

Position Description

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| Position title | Clinical Specialist – Putting Families First |
| Department / Division | Brimbank Melton Child Local Team / Mental Health / Division of Medicine |
| Classification | Grade 4 Occupational Therapist (HR9 – HR12) Grade 4 Psychologist (PM1-PM5) Grade 4 Social Worker (HR25 – HR28) Grade 4 Speech Pathologist (HR13 – HR16) Grade 5 Registered Psychiatric Nurse (NP51) |
| Position reports to | Operational: Team Coordinator Professional: Discipline Senior |
| No. of direct & indirect reports | (N/A) |
| Location | Youth Substance Abuse Service (YSAS), Sunshine |
| 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) |

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| The Royal Children's Hospital |
| <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 CONTEXT

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, Sunshine and Hoppers Crossing.

The Putting Families First (PFF) program is a joint initiative between the Department of Families, Fairness and Housing, and the Department of Justice and Community Safety. This program aims to address system barriers to enable more coordinated, person-centred and evidence-informed service delivery to families, to enable them to improve their life outcomes. Families referred to PFF will be those where a mother has been in custody in the previous 12-months, or a child aged under 19 years has had a Youth Justice Order or other involvement with the youth justice system. PFF Brimbank-Melton is led by Oz Child, in partnership with Charis Mentoring, AAFRO, YSAS, VACCA, Good Shepherd, RCH Mental Health and Western Health.

PFF will support justice-involved families across the Brimbank-Melton area. The initiative will offer a single point of contact for families through family lead practitioners, along with community connectors, who will be supported, as needed, by specialists across community and allied health, mental health, AOD, family violence, legal, finance, and housing.

ROLE PURPOSE

This position is operationally based within the Brimbank Melton Child Local Team of RCH Mental Health and works with substantial daily independence in supporting the Putting Families First (PFF) initiative by providing clinical support, consultation and capacity-building to the PFF core (OzChild), interdisciplinary team and associated area-based resources.

The Clinical Specialist works to build and maintain partnerships, with the purposes of building capacity with other sectors to identify and respond to young people's mental health problems and mental disorders, and enhancing pathways between services that young people might use.

The Clinical Specialist will develop and maintain interagency service relationships, including establishing and convening interface meetings, developing and reviewing Memoranda of Understanding, developing referral pathways and models of collaborative care, and strategies for resolving interagency interface issues. The role will also provide mental health training, secondary consultation and other mental health promotion activities in collaboration with the wider team. The role is responsible for the provision of timely response to interagency interface issues.

KEY ACCOUNTABILITIES

Supervision, Leadership, and People Management

- Operate with a high degree of autonomy whilst responsible for the day-to-day representation and leadership of RCH's participation in PFF.
- 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
- Outstanding leadership through modelling a high standard of professional and interpersonal skills, attitudes and behaviours
- Provide expert evidence based clinical mentoring, education and training consultation and supervision to partner agencies and RCH staff and students

- Provide high-quality supervision to relevant professional discipline (where allocated)
- Provide leadership to the integrated child, youth, and adult mental health response.
- Lead and motivate PFF team members to strive for and achieve interprofessional goals and shared responsibility for the provision of care.
- Demonstrate awareness and understanding of the principles of a family-focused and recovery-oriented clinical practice that is underlined by the experience and involvement of service users.
- Create and foster an environment of continuous improvement.
- Lead RCH participation to ensure ongoing excellence in service delivery and teamwork.
- Lead the ongoing development, review and maintenance of collaborative processes and improved communication.

Provision of care

- Provide culturally-responsive, trauma-informed primary consultation to young people, including assessment and referral
- Demonstrate awareness and understanding of the principles of a family-focused and recovery-oriented clinical practice that is underlined by the experience and involvement of service users
- Effective management of the role's complex caseload according to service standards by ensuring the provision of high quality clinical consultation and care.
- Demonstrate a commitment to culturally safe and sensitive service provision
- Work within legal and ethical obligations for excellent family focussed care
- Perform duties/tasks as directed by the Team Coordinator or Operations Manager, as appropriate to the role
- Contribute to the provision of excellent secondary consultation to other health, education and community services/providers.

Collaborative Practice

- Lead collaboration across partner agencies.
- Provide culturally-responsive, trauma-informed mental health consultation to lead family practitioners, regarding assessment, referral pathways and evidence-based supports.
- Provide professional learning to others in the PFF team, including lead family practitioners.
- Collaborate with the consortium to develop the model of mental health consultation and assessment provided in PFF.
- Collaborate with an interdisciplinary team to support assessment and care planning for the whole family, and for young people aged 0- 11 years.
- Support crisis response, where required and appropriate.
- Work collaboratively with other mental health and wellbeing services, to ensure timely and access to appropriate mental healthcare, and building the capacity of the PFF team to refer to care.
- Develop, deliver and evaluate community engagement and community awareness-raising activities.
- Liaise with other mental health providers to support appropriate supports for any family members.
- Ability to work effectively and collaboratively with staff both from within RCH Mental Health and with external stakeholders.
- Contribute to discipline specific meetings, peer supervision and quality improvement activities.

