

Position Description

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| Position title | Senior Mental Health Clinician |
| Department / Division | Mental Health / Medicine |
| Classification | Multidisciplinary - Gr 3 Allied Health, i.e.: 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: Hospital Specialties Coordinator Professional: Discipline Senior |
| No. of direct & indirect reports | N/A |
| Location | The Royal Children's Hospital, Flemington Road, Parkville |
| 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 | |
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| <p>The Royal Children's Hospital's (RCH) vision is <i>a world where all kids thrive</i>.</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 PURPOSE

The Infant Mental Health Program is part of RCH Mental Health, a community- and hospital-based service providing recovery focussed interventions for infants, children and adolescents experiencing mental health difficulties. It is one of a statewide network of Infant, Child and Youth Area Mental Health and Wellbeing Services (ICY AMHWS). The community arm of the service works with young people up to 12 years of age, while hospital-based services can work with hospital patients up to 18 yrs.

This role will be working exclusively on the Bubs in Mind program, an RCH Infant Mental Health partnership program providing outreach infant mental health consultation alongside Maternal and Child Health Nurses working in the City of Melbourne.

As part of its Strategic Plan, The RCH is striving to become a national Centre of Excellence in infant, child, and adolescent mental health. The RCH Mental Health team, in close collaboration with campus partners, is committed to supporting the development of such a centre and delivering GREAT care.

KEY ACCOUNTABILITIES

Provision of Care

- Provide high level of clinical expertise with independent decision making
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures
- Actively participate, provide and contribute to continuous improvement and continuing education opportunities
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within the broader multidisciplinary team

Lifelong Learning

- Participation 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.
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning,
- Model a commitment to continuing professional development and support junior staff in developing and accomplishing professional goals and objectives.
- Actively promotes an environment of lifelong learning
- Meets annual CPD requirements of relevant professional body
- Participation in teaching (internal and external)

Collaborative Practice

- Work in collaboration with other professionals and organisations
- Demonstrated experience working with initiative, autonomy and leading others in the pursuit of team goals
- 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

- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions.
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained.

Continuous Improvement

- Develops effective time management skills to balance clinical requirements and to contribute to continuous improvement activities.
- Lead and contribute to improvements in departmental management and function
- Completes quality activities in timely manner.
- Acts to reduce error and sources of risk in own practice.
- Contributes positively to change processes, through demonstrating flexibility and openness to change.
- Develops awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role.
- Manages local risks and escalates appropriately to line manager and relevant stakeholders.

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
- Provide clinical supervision to staff and students, and provides regular, constructive developmental feedback to team
- Provide clinical and operational leadership in area of expertise, but will inform and consult with the G4 or manager

Organisation and Planning

- Highly developed organisational and planning skills with ability to prioritise workload and competing demands

Research

- Understands the principles of evidence-based practice, and critically evaluates clinical practice in light of available evidence, experience and patient/ family values and circumstances
- Evaluates current practice with respect to the evidence
- Finds, critically reviews, evaluates and interprets literature and applies to current role/service
- Supports a research culture and agenda
- Contributes 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
- Appropriately shares evidence e.g., presents at journal club, special interest groups, conferences and scientific meetings

QUALIFICATIONS AND EXPERIENCE

Essential:

- Tertiary qualifications in a related field along with relevant experience.
- Proven capacity for leadership in a team environment and ability to work well as a senior team member

Desirable:

- Experience in leading others, mentoring and training
- Post graduate qualification or undertaking a post graduate course
- Minimum 7 years' experience in health or related field

KEY SELECTION CRITERIA

- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders
- Experience providing mental health services to infants and young children, and their families
- Specialist training and/or significant experience in Infant Mental Health
- Experience in providing reflective secondary consultations to practitioners and teams from a variety of disciplines
- Highly developed clinical supervision skills
- Ability to function independently as an Infant Mental Health practitioner
- Experience working in a perinatal/paediatric health setting

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

2025