

## Position Description

<b>Position title</b>	Senior Family Intervention Clinician
<b>Department / Division</b>	Mental Health/ Medicine
<b>Classification</b>	Multidisciplinary Grade 3 Occupational Therapist (YB24-YB27) Grade 3 Psychologist (PL1-PL4) Grade 3 Social Worker (YC46-YC49) Grade 3 Speech Pathologist (YB51-YB54) Grade 4 Registered Psychiatric Nurse (NP75-NP77)
<b>Position reports to</b>	Operational: Child and Youth HOPE Program Coordinator Professional: Discipline Senior/Director of Psychology (if a psychologist)
<b>No. of direct &amp; indirect reports</b>	N/A
<b>Location</b>	The Royal Children's Hospital, Flemington Street, Travancore. Outreach to other RCH Mental Health Sites and into the community may be required.
<b>Risk category</b>	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
<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 <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>

ROLE CONTEXT
<p>The RCH's Infant, Child and Family Area Mental Health and Wellbeing Service (RCH Mental Health) Hospital Outreach Post-suicidal Engagement (RCH HOPE) program provides tailored holistic support to children 4 up to 12 years experiencing significant mood and affect regulation problems, and/or deliberate self-harm, suicidal thoughts and attempts who reside within the North and West Metropolitan Area of Melbourne, as well as their families/ care systems.</p>

The program aims to provide evidence informed clinical interventions to children 4 up to 12 years and their parents/carers as well as peer support to parents/carers for up to 3 months to address early risk factors for deliberate self-harm and/or suicidal thoughts and attempts. The program works closely with the RCH and local emergency department, other local hospital emergency departments, the teams within RCH Mental Health as well as external mental health care providers such as private paediatricians, psychologists and community-based NGO funded psychosocial care service providers.

## ROLE PURPOSE

The Senior Family Intervention Clinician will provide time limited, evidence-informed interventions to assist parents, and carers to learn strategies to help their children manage their mood and affect regulation difficulties, deliberate self-harm and suicidal feelings, as well as build distress tolerance and problem-solving skills. The role will involve providing family based or dyadic sessions with the child and parent or carer. The position will also involve the co-facilitation of parent and/or child groups. The successful applicant will work alongside other members of the HOPE program including the Program Clinical Lead, the Lived Experience Peer worker, and the Psychosocial Support Worker to best support families.

## KEY ACCOUNTABILITIES

### Provision of Care

- Provision of care through outreach locations including the Mental Health service's Infant, Child and Youth Area Mental Health Service (ICYAMHS) teams in St Albans, Wyndham and Travancore.
- Perform individual in-depth mental health assessments, including mental state exams, risk assessments and family assessments.
- Provide time limited evidence-based family interventions to reduce the risk of suicide and self-harm including interventions such as Attachment Based Family Therapy, CBT, ACT and/or DBT based parent management training, aspects of Circle of Security parenting interventions or behaviour support informed interventions.
- Providing high quality assessments and time limited interventions through telehealth, outreach (i.e., to school, home) and/or in clinic to best meet the needs of individual families.
- Work within legal and ethical obligations for excellent family focused care.
- Demonstrate awareness and understanding of the principles of a family-focused and recovery-oriented clinical practice that is underlined by the experience and involvement of service users.
- Provide leadership through modelling a high standard of professional and interpersonal skills, attitudes and behaviours.
- Provide secondary consultation services.
- Maintain clinical documentation, records and data as per discipline specific guidelines, and departmental and RCH procedures.
- Actively participate in, provide and contribute to continuous improvement and continuing education opportunities.
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within broader multidisciplinary teams.
- Perform duties/tasks as directed by the Team Coordinator or Operations Manager, as appropriate to the role.

### Lifelong Learning

- Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice.
- Develop and foster a lifelong learning culture and support others in developing and accomplishing professional goals and objectives.
- Act to ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection.
- Contribute to the clinical education agenda within area of clinical expertise.
- Actively participate and contribute to continuous improvement and continuing education opportunities.
- Actively promote an environment of lifelong learning.
- Complete professional development activities to ensure the best clinical practice is maintained.

### **Collaborative Practice**

- Provision of child centred parenting interventions in partnership with HOPE program parents/carers.
- Work with colleagues to advance mental health promotion and prevention in the region.
- Demonstrate a commitment to culturally safe and sensitive service provision.
- Actively participate and collaborate within the HOPE program team and RCH Mental Health service teams to ensure ongoing excellence in service delivery and continuous improvement.
- Promote and develop partnerships with healthcare and community providers as well as discipline networks.
- Demonstrate 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

### **Communication**

- Provide timely and effective communication to involved services such as, community mental health clinical teams, and other key stakeholders and professionals involved in the child's life for ongoing coordinated clinical care.
- Complete mandatory consumer contacts, outcome measures, phase of care and report activity levels (statistics) to support team/s meeting KPI obligations.
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions.
- Ensure accurate and timely documentation and record keeping in accordance with local procedures and processes.

