

Position Description

Position title	Mental Health Advisor - SAPHER project, RCH Campus Mental Health Strategy
Department / Division	Mental Health, Division of Medicine
Classification	<i>Victorian Public Mental Health Service Enterprise Agreement 2025-2028</i> Occupational Therapist Grade 4 Year 1 – Year 4 (HR9-HR12) Social Worker Grade 4 Year 1 – Year 4 (HR25-HR28) Speech Pathologist Grade 4 Year 1 – Year 4 (HR13-HR16) <i>Medical Scientists, Pharmacists and Psychologists Victorian Public Sector Enterprise Agreement 2021-2025</i> Psychologist Grade 3 Year 1 – Year 4 (PL1-PL4) <i>Victorian Public Services Mental Health Services Enterprise Agreement 2025-2028</i> Clinical Nurse Educator NP 75-77
Position reports to	Clinical: Director, Mental Health Operational: Program Manager, RCH Campus Mental Health Strategy
No. of direct & indirect reports	(N/A)
Location	The Royal Children's Hospital, Travancore Site
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
The Royal Children's Hospital's (RCH) vision is <i>A world where all kids thrive</i>. 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.

RCH Mental Health is a Level 5 tertiary Infant, Child and Family Area Mental Health and Wellbeing Service and comprises community and hospital-based services. This includes three multidisciplinary community teams which are based in Travancore, St Albans and Tarneit. This position will be based in the location listed above however you may be required to work across sites should the needs of the service require this.

The Community teams are led by a partnership between Team Coordinator and Consultant Psychiatrist, with the Team Coordinator responsible for the operational functioning of the team, and the Consultant Psychiatrist accountable for driving high quality clinical care across the Team.

The multidisciplinary Community teams may include workers and clinicians from a range of backgrounds such as speech pathology, nursing, social work, clinical psychology, neuropsychology, occupational therapy, family peer support, family therapy, psychiatry and paediatrics.

The Travancore Community Team also provide an In2School program which is a 6-month intensive program for children with school engagement difficulties and associated Mental Health problems.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

Launched in 2021, the Royal Children's Hospital (RCH) Campus Mental Health Strategy coordinated a comprehensive program of integrated, evidence-based approaches to mental health research, education, and care. The RCH Campus Mental Health Strategy is in its final stage of delivery.

The Suicide Aggression Preventative Healthcare Evidence based Reform (SAPHER) Project modernises mental health risk screening, assessment and management within RCH. Under the project, a Risk Assessment and Formulation Tool (RAFT) has been developed by a multidisciplinary group of staff in collaboration with children and carer representatives and based on evidence-based and best practices in mental health risk management. The RAFT, embedded in EMR, supports the assessment, formulation and documentation of suicide, self-harm, aggression, developmental and psychosocial risks. The routine application of the use of the RAFT in clinical practice, forms a part of high quality, tertiary mental health care for infants and children 0 to 18 years.

The Strategy's final phase of work will deliver sustainable reform by embedding these resources within the Electronic Medical Record, as part of a comprehensive approach comprising fit-for-purpose digital infrastructure, people-centred workflow redesign, clinical leadership, workforce enablement and culture change.

ROLE PURPOSE

Reporting to the Director, Mental Health (SAPHER Project Clinical Lead), this role works within the SAPHER project team to provide clinical expertise needed to successfully embed the RAFT in clinical practice, for use by clinical staff across the hospital and community services of the RCH Mental Health Service.

Working with the SAPHER project team, multidisciplinary clinicians, and key stakeholders, the role supports the integration of the Risk Assessment and Formulation Tool (RAFT) into routine clinical practice and the Electronic Medical Record. Through consultation, coaching, training, and practice support, the Mental Health Advisor strengthens evidence-informed risk assessment, formulation, documentation, and management, while building

workforce capability and driving sustainable practice change across infant, child, and adolescent mental health services.

KEY ACCOUNTABILITIES

Clinical advice and practice support

- Provide expert mental health advice to support implementation of the SAPHER project and the clinical use of RAFT across RCH Mental Health.
- Support clinicians to apply multidimensional risk formulation to suicide, self-harm, aggression, developmental and psychosocial risk assessment and management.
- Provide consultation, coaching and reflective practice opportunities to strengthen clinical reasoning, documentation and risk formulation in routine practice.
- Promote culturally safe, developmentally informed and family-centred approaches to mental health risk assessment and care planning.

