

Position Description

Position Title	Mental Health Clinicians – Brimbank Melton Infant, Child and Family Health and Wellbeing Hub		
Department / Division	Mental Health / Medicine		
Classification	Multidisciplinary OT2/SW2/SP2/P2	Employment Status	Part-time, ongoing
Position reports to	Operational: Team Coordinator Professional: Discipline Senior		
Location	Location yet to be chosen from within the Brimbank Melton area		
Position Contact	Gareth Simpson, Team Coordinator, 0491 799 931		

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 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 Mental Health and Wellbeing Services – a fourth tier in a new six tier system. Local Mental Health and Wellbeing Services provide treatment, care and support for Victorians with mild to moderate mental health challenges – delivering secondary care services across Victoria. Recommendation 19.3 of the Final Report is to establish three Infant, Child and Family Health and Wellbeing Hubs, as the first Local Mental Health and Wellbeing Services for infants and children aged 0-11 and their families.

One of these first three hubs will be located in Brimbank Melton and the RCH Mental Health Service has been chosen to provide the mental health component of the hub. The hubs fully integrate paediatrics, mental health and family services under the one roof so that families can receive the services they need in the one place.

The hubs will help infants and children aged 0-11 who are experiencing emotional, social and/or behavioural issues. The hubs have a low barrier to entry and are 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 hub, this will mean that 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

These are new Grade 2 ongoing, full-time positions for the first wave of mental health clinicians to work alongside a Team Coordinator to stand up the Brimbank Melton hub for the first time. The hub is proposed to open in July 2022, with activity to gradually build over time.

This is an exciting opportunity to be one of the first clinicians to work in the hub and see families for the first time. As well as immediately working directly with families, these positions would also initially assist the Team Coordinator to develop a model of care for the hub, including through codesign with people with a lived experience. The full team of clinicians to operate the hub will be recruited within the first six months, building a leading multi-disciplinary team to provide excellence care to infants and children aged 0-11 years.

The positions are available to commence immediately and are ongoing, full time (part time also considered). The RCH Mental Health Service has a significant learning and development program and invests in supporting our staff to pursue their professional practice, carers and passions.

KEY ACCOUNTABILITIES

- Purposefully and expertly engage children, young people and their families in recovery focused care.
- Provide discipline specific interventions and work collaboratively with other disciplines within the team to provide high quality inter-disciplinary care (including face to face and over the phone).
- Build and maintain relationships with key stakeholders to maximise service coordination and cooperation.
- 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 mandatory client contacts (statistics) 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 and record contact hours through RAPID
- Actively participate in all forms of supervision (operational, professional and clinical).
- Participate in continuous quality improvement activities.
- Work within legal and ethical obligations for excellent family focussed care.
- 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

QUALIFICATIONS AND EXPERIENCE

Essential:

The successful applicant will have one of the following qualifications:

Occupational Therapist:

- Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency.
- Uphold the OTA Code of Ethics

Clinical Psychology:

- Full registration or eligibility for full registration as a Psychologist by the Psychology Board of Australia (PBA).
- Hold a Masters or Doctoral coursework qualification in Clinical Psychology that has been approved by the Psychology Board of Australia.
- Registration endorsement or eligibility for endorsement in the Approved Area of Practice of Clinical Psychology.
- Continuously satisfy the PBA continuing professional development standards

- Uphold the PBA Code of Ethics

Social Work:

- Holds a degree qualification in Social Work that has been approved by the Australian Association of Social Workers (AASW) for membership as a Social Worker
- Eligibility for membership of AASW
- Meet AASW accreditation standards for Continuing Professional Education
- Uphold the AASW Code of Ethics

Psychiatric Nursing:

- Registered as a Nurse with the Australian Health Practitioner Regulation Authority with approved/endorsed postgraduate qualifications in Psychiatric Nursing.
- Minimum of one year post qualification clinical experience in child and youth public mental health.

Speech Pathology:

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

Desirable:

- Clinical experience in a tertiary mental health setting, preferably working with infant and children and their families
- Experience in supervising students
- Completion of the Developmental Psychiatry Course (DPC) (with potential support to complete if not already completed)

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 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
- 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 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
- 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’s 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:

- 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

April 2022