

Position Description

Position title	Clinician – Harmful Sexual Behaviour
Department / Division	Support After Sexual harm (SASH) / Division of Allied and Digital Health
Classification	Psychologist Grade 2, Year 1 to Year 4 (PK1 – PK4) Social Worker Grade 2, Year 1 to Year 4 (SC21 – SC24) Occupational Therapist Grade 2 Year 1 to Year 4 (VF6 – VF9) Other relevant professional background
Position reports to	Operational: Team Coordinator, Harmful Sexual Behaviour Professional: Discipline Senior
No. of direct & indirect reports	0
Location	Western Melbourne and 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 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

ROLE CONTEXT

Support After Sexual Harm (SASH) at the RCH provides therapeutic interventions and support for children/young people who have experienced sexual harm or engaged in harmful or problematic sexual behaviours and their families.

SASH service delivery is underpinned by the following principles:

- Trauma transformative practice
- Child-centred family-focussed
- Child Rights and justice.
- Culture, identity and equity
- Ecological and integrated
- Partnerships and collaboration

SASH is a Member of Sexual Assault Services Victoria (SASVic) and employs a multidisciplinary team of clinicians with specialist skills and qualifications in working with children who have experienced sexual assault and engaged in harmful sexual behaviour and their families.

SASH sits within the Allied and Digital Health Division at the RCH.

ROLE PURPOSE

The Clinician, HSB provides assessment and therapeutic and support services for children who have engaged in harmful sexual behaviour, and their non-offending family members. Using a structured, holistic assessment framework, this role works in partnership with children, their families and broader support systems and services to support recovery and safe reintegration into their communities. The role also contributes to Intake by receiving and responding to referrals for service, inquiries regarding child sexual abuse, harmful sexual behaviour and sexual assault crisis response presentations.

KEY ACCOUNTABILITIES

Provision of care

- Provide assessment and therapeutic interventions and support for children/young people who have engaged in harmful sexual behaviour and their non-offending family members.
- Promotes child rights and justice, facilitate access, and support safety, wellbeing, and connection.
- Incorporate the diverse needs of all children, young people and their families, including those from Aboriginal and Torres Strait Islander, culturally and linguistically diverse and LGBTQI+ populations.
- Participate in the SASH Intake roster where required, receiving and processing referrals for service, provision of sexual assault crisis response services, and secondary consultation to professionals.
- Participate as a member of the SASH sexual assault crisis response after hours roster.
- Adhere to established clinical care ratios specified by the service and achieve Key Performance Indicators (KPIs), to meet allocation and appointment targets with the support of clinical supervision and operational leadership.
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures and contribute to data collection requirements.

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 Victorian DoH Allied Health Clinical Supervision Framework.

Lifelong learning

- Comply with discipline requirements to participate in continuing professional development and ensure appropriate credentialling.
- Participate in relevant continuous professional development activities to ensure maintenance and currency of practice skills and approaches.

Collaborative practice

- Provide professional recommendations and secondary consultation to staff within RCH and external agencies including Child Protection, education, mental health, courts and other community services to enhance coordinated care, build capacity in these services, and promote a trauma model of recovery for children and young people.
- Provide education and training to staff within RCH and relevant external agencies.
- Build and maintain relationships with key internal and external stakeholders to maximise service coordination and cooperation and promote child centred, family focused care.

Communication

- Demonstrate well-developed professional and interpersonal communication skills, attitudes and behaviours to interact with a variety of stakeholders.
- Contribute to a culture of open and effective communication in which feedback is used positively to enhance self-awareness, goal setting and learning.
- Consider different points of view, compromise and recognise and constructively address issues that may lead to conflict.
- Communicate effectively with children, young people and their families to ensure their understanding of SASH's policies and procedures and to ensure their needs and views are included in care planning and actions.

Continuous improvement

- Contribute to departmental planning, continuous quality improvement projects and evaluation of services to uphold SASH's commitment to ensuring safe, innovative, evidence-based effective and efficient service delivery in line with Strategic Plan.
- Escalate risks appropriately to supervisor and/or relevant stakeholder.
- Act to reduce error and identify, assess, report and manage sources of risk in own practice.
- Maintain competency in relevant skills in line with departmental requirements relevant to role.

Organisation and planning

- Prioritise workload and competing demands effectively.

Research

- Evaluate current practice with respect to the evidence.
- Find, critically review, share, evaluate and interpret literature and apply to current role/service.
- Work with team/department to identify research gaps and takes opportunities to engage academic partners.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Recognised qualification in relevant discipline with current registration with AHPRA or eligibility for membership with professional body (where relevant)

For Social Work applicants:

- Degree in Social Work from an accredited course/university
- Be eligible for membership of the AASW
- Meet AASW accreditation standards for Continuing Professional Education
- Uphold the AASW Code of Ethics

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 Professional Psychology qualification does not meet this criterion)
- Hold general registration with the Psychology Board of Australia
- Continuously satisfy the Psychology Board of Australia continuing professional development standards
- Uphold the Psychology Board of Australia Code of Ethics

For Occupational Therapist applicants:

- Recognised graduate-entry qualification in Occupational Therapy (Bachelor, Masters or Doctorate)
- Registered to practice as an Occupational Therapist with the Australian Health Practitioner Regulation Agency (AHPRA)
- Eligibility for membership with Occupational Therapy Australia
- Clinical experience as an Occupational Therapist in paediatrics or an acute tertiary hospital.

Desirable:

- Post graduate qualifications in a relevant therapeutic field or modality
- Experience providing therapeutic interventions to children and young people who have experienced sexual harm and their families
- At least 3 years' experience in relevant professional field below

KEY SELECTION CRITERIA

- Demonstrated ability to provide support, risk assessment and therapeutic services to children/young people.
- Demonstrated ability to participate in and contribute to a positive team environment – including building trust, open communication, commitment to decisions, group accountability, flexibility and pursuit of team results.
- Demonstrated ability to work independently and take responsibility for own practice.
- Ability to incorporate new knowledge and adapt and adjust practice approach and performance to contribute to broader organisation and systemic needs.
- Commitment to promoting access to service, including responsibility to deliver targets and promote diversity, inclusion and timely access for children/young people and their families to specialised sexual assault support services.
- Demonstrated collaborative, interpersonal, relationship building and written communication skills to support integrated service delivery with partner agencies and families.
- Demonstrated organisational and planning skills with ability to prioritise workload and competing demands.

OTHER REQUIREMENTS

- This role requires participation on the After-Hours Crisis Response Roster, and ability to work at all SASH locations as directed including the community-based sites in Melton and Werribee and at RCH in Parkville.
- 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

Jan 2026