

Position Description

Very Special Kids believes that all children and young people have the right to quality of life, no matter how long or short their life may be.

Position Title:	Child Life Therapist
Location:	Malvern
Department	Hospice
Reporting To:	Hospice Manager
Main Purpose of Position:	The Child Life Therapist is responsible for developing and implementing developmentally appropriate therapeutic experiences including play and creative activities for children and young people with life limiting conditions. Utilising their knowledge and assessment skills the Child Life Therapist will provide individualised therapeutic intervention to provide emotional and psychosocial support for children and young people using a range of strategies.
Number of Direct Reports	0
Decision Making Authority	As per Very Special Kids' Delegation of Authority
Key Relationships	<p>Internal:</p> <ul style="list-style-type: none"> • Hospice Senior Team • Allied Health team members – physiotherapist, music therapist and occupational therapist • Service Delivery Team • Volunteers <p>External:</p> <ul style="list-style-type: none"> • Very Special Kids children, young people and their families • Hospitals and allied health providers • Community agencies
Key Selection Criteria	<p>Qualifications/ Education Training and Work Experience</p> <ul style="list-style-type: none"> • Certified Child Life Therapist • Current membership or evidence of eligibility for membership of the Association of Child Life Therapy Australia <p>OR</p> <ul style="list-style-type: none"> • A Masters of Play Therapy • Provisional or full registration with either APTA (Australian Play Therapists Association or APPTA (Australasia Pacific Play Therapy Association)

	<ul style="list-style-type: none"> • Minimum 3 years demonstrable experience of working in a paediatric palliative care, or special needs setting with children & young people who have complex health needs <p>Knowledge and Skills</p> <ul style="list-style-type: none"> • Demonstrated skills in supporting children and young people to develop coping strategies for adverse events through evidence based play and developmentally appropriate paradigms • Demonstrated knowledge and expertise in supporting children, young people and families during end of life care • Experience with children, young people and families from diverse backgrounds • Demonstrated understanding of child development 0-18 years <p>Personal Attributes</p> <ul style="list-style-type: none"> • Demonstrated ability to problem solve and prioritise in a fast paced environment • Demonstrated high level communication and interpersonal skills, with proven success in a multi-disciplinary team • Commitment to child-safe work practices and working in a child-safe environment • Commitment to the provision of family centred care • Commitment to the purpose, values and philosophy of Very Special Kids • Ability to reflect on own work practice, undertake professional development and self-care • Commitment to quality improvement and ongoing evaluation • Commitment to contributing to a harmonious work environment <p>Values</p> <p>All employees are required to demonstrate the Very Special Kids Values:</p> <ul style="list-style-type: none"> • Respect – by recognising the individual, welcoming diversity and nurturing choice • Collaboration – by building connections, strengthening relationships and partnering • Community – by creating supportive relationships and a sense of belonging • Compassion – by being welcoming and showing warmth, hope and empathy • Learning – by enhancing and sharing our skills, experiences, knowledge and wisdom • Integrity – by acting ethically, honestly, fairly and with accountability
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Key Areas of Responsibility

Clinical Services

Key Performance Indicators

Provide Child Life Therapy services to children, young people and families staying in the Hospice including therapeutic play interventions and sensory activities.	Enable verbal and non-verbal children to express their emotions in a safe & supported environment. Stress and anxiety associated with being away from a significant attachment figure reduced.
Assist with child or young person's pain management through a variety of age- appropriate play activities and therapeutic diversions.	Proactive pain management provided.
Delivery of end-of-life support for the child or young person.	Minimise any pain and fear experienced during end-of-life.
Prioritise and coordinate service delivery.	Hospice Child Life Therapy service availability maximised.
Provide infant/child/adolescent and family centred care.	Provide recreational activities as appropriate maximising use of facilities in the local environment eg parks, playgrounds, local library, museum, gallery etc
Foster a culture of play in the hospice	

Collaborative Practice

Key Performance Indicators

Build and maintain effective working relationships and partnerships with others, including children/families and other clinicians and non-clinical staff.	Participation in staff meetings. Feedback from family satisfaction surveys. Feedback from staff.
Work in partnership with the Occupational Therapist, Music Therapist and Physiotherapist.	Delivery of a comprehensive program of emotional and developmental care and support.
Supervise volunteers	Engage and direct volunteers in assisting recreation/play activities for children and young people
Foster a culture of openness, respect, accountability and professionalism in the workplace.	Develop and build relationships throughout the organisation with key stakeholders and children, young people and families

Learning and Development

Key Performance Indicators

Develop a high standard of knowledge in relevant clinical areas through participation in professional development, quality and/or research activities.	Individual development plan completed.
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Competencies relevant to the position are completed	Online competencies completed and up to date
Promote understanding of the role of Child Life Therapy and child centred approach	Provision of inservicing and training on an ad hoc basis relating to the awareness of the psychosocial and emotional needs of children and young people.
Participation in the performance and development plan and review cycle (PDP)	Participation in the cycle checkpoints both face to face and completion of documented reflection.

Quality, Safety, and Improvement

<p>Very Special Kids employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety, and Improvement by:</p> <ul style="list-style-type: none"> • 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 • Complying with the principles of Child Safe Standards that relate to this position

Conditions of Service	
Hours	Part Time working hours – 22.5 hours per week. Position may require out of hours work.
Other	Current driver's licence (if required)
Salary Package	Pursuant to relevant EBA, plus superannuation and NFP salary packaging.
Tenure	Fixed Term Part Time, 2 year contract inclusive of six month probationary period.
General	Employment with Very Special Kids will be subject to a satisfactory Police Check, a Working with Children Check and evidence of up-to-date COVID vaccination.



Privacy Statement: Personal Information may be collected and stored for the purpose of recruitment and selection. The information will only be used and disclosed for the primary purpose of its collection. Some exceptions exist. These may be obtained from the Privacy Officer.

Approvals:	
Created by:	Hospice Manager & Family Support Manager
Approved by:	General Manager Clinical Services & General Manager People and Culture
Date of Last update:	February 2024