Position Description

Position title	Music Therapist - Grade 1 New Graduate
Department / Division	Department of Child Life Therapy and Music Therapy, Division of Ambulatory Services and Allied Health
Classification	Music Therapist Grade 1 Yr 1
Position reports to	Operational: Manager, Child Life Therapy and Music Therapy Professional: Manager, Child Life Therapy and Music Therapy
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is A world where all kids thrive. 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. Further information on RCH is available at www.rch.org.au

ROLE CONTEXT
Music Therapy at RCH is part of Allied Health and consists of a team of Registered Music Therapists who provide clinical music therapy services to infants, children and adolescents with a range of medical conditions. The team of Music Therapists support patients using targeted therapy sessions to assist with aspects of their hospital

experience. The aim of Music Therapy is to use the experience of music to provide treatment support, mental health support and/or neurodevelopment support. This is achieved through a range of face-to-face services and resourcing.

ROLE PURPOSE

This Grade 1 Music Therapist role is responsible for providing clinical music therapy services to infants, children and young people within the Royal Children's Hospital.

KEY ACCOUNTABILITIES

Excellence in Healthcare

- Deliver excellent Music Therapy services as required to children and families presenting with a broad range of complex needs.
- Ensure timely provision of clinical services through appropriate prioritization of own caseload and patient needs.
- Provide music therapy services aligned with a family centred model of care.
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures.
- Actively contribute to continuous improvement.

Lifelong Learning

- Participate in professional development activities to ensure that best clinical practice is maintained.
- Identify personal and professional development needs, and plan and implement strategies for achieving them.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.

Collaborative Practice

- Provide child centred, family focused care through partnership with parents/ families.
- Work in collaboration with multidisciplinary teams.
- Demonstrate ability to cooperate and work well with others in the pursuit of team goals.
- Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement.

Communication

- Demonstrate well-developed verbal communication and 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.
- Recognise issues that may lead to conflict, and constructively address issues as they arise with escalation to senior clinicians as appropriate.

Continuous Improvement

- Identify personal and professional development needs, and plan and implement strategies for achieving them.

- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.
- Is supported to identify concerns about systems or processes and raises these with supervisor or manager

Supervision

- 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.

Research

- Understands the principles of evidence-based practice
- Evaluates current practice with respect to the evidence
- Finds, critically reviews, evaluates and interprets literature and applies to the current role/service
- Supports a research culture and agenda
- Appropriately shares evidence eg presents at journal club, special interest groups.

QUALIFICATIONS AND EXPERIENCE

Essential

- A Registered Music Therapist with an appropriate tertiary degree or an equivalent qualification in the field of Music Therapy, or such other courses as recognised by the Australian Music Therapy Association as being equivalent.
- Current registration with the Australian Music Therapy Association.
- Demonstrated commitment to work and contribute as part of a team.
- Previous work with children and adolescents.

Desirable

- Experience with children and families from diverse backgrounds and with complex needs.

KEY SELECTION CRITERIA

- Excellent music skills
- Thorough knowledge of music therapy for infants, children and young people; including neurodevelopment and mental health needs
- Demonstrated understanding of music therapy in acute health
- Effective communication strategies to maintain excellent interdisciplinary team dynamics.
- Ability to work in the best interests of children and families in a family centred way.

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.
- 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**