

Position Description

Position title	Mental Health Clinician
Department / Division	Division of Medicine / Mental Health
Classification	Multidisciplinary 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: Intake Team Coordinator Professional: Discipline Senior
No. of direct & indirect reports	n/a
Location	The Royal Children's Hospital, Flemington Road, Parkville
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

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 three multidisciplinary community teams which are based in Travancore, Sunshine and Hoppers Crossing. 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.

Our Community Mental Health Programs are 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 RCH Mental Health Service to help more infants, 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. As part of this transformation, there will be opportunities for further training, supervision, and development.

The Intake and Assessment Team is 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 multidisciplinary Intake and Assessment team may include workers and clinicians from a range of backgrounds such as speech pathology, nursing, social work, clinical psychology, neuropsychology, occupational therapy, family peer support, family therapy, psychiatry and paediatrics.

ROLE PURPOSE

Working within a multidisciplinary Intake and Assessment Team, the Mental Health Clinician is a highly valued member of the Intake and Assessment Team which is the important 'front door' to our service. In this role you will provide face to face and over the phone triage, assessment and intervention to infants, children and young people aged 0-15, and their families.

This role provides consultation to teams and services within the hospital, and external organizations and service providers to promote collaboration and build capacity.

KEY ACCOUNTABILITIES

Provision of Care

- Deliver excellent evidence-based practice of mental health triage, assessments and interventions either face to face or over the phone.
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures
- Provides clinical handover to required standard
- Actively contribute to continuous improvement
- Support Grade 1-2 staff in their patient management and clinical 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.
- Develop and update treatment protocols for areas of own clinical practice.

Lifelong Learning

- Participation 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.
- Provide effective supervision to junior and less experienced staff.
- Continually meets requirements of relevant professional body e.g., AHPRA.

Collaborative Practice

- Provides child centered, family focused care through partnership with parents/ families
- Work in collaboration with multidisciplinary teams
- Demonstrated ability to cooperate and work well with others in the pursuit of team goals
- Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement

Communication

- 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 contributes, as an individual and as a member of a team, to the continuous improvement of health care quality and patient safety
- Acts to reduce error and sources of risk in own practice.
- Escalates risk appropriately within the healthcare 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 1 staff and students

Organisation and Planning

- Well-developed organisation and planning skills

Research

- Understands the principles of evidence-based practice,
- Evaluates current practice with respect to the evidence.
- Finds, critically reviews, evaluates & interprets literature and applies to current role/service.
- Supports research agenda for team or work unit.
- Develops methods to keep up to date with evidence related to area of clinical interest or current role.
- Shares evidence with colleagues within own team and wider service eg special interest groups, journal clubs, department in-services, inter-professional education sessions

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

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

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:

- Clinical experience in a tertiary mental health setting
- Experience in supervising students
- Understanding of the healthcare sector and / or child development
- Completion of the Developmental Psychiatry Course (DPC)

Desirable For Nurse applicants:

- 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

KEY SELECTION CRITERIA

- Demonstrated clinical skills and experience in the provision of effective and efficient child and adolescent triage, assessment and mental health care
- Demonstrated ability to build and maintain working relationships with key 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

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

April 2024