

Position Description

Position title	Clinical Psychology Registrar
Department / Division	Psychology Department/Ambulatory Services and Allied Health
Classification	Grade 2 Year 1 – Grade 2 Year 4 (PK1 – PK4)
Position reports to	Operational: Principal Clinical Educator - Psychology Professional: Deputy Director of Psychology – Clinical Psychology
No. of direct & indirect reports	Nil
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
<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 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 CONTEXT
<p>The Royal Children's Hospital (RCH) employs over 100 psychologists working across a range of inpatient and outpatient services including mental health, medical teams, and early intervention. The Psychology Department provides clinical services, clinical governance, and educational and professional leadership to psychologists across all RCH teams and specialities.</p>

The Psychology Department also provides clinical services for children and young people aged 0-18 years, and their families and carers, where the child or young person has a medical condition for which they receive regular medical care at RCH. The Clinical Psychology Team provides psychological assessment and management for psychological distress related to the medical condition. The Clinical Neuropsychology Team provides services for patients who have medical conditions with the potential to impact brain functioning and brain development.

The department's Psychology Education Team coordinates psychology education across RCH, including clinical supervision and registrar training.

ROLE PURPOSE

Under the supervision of senior psychologists, the clinical psychology registrar will undertake clinical duties across a range of RCH departments, including medical and surgical teams, and the Mental Health service.

Over the course of up to two years employment (full-time equivalent), the clinical psychology registrar will gain the clinical and educational experiences required to apply for an area of practice endorsement in clinical psychology. The clinical psychology registrars will gain a breadth of experience working in both community and hospital-based teams. The registrar will be supported by a comprehensive Registrar Program comprised of individual and group supervision, having a psychologist peer mentor, and an in-house continuing professional development program designed to meet the unique needs of clinical psychology registrars working at The Royal Children's Hospital.

This role reports to the Principal Clinical Educator - Psychology, Psychology Department.

KEY ACCOUNTABILITIES

Provision of care

- Provide specialist evidence-based clinical psychological assessment and intervention services for children, adolescents and families
- Ensure timely provision of clinical services through appropriate prioritization of own caseload and patient needs
- Provide clinical handover to required standard
- Actively contribute to continuous improvement
- 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
- Act to reduce error and sources of risk in own practice and as well as the broader discipline/ department and healthcare setting

Lifelong learning

- Participate in the Registrar Program to meet the requirements for area of practice endorsement in clinical psychology with the Psychology Board of Australia
- Use frameworks and/or support tools are in place for enhancing learning through reflection.
- Actively promote an environment of lifelong learning
- Continuously meet the Psychology Board of Australia continuing professional development requirements for psychologists

Collaborative practice

- Provide child-centered, family focused care through partnership with parents/ families

- Work in collaboration with multidisciplinary teams
- Demonstrate the ability to cooperate and work well with others
- Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement
- Demonstrate flexibility in prioritising duties, adapting to the needs and priorities of the team, department and organisation

Communication

- Well-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.
- Participate in open and effective communication with peers and colleagues
- Ensure accurate and timely documentation and record keeping in accordance with local procedures and processes

Continuous improvement

- Actively contribute, as an individual and as a member of a team, to the continuous improvement of health care quality and patient safety
- Act to reduce error and sources of risk in own practice
- Achieve and maintain competency in relevant skills in line with requirements relevant to the role
- Complete quality activities in timely manner
- Act to reduce error and sources of risk in own practice
- Develop awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role
- Escalate risk appropriately within the healthcare team

Supervision, Leadership and People Management

- Participate in clinical supervision in accordance with local standard operating procedures
- Work under general direction with autonomy
- Contribute to operational service plans and participate in planning
- Contribute to strategic planning of the Department, aligned with organisational values and strategic plan
- Demonstrate emotional intelligence and self-awareness, particularly in stressful situations, to manage the impact of own assumptions, values, attitudes and behaviours on others

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
- Monitor Registrar Program progress to ensure requirements are met in a timely manner, with accurate record-keeping

Research

- Understand the principles of evidence-based practice.

- Evaluate current practice with respect to the evidence.
- Find, critically review, evaluate & interpret literature and applies to current role/service.
- Develop methods to keep up to date with evidence related to area of clinical interest or current role.
- Share evidence with colleagues within own team and wider service eg special interest groups, journal clubs, department in-services, inter-professional education sessions.
- Participate in research activities associated with the Psychology Department

QUALIFICATIONS AND EXPERIENCE

Essential

- Have completed an accredited Master or Doctoral program in clinical 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)
- Be eligible and willing to undertake a Board-approved registrar program for the purpose of gaining an area of practice endorsement in clinical psychology
- Have knowledge of psychological and developmental disorders and their effects on children, young people and their families.
- Have 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

- Seeking first professional role following completion of Masters or Doctoral qualification
- Experience as a provisional psychologist in a paediatric mental health or medical setting
- An understanding of trauma-informed care and family-centred practice
- Experience in research design, implementation, evaluation and/or translation

KEY SELECTION CRITERIA

- Clinical skills relating to effective paediatric psychological assessment and intervention
- 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
- A commitment and evidence of evidence-based practice and continuing professional development including and ability to find and apply evidence in decision-making.
- Highly developed written and verbal communication skills and inter-personal skills.
- Ability to work as a team member, contributing to team culture, knowledge and support
- A commitment to completion of a Board-approved registrar program
- Interest or experience in research, quality improvement and program evaluation

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

October 2024