Lifelong Learning

- Promote a culture in which clinical supervision is part of core business of contemporary professional practice.
- Continuous participation in professional development activities, ensuring best clinical practice is maintained.

Communication

- Excellent verbal communication and interpersonal skills with the ability to interact with and influence a variety of stakeholders to achieve mutual understanding and agreed outcomes
- Anticipate, identify and address conflict and constructively address issues by respectfully communicating with influence
- Facilitate open and effective communication across all levels of the Mental Health Department and more broadly across the organisation and with external stakeholders (e.g., Department of Health).
- Accurate, thorough, and professional clinical record keeping and documentation.
- Identify and address conflict whilst constructively and respectfully addressing issues and communicating with influence.
- Complete mandatory client contacts, outcome measures and report activity levels (statistics) to support KPI obligations
- Maintain accurate records of client contact through systems and applications as required

Continuous Improvement

- Complete quality activities in a timely manner.
- Support continuous quality improvement ethos.
- Identify areas for continuous improvement within clinical service area, and initiate, plan and evaluate relevant service improvement activities.
- Build support for change at a local level; use influence positively to support team to embrace and adjust to change.
- Apply change management principles and strategies when implementing service improvements of project outcomes.
- Support PFF team to identify, analyse, report and manage risks.
- Manage local risks and escalates appropriately to line manager and relevant stakeholders.
- Generate healthcare strategies and innovations at a team and clinical level that improve delivery of healthcare

Organisation and Planning

- Excellent organisational and planning skills with ability to prioritise workload and competing demands
- Demonstrate a commitment to cultural and gender diverse sensitivity that is safe and inclusive in all service provision

Research

- Participate in designing and undertaking research
- Undertake and/or support research and evaluation activities.

QUALIFICATIONS AND EXPERIENCE

Essential

- Tertiary Qualification or equivalent in relevant discipline
- Extensive relevant industry experience
- Current Registration as an Occupational Therapist, Psychologist or Registered Nurse with the applicable Health Practitioner Board or a qualified Social Worker or Speech Pathologist.
- 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 children and young people experiencing complex mental health problems
- Experience in providing quality clinical/professional supervision to staff and students

- Depending on discipline, required years of experience in accordance with the EBA will apply

For Nurse applicants only:

- Hold a Nursing 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
- Holds a post graduate diploma in psychiatric/mental health nursing qualification or having completed a specialist undergraduate psychiatric nursing program
- Substantial work experience (usually at least 5 years) post initial registration experience working in Mental Health

For Psychology applicants only:

- Completion of accredited Master or Doctoral program in Clinical Psychology, Clinical Neuropsychology, or Forensic Psychology, recognised by the Psychology Board of Australia.
- Hold general registration with the Psychology Board of Australia (Board)
- Hold an Area of Practice Endorsement in Clinical Psychology, Clinical Neuropsychology or Forensic Psychology with the Psychology Board of Australia
- Hold Board-approved supervisor status, including Board-approval as a 'Registrar Program Principal Supervisor'
- 8 years or more of post-graduate experience
- Continuously satisfy the Psychology Board of Australia continuing professional development standards
- Uphold the Psychology Board of Australia Code of Ethics
- 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-graduates.

For Social Work applicants only:

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

For Occupational Therapist applicants only:

- 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
- Eligibility for membership of OT Australia
- Uphold the OTA Code of Ethics

For Speech Pathologist applicants only:

- Hold a degree in Speech Pathology from an accredited course/university
- Be eligible for membership of Speech Pathology Australia and meet the requirements of the SPA Professional Self Regulation program
- Uphold the SPA Code of Ethics

Desirable

- Demonstrated skills, knowledge and behaviours in successfully leading staff / teams and or change initiatives
- Demonstrated commitment to work with marginalised communities.
- A working knowledge of community-based health and mental health organisations and human services organisations.
- Expertise in a clinical speciality area relating to your discipline
- Completion of the Developmental Psychiatry Course (DPC) &/or post graduate training in relevant area
- Publication experience in peer reviewed journals and at relevant conferences
- Minimum 10 years' experience in health or related field

KEY SELECTION CRITERIA

- Demonstrated excellence in leadership, change management and quality improvement
- Excellent, senior level clinical skills in child and adolescent mental health working with recovery-focused, evidenced-based and family-friendly approaches
- Ability to work independently and effectively within multidisciplinary teams.
- Ability to work collaboratively and effectively with young people and their families.
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
- Understanding of the Children & Young Person's Act, Mental Health Act 2014 and other Acts/legislation relevant to working with young people in a mental health setting.
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- Well-developed capacity to develop and maintain partnerships with key service providers
- Highly developed written and verbal communication skills and inter-personal skills
- Interest or experience in research and program evaluation and project management
- Evidence of ongoing professional development
- Demonstration of awareness and understanding of legal obligations when working in a CAMHS context in Victoria
- Demonstrated capacity in human resource management and fostering staff wellbeing

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