

## Position Description

<b>Position title</b>	Child and Adolescent Psychiatrist - Infant, Child and Family Health and Wellbeing Hub		
<b>Department / Division</b>	Mental Health/ Medicine		
<b>Classification</b>	In accordance with the AMA Vic – VIC Public Health Sector Medical Specialist EA 2018-2021)	<b>Employment Status</b>	Part time, ongoing 0.4 FTE pr 0.6 FTE Applications for job share accepted
<b>Position reports to</b>	Operational: Director Mental Health Professional: Director Mental Health		
<b>No. of direct &amp; indirect reports</b>	N/A		
<b>Location</b>	The Brimbank Melton Infant, Child and Family Health and Wellbeing Hub (location in Brimbank Melton area currently being chosen)		

<p><b>The Royal Children's Hospital</b></p> <p>The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.</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 <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</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 <a href="http://www.rch.org.au">www.rch.org.au</a></p>
<b>ROLE CONTEXT</b>

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, representing 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 RCH Mental Health has been chosen to provide the mental health component of the hub. The hubs fully integrate paediatrics, mental health, community 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 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**

This is a new leadership role as the Child and Adolescent Psychiatrist for the new Brimbank Melton Infant, Child and Family Health and Wellbeing Hub. As the only psychiatrist in the hub, the Psychiatrist will provide the clinical leadership and governance to hub clinicians and work in a partnership with the Team Coordinator of the hub to manage the clinical performance of the hub.

As well as direct clinical care the Psychiatrist will supervise the clinical staff, including trainees. It is expected that the Psychiatrist will contribute to the clinical governance of the overall hub and form strong partnerships with paediatricians working in the paediatric component of the hub.

The Psychiatrist will form strong partnerships with the psychiatrists in the Mid-West Level 5 CAMHS team to facilitate step-up and step-down care of infants and children and their families between the two tiers of the system.

Flexible work options, including working from home arrangements will be made available, as well as access to Employee Assistance Program (EAP) and a range of other staff wellbeing initiatives.

#### **KEY ACCOUNTABILITIES**

##### **Direct clinical delivery**

- Provide assessment and clinical intervention to infants and children and their families, both face to face and via telehealth, as well as supervising other clinicians to provide assessment and clinical interventions
- Provide support as required to RCH Mental Health community teams to ensure high quality care alongside the community team consultant psychiatrists and paediatricians

##### **Service leadership and development**

- Provide leadership through modelling a high standard of professional and interpersonal skills, attitudes and behaviours

- Collaborate effectively with community consultant psychiatrists and RCH-based infant psychiatrist and team and other clinical and service leaders to ensure inter-disciplinary clinical care is of a consistently high standard
- Contribute expert clinical decision-making to policy and procedure development to improve care delivered in the hub, through outreach and in coordination with the RCH Mental Health triage and assessment team and community teams
- Participate in bi-monthly supervision with the Director for tracking work plans for the year, and managing competing demands for clinical, service and training activities
- Participate in the RCH annual performance appraisal process (PDAP)
- Participate pro-rata in the after-hours on-call roster for psychiatrists
- Advocate for a service culture of evidence-based and outcomes-driven practice, continual learning and improvement

#### QUALIFICATIONS AND EXPERIENCE

##### Essential:

- Registration as specialist medical practitioner and Fellowship of the Royal Australian and New Zealand College of Psychiatrists or equivalent qualification
- Completion of accredited postgraduate training in child and adolescent psychiatry
- Extensive experience in working in the mental health sector and sound knowledge of the relevant legislation pertaining to Mental Health.
- Experience in establishing and maintaining well-functioning relationships with mental health, medical and other health, education and welfare service colleagues
- Excellent clinical skills and a commitment to professional development

##### Desirable:

- Accreditation as an RANZCP Supervisor

#### KEY SELECTION CRITERIA

- Highly developed clinical skills in psychiatry and demonstrated competence in specialist mental health care of infants and children and their families
- Extensive knowledge of contemporary models of specialist mental health care for infants and preschool children
- Excellent communication and clinical leadership skills, and evidence of achievement in service or program development
- Demonstrated capacity to collaborate in the design and implementation of new services in infant and child mental health
- Demonstrated capacity to provide effective supervision
- Demonstrated capacity to deliver education and training for mental health and family service providers

#### 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:

- 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