

Position Description

Position title	Family Therapist
Department / Division	Mental Health/Division of Medicine
Classification	Grade 2 Year 1- Grade 2 Year 4 Interdisciplinary OT2/SW2/SP2/RPN3/P2
Position reports to	Operational: Team and Site Coordinator Professional: Discipline Senior
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital, St Albans 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 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 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 Mental Health Service is undergoing an exciting transformation and expansion as we implement the recommendations from the Royal Commission into Victoria's Mental Health System. The transformation will allow the</p>

RCH Mental Health Service to help more infants and children and their families and implement contemporary models of care that best meet the needs of the families we serve and support them to use their collective strengths for recovery and hope.

RCH Mental Health is a Level 5 tertiary Infant, Child and Family Area Mental Health and Wellbeing Service and comprises community and hospital-based services. This includes an Intake and Assessment Team based at Parkville and three interdisciplinary outpatient teams located at Travancore, Sunshine and Hoppers Crossing. The Community teams are led by a partnership between a Team Coordinator and a Consultant Psychiatrist, with the Team Coordinator responsible for the operational functioning of the team, and the Consultant Psychiatrist accountable for driving high quality clinical care across the Team.

ROLE PURPOSE

The Royal Commission into Victoria's Mental Health System recommended family therapy be increasingly used in Level 5 tertiary Infant, Child and Family Area Mental Health and Wellbeing Services and the successful applicant will be a key part of fulfilling this recommendation. The core function of the role is to provide family therapy to infants, children and young people and their families who are receiving treatment, care and support. The Family Therapist will be a highly valued member of the team and form close working relationships with the Team Coordinator and the Discipline Senior. Staff wellbeing initiatives and learning and development opportunities will be made available. This position will be primarily based in the location listed above; however, you may be required to work across sites should the needs of the service require this.

KEY ACCOUNTABILITIES

- Clinical skills in delivering family therapy.
- 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.
- Model a high standard of professional and interpersonal skills, attitudes, and behaviours.
- Purposefully engage children, young people, and their families in recovery focused care
- Co-facilitate with Senior Family therapist single-session family consultation as appropriate.
- Participate in secondary consultation both internally (with other MDT staff)
- Provide brief and longer-term interventions to support families in their role as carers.
- Co-facilitate team reflective family therapy practice sessions where appropriate.
- Participate in the running of group sessions for families, as well as parenting programs where necessary.
- Provide crisis appointments for families in crisis where the family dynamic is a core factor in crisis presentation.
- Work collaboratively with other clinical disciplines within the team to provide high quality inter-disciplinary care. This may involve shared care of cases with staff for modelling and providing support in systemic thinking.
- Complete mandatory client contacts, outcome measures and report activity levels in RAPID 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.
- Actively participate in all forms of supervision (operational, professional, and clinical)
- Participate in continuous quality improvement activities.
- Support research and evaluation activities (as required for learning innovations for best practice care)
- Work within legal and ethical obligations for excellent family focussed care.

- Work with colleagues to advance mental health promotion and prevention in the region.

QUALIFICATIONS AND EXPERIENCE

- Master of Clinical Family Therapy and clinical membership of the Australian Association of Family Therapy
- For Psychology applicants only:**
 - APAC approved master's level postgraduate training in clinical psychology
 - Eligibility to enrol in the PBA Registrar program for endorsement in clinical psychology and preparedness to work towards endorsement.
 - Continuously satisfy the PBA continuing professional development standards
 - Uphold the PBA Code of Ethics
 - Be registered with AHPRA.
- 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.
- For Social Work applicants only:**
 - Hold a degree in social work from an accredited course/university.
 - Eligibility for membership of AASW
 - Meet AASW accreditation standards for Continuing Professional Education
 - Uphold the AASW Code of Ethics
- 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.
 - Uphold the Code of Ethics, OT Australia
- 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 Professional Self-Regulation program.
 - Uphold the SPA Code of Ethics
- Desirable:**
 - Completion of the Developmental Psychiatry Course (DPC) and/or post graduate training in relevant area
 - Clinical experience in a tertiary mental health setting
- For Nurse Applicants:**
 - Hold a post graduate diploma in psychiatric/mental health nursing qualification or having completed a specialist undergraduate psychiatric nursing program.
 - Two year post initial registration experience working in mental health

KEY SELECTION CRITERIA

- Demonstrated clinical skills and experience in the provision of family therapy for infants, children and young people 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 stakeholders.

- 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 an Infant, Child and Family Area Mental Health and Wellbeing Service context in Victoria.
- A flexible and adaptable approach to functioning in a team environment

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	August 2023
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