

Position Description

Position title	Child Life Therapist – Grade 3		
Department / Division	Child Life Therapy / Nursing and Allied Health		
Classification	Grade 3 Year 1 – Grade 3 Year 4 PT 71- PT 74	Employment Status	Full Time 1 FTE
Position reports to	Manager, Child Life Therapy		
No. of direct & indirect reports	N/A		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is <i>A world where all kids thrive</i>.</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 PURPOSE
<p>This role will provide a comprehensive Child Life Therapy service to patients of RCH, as part of a multidisciplinary team who work with children and families across a range of clinical areas, and as required by the department. By</p>

working in close collaboration with medical, nursing and allied health staff at RCH you will ensure that services provided to children are innovative, evidence based and provided in a child and family centred context. This role is responsible for the strong clinical and professional leadership with their stream, the wider Child Life Therapy department and across Allied Health and the Royal Children's Hospital. This role will also lead a non-clinical portfolio within the department.

KEY ACCOUNTABILITIES

Provision of Care

- Integrate information from multiple sources to develop and deliver excellent, evidence-based and holistic Child Life Therapy service to children and families presenting with a broad range of complex needs.
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the Child Life Therapy Department and the broader multidisciplinary team.
- Ensure timely provision of Child Life Therapy services through appropriate prioritisation of stream and departmental caseload and patient needs.
- Provide individualised support to children and young people to promote effective coping, through medical play, procedural support, preparation for procedures and development of coping strategies.
- Maintain accurate documentation of all patient related activity, including completion of all system required data and detailed medical record documentation in line keeping with department, hospital, professional and legal requirements.

Collaborative Practice

- Build and maintain effective working relationships and partnerships with others including patients/families and other clinicians
- Promote a work culture in which interprofessional teamwork and shared responsibility for the provision of care are normative practice.
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arranging follow-up to ensure patient care is maintained
- Facilitate open and effective communication across all levels of the Child Life Therapy and Music Therapy Department and more broadly across the organisation.
- Act to resolve complex issues by achieving common understanding on diverging interests, and mediating conflict situations as necessary.
- Promote a workplace culture in which the views of patients and families about treatment options are valued and deemed necessary by staff.
- Articulate and embody the purpose and values of RCH.
- Demonstrate a solution based approach to overcoming clinical and departmental challenges.
- To provide education to students and staff as required by the Department
- Supervise staff/ students where required

Health Values

- Develop individualised procedural support plans in partnerships with children, families and treating teams to enhance coping and procedural compliance.
- Participate in and take the lead on developing innovative and quality focused evidence based CLT practice both with the team and the wider hospital community.
- Encourage allocation decisions that are free from prejudice or favouritism.
- Lead and contribute to improvements in department management and function, strategic direction and service planning.

Professional, ethical and legal approach

- Set a positive culture and lead by example.
- Discuss potential ethical issues/dilemmas with staff in a supporting manner to ensure maintenance of ethical work practices
- Exhibit a high level of emotional self-control and flexibility in complex, changing and/or ambiguous situations and when confronted with obstacles.
- Fully explain own position, and confront hidden agendas within the team or department.
- Model good self-care practices so that staff feel safe to prioritise their own self-care.
- Encourage staff to constructively voice their stressors, and support them to manage these effectively.
- Recognise how own leadership style influences staff experiences of the work environment, and act to modify behaviours accordingly.

Life Long Learning

- Maintain and extend professional competence and contribute to the ongoing learning and development of others across the hospital through targeted CLT education program.
- Identify personal and professional development needs and plan and implement strategies for achieving them through active participation in regular supervision and the RCH Performance Development and Planning (PDAP) process.
- Contribute to the development of own and others' practice both discipline specific and across wider multidisciplinary teams. Identify personal and professional development needs, and plan and implement strategies for achieving them.
- Model a commitment to continuing professional development and support grade 1 and 2 Child Life Therapists in developing and accomplishing professional goals and objectives through clinical support, supervision and performance reviews.
- Act to ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection.
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning, and regularly seek and participate in two-way feedback of own performance, acting to improve performance as appropriate.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.

QUALIFICATIONS AND EXPERIENCE

Essential

- Hold a recognised tertiary qualifications in Early Childhood Education, Primary Education or current Child Life Specialist certification
- Extensive experience in Child Life
- Hold current VIT registration (registered teacher or early childhood teacher) or ACLP certification
- Thorough understanding of childhood development between the ages of 0-18 years

Desirable

- Proven experience with vulnerable children and families or children and families with additional learning needs.
- A relevant additional post graduate qualification i.e. Health Sciences, Disabilities, Mental Health, Nursing, would be advantageous

KEY SELECTION CRITERIA

- Excellent professional, interpersonal, interaction and self-reflection skills to enable effective work with people of different personalities and backgrounds.
- Be an advocate for patients and their families.
- Experience in supervision and clinical leadership of child life therapy staff.
- Demonstrated ability to work in an acute care time-frame, manage competing demands and to appropriately prioritise and manage a caseload.
- Excellent time management skills and high degrees of flexibility.
- Demonstrated ability to function independently and collaboratively with evidence of good interpersonal skills and experience working in multidisciplinary teams.
- Excellent interpersonal, communication and presentation skills
- Ability to work across a wide range of clinical areas as required by service needs

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's 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 LGBTIQI community and people with disability.

Position description last updated

November 2022