Position Description

Position title	Clinical Psychologist - Children's Pain Management Service
Department / Division	Psychology/Digital and Allied Health
Classification	Grade 3 Year 1 – Grade 3 Year 4 (PL1 - PL4)
Position reports to	Director of Psychology
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

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

The children's pain management service (CPMS) incorporates both the acute pain service and the chronic pain management clinic. CPMS comprises of multidisciplinary team made up of pain medicine specialists, psychologists, physiotherapists, occupational therapists and a child and adolescent psychiatrist. The CPMS team assess and treat children and adolescents who are experiencing persistent or chronic pain.

The CMPS psychologist is based in the RCH Psychology department.

ROLE PURPOSE

The purpose of this position is to deliver psychology services to children and adolescents with persistent pain and to provide a high level of clinical expertise within the psychology discipline in the Children's Pain Management team. This service is provided on an ambulatory (outpatient) basis with the primary objective to return children and adolescents to their normal level of functioning. The psychologist works as part of multidisciplinary pain management team providing clinical care and expertise and also contributes to research and teaching.

KEY ACCOUNTABILITIES

Provision of Care

- Provide excellent evidence-based clinical psychological assessment and intervention for children, adolescents and their families presenting to the Children's Pain Management Service.
- Provide high level of clinical expertise with independent decision making
- Integrate information from multiple sources to develop and deliver excellent, evidence-based and holistic clinical care to young people with chronic pain
- Maintain quality standards and excellence in clinical outcomes through evidence-based practice and partnerships with internal and external healthcare professionals and service providers.
- Be a source of clinical expertise, advocacy and guidance within the clinical team and across the wider RCH
- Collaborate with team members on the development, updating and implementation of treatment protocols across the clinical team
- Be involved in the ongoing development and facilitation of Pain Education with patients and families
- Manage a complex and varied clinical caseload
- Maintain clinical documentation, records and data as per discipline specific guidelines 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 the broader multidisciplinary team

Lifelong Learning

- Participate in professional development activities to ensure that best clinical practice is maintained
- Ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection
- 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
- Meet requirements for continued registration as a psychologist, and continued endorsement in clinical psychology
- Participate in teaching (internal and external)
- Model a commitment to continuing professional development, and support junior staff in developing and accomplishing professional goals and objectives
- Actively promote an environment of lifelong learning

Collaborative Practice

- Work in collaboration with the multidisciplinary team
- Work with initiative and autonomy while leading others in the pursuit of team goals

- Promote and develop partnerships with healthcare and community providers as well as discipline networks
- Utilise a flexible and adaptable approach to teamwork that enhances the team performance and ensures ongoing excellence in service delivery
- Lead and motivate staff to strive for and achieve interprofessional team goals and shared responsibility for the provision of care
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arranging follow-up to ensure patient care is maintained
- Act to resolve complex issues by achieving common understanding on diverging interests, and mediating conflict situations as necessary
- Facilitate open and effective communication across all levels of the team and more broadly across the organisation
- Promote a work culture in which interprofessional teamwork and shared responsibility for the provision of care are normative practice
- Contribute to departmental planning, evaluation of services and departmental goals and activities.
- Maintain accurate departmental statistics pertaining to individual patient attributable care and clinical support activity

Communication

- Apply a highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Recognise issues that may lead to conflict, and constructively address issues as they arise
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions
- Facilitate open and effective communication across all levels of the individual Department and more broadly across the organisation
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained

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
- Lead and contribute to improvements in departmental management and function
- Complete quality activities in a timely manner
- Act to reduce error and sources of risk in own practice
- Contribute positively to change processes, by 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
- Empower the team to identify, analyse, report and manage risks
- Manage local risks and escalate 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 Victorian Allied Health Clinical Supervision Framework
- Support grade 2 psychologists and provisional psychologists in developing and accomplishing professional goals and objectives through clinical support, supervision and performance reviews

- Supervise and educate Masters or Doctoral students with provisional registration who are undertaking clinical placements and manage placement allocation within the stream
- Work under general direction with autonomy

Organisation and Planning

- Apply a highly developed organisational and planning skills with ability to prioritise workload and competing demands
- Contribute to strategic planning as part of departmental and / or multidisciplinary leadership team

Research and quality improvement

- Understand the principles of evidence-based practice, and critically evaluate clinical practice in light of available evidence, experience and patient/ family values and circumstances
- Evaluate current practice with respect to the evidence
- Find, critically review, evaluate and interpret literature and apply to current role/service
- Support a research culture and agenda
- Contribute 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
- Identify research gaps or opportunities within area of clinical expertise
- Share evidence appropriately (e.g., presenting at journal clubs, special interest groups and relevant forums)
- Lead quality improvement and/or research projects relevant to psychology and chronic pain
- Ensure psychology practices within the service are consistent with current evidence-based practice
- Collaborate with other members of the multidisciplinary team to identify and address clinical areas or workflow processes that require improvement

QUALIFICATIONS AND EXPERIENCE

Essential:

- Hold a accredited Master or Doctoral qualification 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)
- Hold an Area of Practice Endorsement with the Board in clinical 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, with post-qualification experience in paediatric clinical psychology
- Have experience in functioning independently as a psychologist and provision of a range of paediatric psychology services
- Have experience in supervision of psychologist staff and post-graduate psychology students
- Have highly developed knowledge of psychological and developmental disorders and their effects on children, young people and their families.
- 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 Conduct

Desirable

- Experience working as a psychologist in a public 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
- Experience working with children and adolescents with chronic pain
- Experience working in a multidisciplinary team
- Experience in undertaking clinical research or quality improvement projects
- Experience and competency using the EPIC electronic medical record system

KEY SELECTION CRITERIA

- Advanced clinical skills with consolidated clinical assessment, formulation, and clinical reasoning abilities
- Comprehensive knowledge and assessment and intervention skills specific to children and adolescents with chronic pain
- Highly developed discharge planning skills, including risk assessment, education provision and community referral/documentation.
- High-level written and verbal communication skills
- Demonstrated ability to work within a multidisciplinary team environment and provide clinical expertise
- Ability to provide education to patients/parents/carers/multidisciplinary team and members of the wider community
- Experience in and commitment to quality improvement
- Excellent professional, interpersonal and self-reflection skills to enable effective work with people of different personalities and backgrounds
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Ability to work flexibly in a fast-paced clinical environment, managing competing demands according to departmental and organisational requirements
- Capacity for effective negotiation, conflict resolution and wide consultation at all levels, to maintain and foster key interpersonal relationships.
- Demonstrated commitment to building professional skills and capacity
- Ability to engage children and young people of different ages and abilities
- Demonstrated ability to manage project/research work independently

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	**February 2026**