

Position Description

Position title	Clinical Psychologist
Department / Division	Rehabilitation Department / Division of Medicine
Classification	Grade 3 Year 1 – Grade 3 Year 4 (PL1- PL4)
Position reports to	Operational: Director Victorian Paediatric Rehabilitation Service RCH Professional: Psychology Discipline Senior, Victorian Paediatric Rehabilitation Service; and Deputy Director of Psychology – Clinical Psychology, Psychology Department RCH
No. of direct & indirect reports	0
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</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

Victorian Paediatric Rehabilitation Service

The Victorian Paediatric Rehabilitation Service (VPRS) provides specialist rehabilitation in partnership with children and families who require interdisciplinary, goal-focused innovative care. The VPRS at RCH provides services to both inpatient rehabilitation and ambulatory services adhering to the VPRS values.

VPRS also has services at Bendigo Health Care Group, Barwon Health, Ballarat Health Services, Eastern Health, Goulburn Valley Health Services, Latrobe Regional Hospital and Monash Health.

Further information on VPRS is available at <http://www.vprs.org.au>

ROLE PURPOSE

The Grade 3 Clinical Psychologist provides specialist rehabilitation in partnership with children and families who require interdisciplinary, goal-focused innovative care. The position provides advanced psychology services to children (and their families) with chronic and/or complex presenting issues requiring rehabilitation, secondary consultation, education, clinical leadership within the paediatric rehabilitation team at RCH, and clinical supervision to psychologists and provisional psychologists at RCH.

The clinical psychologist is responsible for ensuring a best-practice approach to the delivery of rehabilitation, focusing on the child's needs in the context of everyday activities and lifetime opportunities, empowering children to create their goals and own their rehabilitation journey. They create strong partnerships within and outside The Royal Children's Hospital and value diversity of opinion, values, background and life experiences.

KEY ACCOUNTABILITIES

Provision of Care

- Deliver excellent evidence-based practice clinical psychology assessments and interventions in an inpatient and ambulatory rehabilitation setting.
- Manage a complex and varied clinical caseload.
- Ensure timely provision of clinical psychology services through appropriate prioritization of stream, departmental caseload and patient needs.
- Provide high level of clinical expertise with independent decision making.
- Develop treatment goals and plans in conjunction with the patient, their families and interdisciplinary team members, focussing on maximising participation in lifetime everyday activities and lifetime opportunities.
- Plan for and effectively manage contingencies that may affect the performance of healthcare activities.
- Act to reduce error and sources of risk in own practice and broader clinical psychology discipline. This includes the Rehabilitation department and the wider healthcare setting.
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within the broader multidisciplinary team.
- Lead the ongoing development, review and maintenance of administrative processes and improved communication mechanisms.
- Prepare reports and provide effective verbal and written feedback to referrers, patients, and others, as appropriate to level of development.
- Maintain clinical documentation records as per discipline specific guidelines and data as per RCH procedures.
- Be a source of clinical expertise, advocacy and guidance across the Victorian Paediatric Rehabilitation Team.

Lifelong learning

- Actively participate in, provide and contribute to continuous improvement and continuing education opportunities.
- Participate in in-services and other educational activities conducted by the service for other RCH staff and external rehabilitation sector clinicians.
- Promote best practice paediatric rehabilitation care through intra-hospital and external education sessions, including presentations and the development of tools & resources.
- Participation in professional development activities to ensure that best clinical practice is maintained and to meet the continuing professional development standards requirements of Psychology Board of Australia.
- Model a commitment to continuing professional development and support junior staff in developing and accomplishing professional goals and objectives.
- Promote a culture in which clinical supervision is treated as a part of core business of contemporary professional practice.
- Participate annual performance appraisals with your manager.
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness and learning.
- Act to ensure processes, frameworks and/or support tools that are in place for enhancing learning through reflection.
- Actively promote an environment of lifelong learning.

