of effective and efficient child and adolescent triage, assessment and mental health care
- Ability to build and maintain working relationships with key stakeholders to maximise service, coordination and cooperation as well as secondary consultation and capacity building with community agencies
- Strong interest or experience in research, quality improvement, program development and evaluation.
- Evidence-based practice and continuing professional development including an ability to find and apply evidence in decision-making
- Highly developed written and verbal communication, interpersonal and attention to detail skills
- Well-developed organisation and planning skills.
- Experience providing clinical supervision to Grade 2 clinicians and students (Occupational Therapists, Social Workers and Speech Pathologists only)
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance
- Awareness and understanding of legal obligations when working in a CAMHS context in Victoria

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

June 2026