Project implementation and change support

- Work with the SAPHER clinical and operational leads to embed RAFT into clinical workflows, governance processes and the Electronic Medical Record.
- Identify implementation barriers and support practical solutions that enable safe, consistent and sustainable use of RAFT.
- Contribute to project planning, resource development, implementation activities, evaluation and reporting as required.
- Support practice change through visible clinical leadership, clear communication and responsive engagement with teams.

Education, capability building and supervision

- Develop and deliver targeted practice resources to support effective use of RAFT.
- Facilitate individual and group learning opportunities that build clinician confidence and capability in evidence-informed risk formulation.
- Model high standards of professional practice and participate in supervision in accordance with relevant professional and organisational requirements.
- Maintain professional knowledge and meet continuing professional development requirements of the relevant professional body.

Collaboration and communication

- Work collaboratively with multidisciplinary teams across hospital and community services to support consistent implementation of SAPHER.
- Build effective relationships with clinicians, leaders, project staff and other stakeholders to promote shared ownership of practice change.
- Communicate clearly and respectfully with stakeholders, recognising and addressing issues that may affect engagement, uptake or implementation.
- Encourage feedback from staff and use it to inform training, workflow design and continuous improvement activities.

Quality, safety and governance

- Contribute to continuous improvement in mental health risk screening, assessment, formulation, documentation and management.
- Support safe, ethical and legally compliant practice in line with the Mental Health and Wellbeing Act 2022, the Children, Youth and Families Act 2005, RCH policies and relevant clinical governance requirements.

- Contribute to data collection, audit, evaluation and reporting activities that monitor implementation, quality and sustainability of RAFT use.
- Apply evidence-based practice and support a culture of learning, reflection, safety and continuous improvement.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Tertiary Qualification or equivalent in relevant discipline
- Current Registration as an Occupational Therapist or Psychologist with the applicable Health Practitioner Board or a qualified Social Worker or Speech Pathologist
- Minimum 5 years' relevant postgraduate clinical mental health experience

Desirable

- Additional formal training in risk screening, assessment and management systems
- Demonstrated experience in teaching and supervision of specialist mental health clinical staff
- 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 infants and children experiencing complex mental health problems
- Completion of the Developmental Psychiatry Course (DPC) &/or post graduate training in relevant area

For Social Work applicants:

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

For Occupational Therapy applicants:

- 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

For Psychology applicants:

- Have completed an accredited Master or Doctoral program in a relevant area of practice recognised by the 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)
- Have a minimum 5 years professional experience as a Psychologist Grade 2 (or equivalent)
- Hold an Area of Practice Endorsement with the Board in a relevant area of practice for this role
- Hold Board-approved supervisor status, including Board-approval as a 'Registrar Program Principal Supervisor'
- Continuously satisfy the Psychology Board of Australia's continuing professional development standards
- Uphold the Psychology Board of Australia's Code of Conduct
- Have an experience in clinical practice in the area of paediatric psychology
- Demonstrated experience in functioning independently as a psychologist and provision of a range of psychology services

- Demonstrated ability to supervise clinical staff and post-graduate students

For Speech Pathology applicants:

- Hold a degree in Speech Pathology from an accredited university
- Be eligible for Certified Practicing Membership with Speech Pathology Australia. Eligibility for Certified Practicing Membership must be maintained for the duration of employment in this role
- Uphold the SPA Code of Ethics

For Nursing applicants:

- Hold current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (APHRA)
- Post Graduate Certificate in Nursing, Education, Paediatrics or equivalent
- Clinical Nurse Educator or equivalent.

KEY SELECTION CRITERIA

- Extensive clinical skills and significant experience in the provision of effective and efficient infant, child and adolescent mental health care
- Ability to practice autonomously, as well as within an interdisciplinary team
- A proven track record in clinical supervision of clinicians and students
- 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
- Extensive experience in quality improvement, program evaluation and research
- Able to uphold and promote clinical and professional standards of practice.
- Background in evidence-based practice and continuing professional development including an ability to find and apply evidence in decision-making
- Highly developed written and verbal communication, interpersonal and attention to detail skills
- Well-developed organisational and planning skills with ability to prioritise workload and competing demands.
- 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

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

July 2026