

Position Description

Position title	Psychiatrist – Intake and Assessment Team		
Department / Division	Mental Health/ Medicine		
Classification	In accordance with the AMA Vic – VIC Public Health Sector Medical Specialist EA 2018-2021)	Employment Status	Part time, ongoing 0.2 FTE
Position reports to	Operational: Director Mental Health Professional: Discipline Senior Psychiatry		
No. of direct & indirect reports	N/A		
Location	The Royal Children's Hospital Parkville (some working across multiple sites may be required) and remote working		

The Royal Children's Hospital
<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 https://www.rch.org.au/quality/child-safety/.</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 www.rch.org.au</p>

ROLE CONTEXT

RCH Mental Health Service Intake and Assessment Team and Community 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 and 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.

The successful candidate will be a highly valued member of the team and, working as part of a interdisciplinary team, will be responsible for providing high quality tertiary mental health care for children up to 15 years and their families through skilled triage and assessment and clinical intervention.

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 an Intake and Assessment Team based at Parkville and three multidisciplinary outpatient teams located at Travancore, St Albans and Hoppers Crossing. The Community teams are led by a partnership between a Team Coordinator and a 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.

ROLE PURPOSE

The Intake and Assessment Team Psychiatrist is a new senior leadership role and has been created as part of the transformation that the team will be undertaking over the next two years. The successful candidate will have a key role in shaping and implementing this transformation, as well as immediately increasing the capacity and capability of the team to provide timely responses to consumers, families and referrers, including managing risk.

As well as supervising and undertaking training and mental health assessments, the successful candidate will also provide direct clinical intervention to consumers and families, including via the RCH Mental Health Service' version of single session therapy. A high degree of collaboration will be required with the senior leaders of the three community based case management teams.

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 triage and assessment face to face, via telehealth and over the phone direct with consumers and families, as well as supervising others in the team to provide triage and assessment
- Provide clinical interventions face to face, via telehealth and over the phone direct with consumers and families, as well as supervising others in the team to provide clinical interventions, including through a single session therapy model

Leadership

- Provide leadership through modelling a high standard of professional and interpersonal skills, attitudes and behaviours
- Collaborate effectively with the community consultant psychiatrists 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
- Participate in bi-monthly supervision with the Director Mental Health
- Participate in the RCH annual performance appraisal process (PDAP)
- Participate 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

Supervision

- Support the supervision and training of the Intake Assessment Team to build capability and capacity

Note that some working across multiple sites may be required

QUALIFICATIONS AND EXPERIENCE

Essential:

- Registration as 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
- Completion of further recognised 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.
- Accreditation as an RANZCP Supervisor
- Excellent clinical skills and a commitment to professional development
- Previous experience working in an intake and assessment function
- Previous experience in either leading or being involved in implementing change

KEY SELECTION CRITERIA

- Highly developed clinical skills in psychiatry and demonstrated competence in clinical mental health practice with infants, children, adolescents and families.
- Excellent communication and leadership skills, and evidence of achievement in service or program development
- Demonstrated capacity to provide effective supervision
- A demonstrated capacity to deliver education and training for mental health and family service providers
- Experience in establishing and maintaining well-functioning relationships with psychiatric and medical colleagues

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

February 2022