

Position Description

Position title	Senior Mental Health Clinician – Brimbank Melton Children's Local
Department / Division	Division of Medicine /Mental Health
Classification	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)
Position reports to	Operational: Team Coordinator Professional: Discipline Senior
No. of direct & indirect reports	n/a
Location	Sunshine
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
<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

The Royal Commission into Victoria's Mental Health System's final report was released in March 2021. It set out a blueprint for a future mental health and wellbeing system in Victoria to be achieved through a series of structural, cultural and clinical reforms to be implemented over ten years. One of these major reforms was to create Children's Locals – a fourth tier in a new six tier system. Children's Locals provide treatment, care and support for Victorians with mild to moderate mental health challenges – delivering secondary care services across Victoria.

RCH Mental Health Service provides the mental health component of the Children's Local. The Children's Local fully integrates paediatrics, mental health, allied health and family services under the one roof so that families can receive the services they need in the one place.

The Children's Local supports infants and children aged 0-11 who are experiencing emotional, social and/or behavioural issues. With RCH Mental Health Service delivering the mental health services in the Brimbank Melton Children's Local, there is full integration between secondary care and tertiary services in Brimbank Melton, allowing families to seamlessly move up and down the tiers of the system as their mental health challenges change.

ROLE PURPOSE

The Senior Mental Health Clinician works within a multidisciplinary team providing high quality, tertiary mental health care for infants and children 0 to 11 years and their families through skilled assessment, treatment, and case management.

This role provides consultation to the Children's Local, and external organizations and service providers to promote collaboration and build capacity.

The Senior Mental Health Clinician is a highly valued member of the team and works closely relationships with the Team Coordinator, the Local Manager and the Discipline Senior.

KEY ACCOUNTABILITIES

Provision of Care:

- Purposefully and expertly engage infants and children and their families in high quality recovery-focused care through assessment and intervention
- Deliver excellent evidence-based practice to infants, children, and their families who are patients of the Children's Local
- Maintain accurate clinical documentation, records and data as per discipline specific guidelines and RCH and Local procedures.
- Effectively and competently manage a complex caseload by providing high quality mental health clinical care, including assessment, therapeutic care and management and referral to other services where appropriate.
- Be a source of clinical expertise, advocacy and guidance within the Children's Local.

Lifelong learning

- Participate in professional development activities to ensure that best clinical practice is maintained

Collaborative practice:

- Work collaboratively with other disciplines within the Children's Local to provide high quality inter-disciplinary care.
- Demonstrate initiative, autonomy and leading others in the pursuit of team goals
- Provide excellent secondary consultation to other health, education, and community services/providers to enhance coordinated care.

- Attend relevant clinical and administrative meetings and foster professional relationships with Children's Local staff and external stakeholders as required.

Communication:

- Apply highly developed verbal communication and 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
- Effectively communicate with a variety of stakeholders, including patients and their families.
- Ensure systems are in place for coordinating and performing appropriate clinical handover, and arrange follow-up to ensure patient care is maintained.

Research:

- Undertake and/or support research and evaluation
- Understand the principles of evidence-based practice, and critically evaluate clinical practice in light of available evidence, experience and patient/ family values and circumstances
- Evaluate current practice with respect to the evidence
- 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)
- Work with team/department to identify research gaps and take opportunities to engage academic partners (e.g. contributes to ideas for honours projects)
- Support continuous quality improvement activities.

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 DHHS Allied Health Clinical Supervision Framework.
- Actively participate in all forms of supervision (operational, professional, and clinical).
- Provide clinical supervision to students and other RCH mental health staff as appropriate for their discipline, and regular constructive and developmental feedback to team
- Participate in academic and education activities including education of Children's Local staff and external stakeholders, conference presentations etc.

Continuous improvement:

- Achieve and maintain competency in relevant skill areas in line with departmental and discipline requirements.
- 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
- Complete quality activities in timely manner
- Act to reduce error and sources of risk in own practice
- Contribute positively to change processes through demonstrating flexibility and openness to change.
- 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
- Be aware of and work in accordance with Hospital policies and procedures, including Occupational Health and Safety, Equal Employment Opportunity, and Confidentiality.
- Work within legal and ethical obligations for excellent family focussed care.
- Demonstrate a commitment to culturally safe and sensitive service provision.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Tertiary Qualification in relevant discipline
- Current Registration with AHPRA (where professionally relevant)
- Proven capacity for clinical leadership in a team environment and ability to work well as a senior team member.

Psychology applicants only:

- Hold a minimum Masters of Psychology degree from an APAC accredited course/ university. Masters of Professional Psychology (or equivalent) are not employed at RCH.
- Hold general registration with AHPRA and the Psychology Board of Australia as a Psychologist.
- Hold an endorsement in either Clinical or Health Psychology by the Psychology Board of Australia, or be registered in the relevant endorsement program.
- Board Approved Supervisor or eligibility to enrol in Supervision Training with the PBA.
- Minimum 5 years' experience post-registration.
- Continuously satisfy the PBA requirements.

Social Work applicants only:

- Hold a 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.

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.
- Uphold the Code of Ethics, OT Australia.

Speech Pathologist applicants only:

- Hold a degree in Speech Pathology from an accredited 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.

Nursing applicants only

- Be registered with AHPRA as a Registered Nurse and as such have satisfied the requirements of continuing professional development and recency of practice
- Minimum of 5 years full time equivalent mental health post graduate qualification experience in mental health nursing.
- Hold a Post Graduate Diploma in Mental Health from an accredited course/university.

Desirable:

- Completion of the Developmental Psychiatry Course (DPC)
- Clinical experience in a hospital/medical healthcare setting.

KEY SELECTION CRITERIA

- Experienced and skilled clinician with consolidated clinical assessment, formulation, and clinical reasoning abilities in the provision of effective and efficient infant and child mental health care
- Excellent professional, interpersonal and self-reflection skills to enable effective work with people of different personalities and backgrounds
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Ability to work flexibly in a fast-paced clinical environment, managing competing demands according to departmental and organisational requirements
- Capacity for effective negotiation, conflict resolution and wide consultation at all levels, to maintain and foster key interpersonal relationships.
- Demonstrated commitment to building professional skills and capacity
- Communication, supervision and education skills of a level suitable for supervision of students, Grade 1 and 2 staff and Allied Health Assistants
- Demonstrated capacity to work constructively and collaboratively with a range of disciplines towards common goals
- The ability to engage children of different ages and abilities, and to advocate for patients and their families
- Demonstrated ability to manage project/research work independently
- Excellent computer literacy skills
- Demonstrated ability to build and maintain working relationships with key stakeholders to maximise service coordination and cooperation as well as capacity building with partner agencies
- Demonstrated interest in research, quality improvement and program evaluation
- Highly developed written and verbal communication skills and inter-personal skills
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance

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
- 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 LGBTIQI community and people with disability.

Position description last updated	January 2026
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