

Position Description

Position title	Senior Mental Health Clinician
Department / Division	Division of Medicine /Mental Health
Classification	<i>Victorian Public Mental Health Service Enterprise Agreement 2025-2028</i> Occupational Therapist Grade 4 Year 1 – Year 4 (HR9-HR12) Social Worker Grade 4 Year 1 – Year 4 (HR25-HR28) Speech Pathologist Grade 4 Year 1 – Year 4 (HR13-HR16) <i>Medical Scientists, Pharmacists and Psychologists Victorian Public Sector Enterprise Agreement 2021-2025</i> Psychologist Grade 3 Year 1 – Year 4 (PL1-PL4)
Position reports to	Operational: Site & Team Coordinator Professional: Discipline Senior
No. of direct & indirect reports	(N/A)
Location	The Royal Children's Hospital, Travancore Site
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

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, St Albans and Tarneit. This position will be based in the location listed above however you may be required to work across sites should the needs of the service require this.

The Community teams are led by a partnership between Team Coordinator and Consultant Psychiatrist, with the Team Coordinator responsible for the operational functioning of the team, and the Consultant Psychiatrist accountable for driving high quality clinical care across the Team.

The multidisciplinary Community teams may include workers and clinicians from a range of backgrounds such as speech pathology, nursing, social work, clinical psychology, neuropsychology, occupational therapy, family peer support, family therapy, psychiatry and paediatrics.

The Travancore Community Team also provide an In2School program which is a 6 month intensive program for children with school engagement difficulties and associated Mental Health problems.

ROLE PURPOSE

This role provides high quality, tertiary mental health care for infants and children 0 to 11 years and their families through skilled assessment, treatment, and case management. You may also be rotated for a 6-month period to work in the In2School day program periodically.

This role will provide consultation to teams and services within the hospital, and external organizations and service providers to promote collaboration and build capacity.

The Senior Mental Health Clinician forms part of the leadership team providing high quality clinical supervision, driving quality improvement and service development initiatives, and providing clinical and operational support in the absence of the Team Coordinator.

KEY ACCOUNTABILITIES

Provision of care

- Manage a complex and varied caseload by providing high level clinical care including thorough and responsive assessment, collaborative Individual Treatment Planning, high quality therapeutic interventions and well-coordinated discharge.
- Purposefully and expertly engage infants, children, and their families in evidence-based and recovery focused clinical care, including mental health promotion and prevention.
- Provide high level of clinical expertise with independent decision making.
- Effectively and competently undertake triage and assessment functions, including for infants and children in crisis.
- Provide care through outreach, visits to education settings, community settings, etc. as clinically necessary.
- Participate in therapeutic groupwork with children and parent/carers.
- Undertake discipline specific functions and work collaboratively with other clinical disciplines within the team to provide high quality inter-disciplinary care.
- Act as one of the senior clinical staff supporting the In2School Day Program periodically on a rotational basis.

- Maintain clinical documentation records and data collection for Activity Based Funding as per departmental guidelines and RCH procedures.
- Work within legal and ethical obligations for excellent family focussed care according to the Mental Health and Wellbeing Act 2022 and the Children, Youth and Families Act 2005.
- Demonstrate a commitment to culturally safe and sensitive service provision.
- Lead the ongoing development, review and maintenance of administrative processes and improved communication mechanisms.
- Actively participate in, provide and contribute to continuous improvement and continuing education.
- Be a source of clinical expertise, advocacy and guidance within the multidisciplinary team and across the department.

Lifelong learning

- Participate in professional development activities to ensure that best clinical practice is maintained.
- Facilitate reflective practice with individual colleagues and in group sessions in the multidisciplinary team to promote enhanced learning and contemporary professional practice.
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning.
- 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.
- Meet CPD requirements of relevant professional body.

Collaborative Practice

- Work in collaboration with multidisciplinary team
- Build and maintain relationships with key stakeholders, which includes secondary consultation to other health, education, and community services/providers to enhance coordinated care and build mental health capacity in these services.
- Work with initiative and autonomy while leading others in the pursuit of team goals.
- Utilise a flexible and adaptable approach to functioning in a team environment to enhance the team's performance and ensure ongoing excellence in service delivery.

Communication

- Apply 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 addresses 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 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

- 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 timely manner.
- Act to reduce error and sources of risk in own practice.
- Contribute positively to change processes, through 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 the clinical role.
- Empower team to identify, analyse, report and manage risk.
- Manage local risks and escalate appropriately to line manager and relevant stakeholders.

Supervision, leadership and people management

- Provide leadership through modelling a high standard of professional and interpersonal skills, attitudes and behaviours.
- 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 deliver regular, constructive and developmental feedback to team
- Provide clinical and operational support as directed by the Site and Team Coordinator in their absence.

Research

- 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).
- Appropriately share evidence (e.g., presents at journal club, special interest groups).
- Work with team/department to identify research gaps and take opportunities to engage academic partners.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Tertiary Qualification or equivalent in relevant discipline
- Current Registration as an Occupational Therapist or Psychologist with the applicable Health Practitioner Board or a qualified Social Worker or Speech Pathologist
- Minimum 5 years' relevant postgraduate clinical mental health experience

For Social Work applicants:

- Hold a degree in Social Work from an accredited course/university
- Be eligible for membership of AASW
- Meet AASW accreditation standards for Continuing Professional Education

- Uphold the AASW Code of Ethics

For Occupational Therapy applicants:

- 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
- Uphold the Code of Ethics, OT Australia

For Psychology applicants:

- Have completed an accredited Master or Doctoral program in a relevant area of practice recognised by the 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)
- Have a minimum 5 years professional experience as a Psychologist Grade 2 (or equivalent)
- Hold an Area of Practice Endorsement with the Board in a relevant area of practice for this role
- Hold Board-approved supervisor status, including Board-approval as a 'Registrar Program Principal Supervisor'
- Continuously satisfy the Psychology Board of Australia's continuing professional development standards
- Uphold the Psychology Board of Australia's Code of Conduct
- 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-graduate students

For Speech Pathology applicants:

- Hold a degree in Speech Pathology from an accredited university
- Be eligible for Certified Practising Membership with Speech Pathology Australia. Eligibility for Certified Practising Membership must be maintained for the duration of employment in this role
- Uphold the SPA Code of Ethics

Desirable

- 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 infants and children experiencing complex mental health problems
- Completion of the Developmental Psychiatry Course (DPC) &/or post graduate training in relevant area

KEY SELECTION CRITERIA

- Extensive clinical skills and significant experience in the provision of effective and efficient infant, child and adolescent mental health care
- Ability to practice autonomously, as well as within an interdisciplinary team
- Strong team leadership skills
- A proven track record in clinical supervision of clinicians and students
- 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
- Extensive experience in quality improvement, program evaluation and research
- Able to uphold and promote clinical and professional standards of practice.

- Background in evidence-based practice and continuing professional development including an ability to find and apply evidence in decision-making
- Highly developed written and verbal communication, interpersonal and attention to detail skills
- Well-developed organisational and planning skills with ability to prioritise workload and competing demands.
- Awareness and understanding of legal obligations when working in a CAMHS context in Victoria
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance

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

June 2026