

Position Description

Position Title	Mental Health Clinician		
Department / Division	Mental Health / Medicine		
Classification	Multidisciplinary OT2/P2/SW2/SP2/RPN3	Employment Status	Part-Time, Fixed-Term 0.8 FTE
Position reports to	Operational - Hospital Specialties Coordinator & Infant Mental Health Coordinator Professional - Discipline Senior		
No. of direct & indirect reports	N/a		
Location	The Royal Children's Hospital, Parkville Campus		

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.

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 PURPOSE

RCH Mental Health comprises community- and hospital-based services. This includes three multidisciplinary outpatient teams which are based in Travancore, Sunshine and Hoppers Crossing. RCH Mental Health teams are led by a partnership between Team Coordinator and 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. The Infant Mental Health program works closely with the Hospital Consultation and Liaison Team. 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.

You will be responsible for providing high quality tertiary mental health care for infants and pre-schoolers who are inpatients of medical and surgical wards, and those with severe chronic illness requiring frequent hospital admissions. The role provides specialist clinical care for patients with medical problems and associated infant mental health/psychiatric comorbidities, and

involves specialist Infant Mental Health assessment, case planning and treatment. The service also provides specialist primary, secondary and tertiary consultations to internal and external stakeholders, including adult mental health services for parents who are experiencing mental illness while their child is in hospital.

KEY ACCOUNTABILITIES

- Providing clinical care and consultation regarding infants, toddlers, and pre-schoolers, including thorough and responsive assessment, high quality therapeutic care, and transition of clinical care to the most appropriate agency as indicated.
- Liaison with medical units and hospital wards about the management and support of patients with mental health issues.
- Manage a caseload appropriate to level of experience and expertise, while remaining flexible in responding to demand.
- Respond to clinical crises and urgent clinical matters as directed.
- Undertake discipline specific functions and work collaboratively with other disciplines within the team to provide high quality inter-disciplinary care.
- Purposefully and expertly engage infants, toddlers, pre-schoolers, and their families with mental health concerns in recovery focused care.
- Undertake and/or support research and evaluation activities as required for learning innovations for best practice care.
- Provide excellent secondary consultation to other health, education, and community services/providers to enhance coordinated care and build mental health capacity in these services.
- Complete prescribed outcome, and other clinical measures.
- Complete accurate, timely and professional clinical records and documentation.
- Maintain accurate records of clinical activity.
- Actively participate in all forms of supervision (operational, professional, and clinical).
- Participate in the development, evaluation and maintenance of evidence-based practice guidelines, procedures and protocols.
- Work within legal and ethical obligations for excellent family focussed care.
- Support high-quality mental health promotion and prevention in the region.
- 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.
- Foster a culture of learning by participating in areas of professional development.

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
- Eligibility for Membership in Victoria with the appropriate Professional Body
- Demonstrated clinical skills in the provision of Infant Mental Health care

For Psychology applicants only:

- APAC approved masters level postgraduate training in clinical psychology
- Eligibility to enrol in the PBA Registrar program for endorsement in clinical or health psychology and preparedness to work towards endorsement
- continuously satisfy the PBA continuing professional development standards
- uphold the PBA Code of Ethics

Desirable:

- Clinical experience in a tertiary mental health setting
- Clinical experience providing mental health care in tertiary medical settings
- Completion of the Developmental Psychiatry Course (DPC) and/or evidence of ongoing professional development in Infant

Mental Health (for example but not limited to, Infant Mental Health Advanced Training (IMHAT), Newborn Behavior Assessment (NBO), Reflective Family Play (RFP) training)

For Social Work applicants only:

- Eligibility for membership of AASW
- Meet AASW accreditation standards for Continuing Professional Education
- Uphold the AASW Code of Ethics

For Occupational Therapist applicants only:

- Uphold the OTA Code of Ethics

For Speech Pathologist applicants only:

- Meet the requirements of Professional Self-Regulation program
- Uphold the SPA Code of Ethics

For Nurse applicants only:

- 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

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's Check throughout their employment
- A current, full drivers 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
- The employee needs to ensure that they maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure

KEY SELECTION CRITERIA

- Demonstrated clinical skills and experience in the provision of effective and efficient infant and perinatal mental health care.
- Demonstrated ability to practice autonomously as well as within a multidisciplinary team
- Demonstrated 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.
- Demonstrated interest or experience in research, quality improvement and program evaluation
- A commitment and evidence of evidence-based practice and continuing professional development including and ability to find and apply evidence in decision-making
- Highly developed written and verbal communication skills and inter-personal skills
- Demonstrate 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

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Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

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

May 2022