

Position Description

Position Title	Senior Mental Health Clinician		
Department/Division	Mental Health / Division of Medicine		
Classification	Multidisciplinary P3/SW3/OT3/SP3/RPN4	Employment Status	Full Time, Ongoing
Position reports to	Operational – Emergency Mental Health Coordinator Professional – Discipline Senior		
No. of direct & indirect reports	N/A		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

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 PURPOSE

RCH Mental Health comprises community- and hospital-based services. This role is with the Emergency Mental Health (EMH) team and is based in the Emergency Department (ED) at the main hospital in Parkville, although the service may have occasion or need to deploy staff to other sites if required. EMH consults to the ED around the needs of young people presenting with urgent mental health problems, and includes high quality risk assessment, crisis management, brief intervention, and discharge planning, as well as providing support to families, and liaising with treating teams. The service also expects clinical staff to contribute to research, mental health promotion, staff training, and community education.

KEY ACCOUNTABILITIES

- Provide a responsive, high quality mental health service within an acute health multidisciplinary setting
- Under the clinical direction of the rostered Consultant Psychiatrist, consult with medical, nursing, and allied health staff about the mental health needs of young people presenting to ED
- Be responsible for psychiatric assessment, disposition and follow-up planning for young people presenting to the ED with acute mental health needs, including mental status examination, risk assessment, formulation, follow-up recommendations, and brief intervention where indicated
- Liaise with the Banksia Adolescent Inpatient Unit around admissions to the unit from ED
- Liaise with Hospital Management, ED AUM, Banksia Unit, and senior MH staff around bed availability and timely and safe disposition from the ED
- Support capacity-building in the ED by providing education and direction to ED staff in relation to the MH problems facing young people, including an understanding of the MH system, and maintaining compliance with the MH Act (2014)
- Liaise with other Mental Health and welfare services regarding follow-up and ongoing care
- Document and record clinical activity on appropriate systems in a timely way and in accordance with policy and procedures of RCH Mental Health
- Observe RCH, and RCH Mental Health clinical guidelines and procedures
- Participate in professional development relevant to the role and your discipline
- Provide leadership through modelling a high standard of professional and interpersonal skills, attitudes, and behaviours
- Undertake and/or support research and evaluation activities
- Actively participate in all forms of supervision (operational, professional, and clinical)
- Lead and/or support continuous quality improvement activities
- Work with colleagues to advance mental health promotion and prevention in the region
- 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
- Demonstrate a commitment to culturally safe and sensitive service provision

QUALIFICATIONS AND EXPERIENCE

Essential

- Tertiary Qualification or equivalent in relevant discipline
- Current Registration as an Occupational Therapist, Psychologist or Registered Nurse with the applicable Health Practitioner Board or a qualified Social Worker or Speech Pathologist. For Psychologists, this includes endorsement in clinical psychology
- Eligibility for Membership in Victoria with the appropriate Professional Body
- Experience in providing quality clinical/professional supervision to staff and students
- 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 problems
- Depending on discipline, required years of experience in accordance with the EBA will apply

For Psychology applicants only:

- APAC approved Masters level postgraduate training in clinical psychology
- Continuously satisfy the PBA continuing professional development standards
- Uphold the PBA Code of Ethics

For Nurse applicants only:

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

Desirable

- Demonstrated skills, knowledge, and behaviours in successfully leading staff / teams and or change initiatives
- Expertise in a clinical speciality area relating to your discipline

- Completion of the Developmental Psychiatry Course (DPC) & post graduate training in relevant area
- **For Psychology applicants only:**
 - Holds current Board Approval as a Supervisor (“postgraduate student” and “registrar program”) with the Psychology Board of Australia
- **For Social Work applicants only:**
 - Meet AASW accreditation standards for Continuing Professional Education
 - Uphold the AASW Code of Ethics
- **For Occupational Therapist applicants only:**
 - Uphold the OTA Code of Ethics
- **For Speech Pathologist applicants only:**
 - Meet the requirements of Professional Self-Regulation program
 - Uphold the SPA Code of Ethics

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 practice autonomously as well as within a multidisciplinary team
- Demonstrated experience in professional supervision of clinicians and students
- 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 and evidence of 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
- Demonstrated 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
- Experience in mental health triage, and crisis management and intervention

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:

- 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 LGBTQI community and people with disability.

Position Description last updated	2022
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