

## Position Description

<b>Position title</b>	Early Career Mental Health Clinician (Social Work)
<b>Department / Division</b>	Mental Health/Medicine
<b>Classification</b>	Grade 1 Year 1 – Grade 1 Year 7 (YC35 – YC41)
<b>Position reports to</b>	Operational: Site/Team Coordinator Professional: Discipline Senior Social Work
<b>No. of direct &amp; indirect reports</b>	N/A
<b>Location</b>	Multiple locations – Sunshine, St Albans, Tarneit, Travancore
<b>Risk category</b>	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 *a world where all kids thrive*.

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](http://www.rch.org.au)

### ROLE CONTEXT

The RCH Mental Health Department offers Early Career Mental Health Clinicians a two-year program where they will develop skills and experience to work effectively with children aged 0-11 and their families. These clinicians will

spend one year working in the Brimbank Melton Children's Health and Wellbeing Local, and one year in our Infant, Child and Family Mental Health and Wellbeing services.

The Brimbank Melton Children's Health and Wellbeing Local currently operates from Sunshine (and will permanently operate from Caroline Springs at the end of 2025) as a hub with paediatrics, mental health and family services working in an integrated model of family-centred community care. Mental Health Clinicians contribute to integrated assessment, intervention and support to children and their families aged 0-11 with mild to moderate psychosocial and developmental challenges, with an emphasis on prevention, early intervention and empowerment of families and communities, consistent with the recommendations that came out of the Royal Commission into Victoria's Mental Health System (2021).

There are 3 Infant, Child and Family Mental Health and Wellbeing teams which operate from St Albans, Tarneit and Travancore. These multidisciplinary teams provide assessment and treatment for children aged 0-11 with moderate to severe mental health conditions and their families.

#### ROLE PURPOSE

These positions for Social Workers form part of the multidisciplinary team in each of the placement settings and, with support from more experienced clinicians, provide evidence-based assessment and intervention to infants and children aged 0-11, and their families.

They are supported through operational and discipline specific supervision and clinical training for professional development. As well as on the job learning clinicians will access in-house training sessions across core competencies. Clinicians will be supported through a facilitated group process to develop and practice critical reflective practice skills consistent with core social work practice, ensuring integrity of practice and contributing to the Social Worker's wellbeing. They will also be supported to complete the Developmental Psychiatry course in year 1.

#### KEY ACCOUNTABILITIES

##### Provision of Care

- Working under guidance and with the support of more senior clinicians, early career mental health clinicians will:
  - Complete mental health assessments of infants and children via face to face and telehealth appointments
  - Purposefully, collaboratively and expertly engage children, their families and other stakeholders in recovery focused care through the delivery of a range of therapeutic interventions, consistent with currently accepted professional standards of practice and evidenced based practice
- Maintain clinical documentation, records and data according to RCH procedures and local operating guidelines
- Demonstrate the ability to convey sensitive information to clients, carers/families and other stakeholders
- Demonstrate the fundamental skills to evaluate activities and translate knowledge into practice.
- Consult with or escalate concerns, risks, clinical complexity and barriers to supervisor and senior staff.

##### Lifelong learning

- Progressively develop knowledge, skills and experience to work confidently with increasing autonomy during the two-year program.
- Participation in professional development activities to ensure that best clinical practice is maintained.

- Demonstrate sound knowledge and sensitivity to ethical and cultural issues and vulnerable population groups and integrate this into practice.

#### **Collaborative practice**

- Provide child-centred, family focused care through partnership with parents/families.
- Work in collaboration with multidisciplinary teams and partnership agencies.
- Provide consultation to referring agencies, professionals and families/carers.
- Demonstrate 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.
- Actively participate in discipline-specific network meetings and peer supervision sessions to ensure ongoing professional development and wellbeing.

#### **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 children and families to ensure their understanding and that their needs and views are included in plans and actions.
- Recognise issues that may lead to conflict and constructively address issues as they arise with escalation to senior clinicians as appropriate.
- Document in the medical history consistent with relevant RCH procedures and departmental requirements.

#### **Continuous improvement**

- Identify personal and professional development needs, and plan and implement strategies for achieving them.
- Achieve and maintain competency in skill development.
- Is supported to identify concerns about systems or processes and raises these with supervisor or manager.

#### **Supervision, Leadership and People Management**

- Participate in all types of supervision (operational, professional and clinical) in accordance with local standard operating procedures.

#### **Organisation and Planning**

- Developed skills and self- management in organisation, time management and priority setting.

#### **Research**

- Understands the principles of evidence-based practice.
- Evaluates current practice with respect to the evidence.
- Finds, critically reviews, evaluates and interprets literature and applies to role.
- Supports a research culture and agenda.
- Appropriately shares evidence in teams and graduate learning forums.

### **QUALIFICATIONS AND EXPERIENCE**

#### **Essential:**

- 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.

**Desirable:**

- Clinical experience working in a mental health setting (including student placements whilst obtaining undergraduate qualification).

**KEY SELECTION CRITERIA**

- Desire for a career in mental health with children aged 0-11 and their families.
- Demonstrated theoretical knowledge in the provision of effective and efficient mental health care.
- 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 Child and Adolescent Mental Health Services (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**

**June 2025**