

## Position Description

<b>Position title</b>	Clinical or Health Psychologist
<b>Department / Division</b>	Critical Care Division; PIPER Emergency and Butterfly Ward
<b>Classification</b>	Grade 2 Year 3 - Grade 2 Year 4 (PK3-PK4)
<b>Position reports to</b>	Operational: Director Clinical Operations Critical Care services Professional: Director of Psychology
<b>No. of direct &amp; indirect reports</b>	N/A
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville
<b>Risk category</b>	Category C - works in a non-clinical setting, non-patient facing setting and only attends clinical areas infrequently

<p><b>The Royal Children's Hospital</b></p> <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 <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>
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<p><b>ROLE CONTEXT (Optional)</b></p> <p>This role was created specifically to support the staff who work within the Division of Critical Care and has aligned itself with the teams of PIPER, Butterfly and the Emergency Department. Our vision was to provide proactive wellbeing strategies and support of our teams working closely with all key stakeholders and members of the Workplace Health and Safety team when required. It has a very clinical focus, reporting professionally to the Director of Psychology.</p>
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## ROLE PURPOSE

The Clinical or Health Psychologist role is to provide support to all staff who work within PIPER- Retrieval service, the Emergency Department, and the Neonatal Intensive Care Unit (Butterfly Ward).

These teams work with critically unwell infants and children and are exposed to vicarious trauma by the nature of the care that they provide.

This role will, by providing a variety of targeted individual and group interventions, support and continue to build resilience within these teams.

## KEY ACCOUNTABILITIES

### Provision of Care

- Provide specialist evidence-based psychological assessment and intervention for staff involved in the care of patients and families in the Emergency Department, Neonatal Intensive Care and PIPER
- Ensure timely provision of clinical services through appropriate prioritization of own caseload
- Contribute to the development of the role of staff psychologist within the hospital and liaise appropriately to develop effective and evidence-based staff support programs on an individual and group level, adapting to service needs as required
- Provide individual brief psychological intervention to support the personal needs of staff members where this is contributing to their effectiveness as a team member; support referral to community psychologists where further ongoing support is needed
- Work closely with the Workplace Health and Safety teams at RCH to develop useful resources and staff support initiatives that would contribute to the RCH-wide staff support initiative.
- Provide interventions specific to maintaining staff resilience.
- Maintain clinical documentation, records and data as per discipline specific guidelines, and departmental and RCH procedures
- Plan for, and effectively manage, contingencies that may affect performance

### Supervision

- Participate in clinical supervision in accordance with local procedures
- Work under general direction with autonomy
- Demonstrate emotional intelligence and self-awareness, particularly in stressful situations, to manage the impact of own assumptions, values, attitudes and behaviours on others

### Lifelong Learning

- Actively participate in and contribute to continuous improvement and continuing education opportunities
- Actively promote an environment of lifelong learning
- Attend relevant training and professional development activities to ensure that professional registration and area of practice endorsement are maintained
- Identify personal and professional development needs, and plan and implement strategies for achieving them.
- Participate in professional development activities to ensure that best clinical practice is maintained
- Use frameworks and/or support tools are in place for enhancing learning through reflection.

- Contribute to continuous improvement initiatives

#### **Collaborative Practice**

- Demonstrate flexibility in prioritising duties, adapting to the needs and priorities of the team, department and broader RCH
- Be respectful of the needs of patients, visitors and other staff and maintain a professional approach to all interactions

#### **Continuous improvement**

- Act to reduce error and sources of risk in own practice
- Escalate risk appropriately within the team
- Achieve and maintain competency in relevant skills in line with requirements relevant to the role
- Complete quality activities in timely manner
- Develop awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role

#### **Communication**

- Be aware of and work in accordance with Hospital policies and procedures, including Occupational Health and Safety, Equal Employment Opportunity, and Confidentiality
- Be respectful of the needs of patients, visitors and other staff and maintain a professional approach to all interactions

#### **Organisation and planning**

- Well-developed organisational and planning skills with ability to prioritise workload and competing demands
- Record professional activity in an accurate and timely manner

### **QUALIFICATIONS AND EXPERIENCE**

#### **Essential**

- Have completed an accredited Master or Doctoral programme in clinical psychology or health psychology recognised by the Psychology Board of Australia. (Note Master of Professional Psychology qualification does not meet this criteria)
- Hold general registration with the Psychology Board of Australia (Board).
- Continuously satisfy the Psychology Board of Australia's continuing professional development standards
- Uphold the Psychology Board of Australia's Code of Ethics
- Hold an Area of Practise Endorsement with the Board in clinical psychology or health psychology
- Have experience in clinical practice in the area of paediatric psychology
- Knowledge of the psychological impact of severe health issues within the paediatric setting and the impact this has on adults/ healthcare workers

#### **Desirable**

- Experience working in as a psychologist in a public paediatric medical setting
- An understanding of trauma informed care and family centred practice

### **KEY SELECTION CRITERIA**

- Experience providing psychology services across the lifespan, including children adolescents, adults and families
- Ability to work dynamically with multiple different personalities within a high-stress environment
- Able to read situations and adjust behaviour and strategies accordingly
- Excellent organisational skills
- Ability and confidence to function independently as a clinical psychologist or health psychologist
- Well-developed time management 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.**

<b>Position description last updated</b>	<b>October 2024</b>
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