Collaborative Practice

- Work in collaboration with multidisciplinary teams.
- Promote and develop partnerships with healthcare and community providers as well as discipline networks.
- A flexible and adaptable approach to functioning in a team environment that enhances the team's performance to ensure ongoing excellence in service delivery and teamwork.
- Demonstrated experience working with initiative, autonomy and leading others in the pursuit of team goals.
- Demonstrate flexibility in prioritising duties, adapting to the needs and priorities of the team, department and organisation.

Communication

- Highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders.
- Recognise issues that may lead to conflict and constructively addresses issues as they arise.
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions.
- Facilitate open and effective communication across all levels of the individual Department and more broadly across the organisation.
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained.

Continuous Improvement

- Develop effective time management skills to balance clinical requirements and to contribute to continuous improvement activities.
- Balance priorities between clinical load and contribution to quality improvement activities.
- Lead and contribute to improvements in departmental management and function
- Develop awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role.
- Empower team to identify, analyse, report and manage risks.

- Manage local risks and escalate appropriately to line manager and relevant stakeholders.
- Contribute positively to change processes, through demonstrating flexibility and openness to changeComplete quality activities in timely manner.
- Apply critical thinking to address multiple and changing demands of the work environment.

Supervision, Leadership and People Management

- Participate in clinical supervision in accordance with local standard operating procedures
- Provide clinical supervision to staff and students, and provide regular, constructive and developmental feedback to team.
- Provide clinical leadership in area of expertise in consultation with Psychology discipline lead and/or the operational manager of staff.

Organisation and Planning

- Highly developed organisational and planning skills with ability to prioritise workload and competing demands.
- Plan resource requirements.
- Record professional activity in an accurate and timely manner.

Research

- Find, critically review, evaluate and interpret literature and apply to current role/service.
- Support a research culture and agenda.
- Contribute to research agenda through assisting research projects e.g., contributing to participant recruitment, data entry, questionnaire/audit design as part of a research project in work area.
- Appropriately share evidence e.g., presents at journal club, special interest groups.
- Work with team/department to identify research gaps and take opportunities to engage academic partners (e.g. contributes to ideas for honours projects).
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QUALIFICATIONS AND EXPERIENCE

Essential:

- Hold a an accredited Master or Doctoral qualification in clinical psychology, recognised by Psychology Board of Australia. (Note - Master of Professional Psychology qualification does not meet this criterion)
- Hold general registration with the Psychology Board of Australia (Board)
- Hold an Area of Practice Endorsement with the Board in clinical psychology
- Hold Board-approved supervisor status, including Board approval as a 'Registrar Program Principal Supervisor'
- Have (at least 5 years) post-qualification (higher-degree) experience as a psychologist, with post-qualification experience in healthcare or a related field.
- Demonstrated commitment to work and contribute as part of a team with proven capacity for clinical leadership in a team environment and ability to work well as a senior team member.
- Continuously satisfy the PBA continuing professional development standards.
- Uphold the Psychology Board of Australia Code of Ethics (Code of Conduct).

Desirable:

- Demonstrated clinical experience in paediatrics and/or rehabilitation.
- Demonstrated experience in education and supervision of undergraduate and postgraduate students.
- An understanding of trauma-informed care and family-centred practice
- Member of discipline association and special interest groups.
- Research, service evaluation, project and policy skills.

KEY SELECTION CRITERIA

- Demonstrated clinical expertise in paediatric clinical care or rehabilitation clinical care.
- Demonstrated understanding of complex psychological presentations in a paediatric medical setting
- Demonstrated ability to purposefully and expertly engage children, young people and their families in the provision of care
- Demonstrated ability to build and maintain working relationships within an interdisciplinary team.
- Demonstrated experience working with initiative, autonomy and leading others in the pursuit of team goals.
- Demonstration of the values of VPRS including family centred care, partnerships, excellence, participation and diversity.
- Demonstrated best practise in effective clinical supervision.

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

July 2025