### **Continuous improvement**

- Actively reduce sources of risks and escalate risks appropriately within the HOPE program team and RCH Mental Health department.
- Actively contribute as an individual and team member to the continuous improvement of consumer safety and quality of services provided.
- Actively participate in, provide and contribute to continuous improvement and continuing education opportunities.
- 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.

### **Supervision**

- Participate in clinical, operational, and discipline specific supervision in accordance with local standard operating procedures and the RCH Allied Health Clinical Supervision guideline.
- Undertake discipline specific functions and work collaboratively with other clinical disciplines within the team to provide high quality inter-disciplinary care. This may involve shared care of cases with more junior staff for modelling and guidance.

## **QUALIFICATIONS AND EXPERIENCE**

### **Essential**

- Tertiary Qualification or equivalent in relevant discipline
- Current Registration as a Psychologist, Social Worker, Occupational Therapist or Registered Nurse with the applicable Health Practitioner Board.
- Eligibility for membership in Victoria with an appropriate Professional Body
- Formal training and clinical skills in parent and family based interventions using various specific therapeutic modalities relating to the management of mood and affect regulation.
- Experience in providing dyadic therapy.
- Experience in working with populations co-morbidities of mental health and neurodiversity.

- Demonstrated effectiveness in working in true partnership with other community mental health teams and community/family welfare agencies to plan and implement effective interventions for children and young people experiencing complex mental health challenges.
- Depending on discipline, required years of experience in accordance with the EBA will apply.

**For Nurse applicants only:**

- Hold a Nursing degree qualification or equivalent from an accredited course/university
- Be registered with AHPRA and as such have satisfied the requirements of continuing professional development and recency of practice
- Holds a post graduate diploma in psychiatric/mental health nursing qualification or having completed a specialist undergraduate psychiatric nursing program
- Substantial work experience (usually at least 5 years) post initial registration experience working in Mental Health

**For Psychology applicants only:**

- Completion of accredited Master or Doctoral program in Clinical Psychology, Clinical Neuropsychology, or Forensic Psychology, recognised by the Psychology Board of Australia.
- Hold general registration with the Psychology Board of Australia (Board)
- Hold an Area of Practice Endorsement with the Psychology Board of Australia
- Hold Board-approved supervisor status, including Board-approval as a 'Registrar Program Principal Supervisor'
- Have a minimum of five years professional experience as a Psychologist Grade 2 (or equivalent)
- Continuously satisfy the Psychology Board of Australia continuing professional development standards
- Uphold the Psychology Board of Australia Code of Ethics

**For Social Work applicants only:**

- Hold a degree in Social Work from an accredited course/university
- Meet AASW accreditation standards for Continuing Professional Education
- Uphold the AASW Code of Ethics
- Eligibility for AASW membership

**For Occupational Therapist applicants only:**

- Hold an OT degree qualification or equivalent from an accredited course/university
- Be registered with AHPRA and as such have satisfied the requirements of continuing professional development and recency of practice
- Eligibility for membership of OT Australia
- Uphold the OTA Code of Ethics

**For Speech Pathologist applicants only:**

- Hold a degree in Speech Pathology from an accredited course/university
- Be eligible for membership of Speech Pathology Australia and meet the requirements of the SPA Professional Self Regulation program
- Uphold the SPA Code of Ethics

**Desirable:**

- An understanding of the healthcare sector and / or child development.
- Family therapy training and experience.
- More than 3 years' experience in the sector
- Qualification in evidence-based parent or family interventions for suicide and self-harm.

**For Nurse applicants only:**

- Holds a post graduate diploma in psychiatric/mental health nursing qualification or having completed a specialist undergraduate psychiatric nursing program

**KEY SELECTION CRITERIA**

- Demonstrated clinical skills and significant experience in the provision of effective and efficient child and adolescent mental health care.

- Demonstrated ability to use interventions such as family and parent psychoeducation. This may include CBT, ACT and/or DBT based parent management training and emotion coaching, aspects of Circle of Security parenting interventions and positive behaviour support informed interventions.
- Demonstrated ability to practice autonomously as well as within a multidisciplinary team
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders to maximise service coordination and cooperation as well as capacity building with community agencies.
- Demonstrated interest or experience in research, quality improvement and program evaluation.
- A commitment to evidence based practice and continuing professional development including, an ability to find and apply evidence in decision-making.
- Highly developed written and verbal communication skills and inter-personal skills.
- Demonstrate awareness and understanding of legal obligations when working in a CAMHS context in Victoria.
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance.
- Well developed and demonstrated organisation and planning skills.

#### 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

March 2025