

## Position Description

<b>Position title</b>	Clinical Psychologist/Health Psychologist
<b>Department / Division</b>	Emergency Department, Neonatal Intensive Care Unit, Paediatric Infant Perinatal Emergency Retrieval/Critical Care Division
<b>Classification</b>	Grade 3 Year 1 – Grade 3 Year 4 (PL1 – PL4)
<b>Position reports to</b>	Operational: Director Clinical Operations Critical Care Services Professional: Director of Psychology
<b>No. of direct &amp; indirect reports</b>	Nil
<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</b></p> <p>Critical Care is dedicated to providing specialised and intensive care to critically ill or injured paediatric patients. There are several teams in Critical Care: Emergency Department, Neonatal Intensive Care Unit (NICU), Paediatric Intensive Care Unit, Paediatric Infant Perinatal Emergency Retrieval (PIPER), and Biomedical Engineering.</p>
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## ROLE PURPOSE

The Psychologist's role is to provide support to all staff who work within PIPER, the Emergency Department, and the NICU (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

- Deliver excellent evidence-based practice psychological assessments and interventions for staff involved in the care of patients and families in the Emergency Department, PIPER, and Neonatal Intensive Care Unit (Butterfly Ward)
- 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.
- Manage a complex and varied caseload
- Provide secondary consultation services relating to psychological care
- Act to ensure formal processes exist for evaluating whether treatment and care is evidence-based and meeting the needs of staff
- 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 the performance of healthcare activities
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within broader multidisciplinary teams
- 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

- Participate in professional development activities to ensure that best clinical practice is maintained
- 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
- Provide education and training to staff (internal and external to RCH)
- Actively participate and contribute to continuous improvement and continuing education opportunities
- Actively promote an environment of lifelong learning.

- Continuously meet the Psychology Board of Australia continuing professional development requirements for psychologists and Board-approved supervisors

### **Collaborative practice**

- Demonstrate flexibility in prioritising duties, adapting to the needs and priorities of the team, department and organisation
- Demonstrate working with initiative, autonomy and leading others in the pursuit of team goals
- Contribute to achieve team goals and priorities
- Promote and develop partnerships with healthcare and community providers as well as discipline networks
- 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**

- Highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Anticipate, identify and address conflict and constructively address issues by respectfully communicating with influence
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained
- Accurate and timely documentation and record keeping in accordance with local procedures and processes

### **Continuous improvement**

- 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
- Contribute to administrative/clinical meetings, educational activities, and service development activities
- 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
- Manage local risks and escalate appropriately to line manager and relevant stakeholders
- Develop awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role

### **Supervision, Leadership and People Management**

- Participate in clinical supervision in accordance with local standard operating procedures
- Work under general direction with autonomy
- Provide secondary consultation services
- Contribute to operational service plans and ensure staff participation in planning process

### **Organisation and planning**

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

### **Research**

- Understand the principles of evidence-based practice, and critically evaluates clinical practice in light of available evidence, experience and patient/ family values and circumstances
- Evaluate current practice with respect to the evidence
- Translate evidence into practice for area of clinical specialty

## **QUALIFICATIONS AND EXPERIENCE**

### **Essential**

- Have completed an accredited Master or Doctoral program in clinical psychology or health psychology, recognised by Psychology Board of Australia. (Note - Master of Professional Psychology qualification does not meet this criterion)
- Hold general registration with the Psychology Board of Australia (Board)
- Hold an Area of Practice Endorsement with the Board in clinical psychology or health psychology
- Hold Board-approved supervisor status, including Board approval as a 'Registrar Program Principal Supervisor'
- Have (at least 5 years) post-qualification (higher-degree) experience as a psychologist
- Have experience in functioning independently as a psychologist and provision of a range of psychology services
- Have experience in supervision of psychologist staff and post-graduate psychology students
- Have expert knowledge in more than one therapeutic modality
- Continuously satisfy the Psychology Board of Australia's continuing professional development standards
- Uphold the Psychology Board of Australia's Code of Ethics

### **Desirable**

- Experience working as a psychologist in a public paediatric mental health or medical setting
- An understanding of trauma informed care

## **KEY SELECTION CRITERIA**

- Demonstrated clinical skills and experience in the provision of effective psychological assessment and intervention
- Demonstrated understanding of complex psychological presentations
- Demonstrated ability to purposefully and expertly engage clients in the provision of care
- Demonstrated ability to practice autonomously
- Ability to work dynamically with multiple different personalities within a high-stress environment
- Proven ability to work as a team member, contributing to team culture, knowledge and support
- A flexible and adaptable approach to functioning in the work environment
- A professional demeanour and caring and ethical approach to clinical practice

- Ability to model emotional self-control and flexibility in complex, changing, stressful and/or ambiguous situations and when confronted with obstacles
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders
- Demonstrated capacity to provide and develop models of clinical care that are responsive to organizational needs and based on evidence-based practice
- Demonstrated commitment to research, quality improvement or evaluation in a health context
- Excellent organisational and time management skills
- Highly developed interpersonal, verbal and written communication 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**

**January 2025**