

## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	Parent-Child Interaction Therapy (PCIT) Clinician
<b>DEPARTMENT:</b>	Perinatal, Infant and Child Mental Health Services (Toddler Clinic)
<b>OPERATIONAL BASE:</b>	Perinatal, Infant and Child Mental Health Services (Toddler Clinic) Carramar and/or Campbelltown.
<b>STATUS:</b>	Part time temporary contract until June 2026
<b>CLASSIFICATION:</b>	Dependant on current qualifications: Allied Health or Nursing
<b>VACCINATION CATEGORY:</b>	A
<b>RESPONSIBLE TO:</b>	Director of Clinical Services through to the Perinatal, Infant and Child Mental Health Services (PICMHS) Manager

---

## PURPOSE

Karitane Parent, Infant and Child Mental Health Services (PICMHS) provides mental health assessment and therapeutic intervention for parents during the perinatal period (pregnancy and the first postpartum year) and families with young children 0-5 years.

The role of the PCIT Clinician is to provide intervention for parents and their children aged 12 months to 4 years. Primary treatment interventions will include Parent Child Interaction- Therapy (PCIT) and Parent Child Interaction Therapy- Toddlers (PCIT-T). Karitane PCIT services are flexibly delivered in person or via Telehealth. The PCIT Clinician may be required to deliver therapeutic services to clients presenting to outpatient, residential, and brief consultation-based services and support quality and practice improvement projects, and research initiatives.

The PCIT Clinician (Toddler Clinic) provides safe, effective, quality care consistent with Karitane's mission, values and standards of care, and the Professional Code of Conduct.

Karitane staff provide safe, effective, quality care consistent with the organisation's mission, philosophy, values and standards of care, and adhere to the NSW Health Code of Conduct.

## KEY SELECTION CRITERIA

1. AHPRA registration as a Clinical Psychologist, Psychologist, Social Worker, Occupational Therapist or Registered Nurse. A degree in Psychology, Social Work or Nursing which provides eligibility for membership of the relevant professional association/full registration through the Australian Health Practitioner Regulation Agency.

- Psychologist should have full registration and Clinical Psychologist should have endorsement in Clinical Psychology or Master's degree (or higher) in Clinical or Counselling Psychology.
  - Registered Nurse in order to meet Clinical Nurse Consultant Grade 1 should demonstrate at least 5 years fulltime equivalent post registration experience and approved post registration nursing/midwifery qualifications relevant to perinatal, infant and/or child mental health.
2. Training and experience in Parent-Child Interaction Therapy (PCIT) or willingness to undertake PCIT training with Karitane. The PCIT Clinician will receive ongoing support and supervision in delivering PCIT treatment.
  3. Knowledge and experience in working with families and an understanding of infant mental health.
  4. Computer literacy and ability to use technology for the purposes of service delivery.
  5. Demonstrated ability to work independently and as a member of a multidisciplinary team.
  6. Excellent organisational, interpersonal and communication skills, with the ability to mediate and negotiate conflict effectively.
  7. Demonstrated understanding of parenting in the context of diversity.
  8. Current Driver's Licence.

## CONDITIONS OF EMPLOYMENT

Temporary part time employment in accordance with The Named NSW (Non-Declared) Affiliated Health Organisations' Professional and Associated Staff Agreement 2022 or The Named NSW (Non-Declared) Affiliated Health Organisations' Nurses Agreement 2017 . Shift times and days may be varied according to the needs of the organisation. Karitane services are provided at a number of sites within the Sydney Metropolitan Area. The majority of Karitane's services close for approximately two weeks over the Christmas/New Year period, during which time employees are required to take leave.

This position may be required to provide clinical services via Telehealth in a work from home capacity.

Karitane supports a smoke free environment including grounds, buildings and vehicles.

Applicants will have a commitment to EEO & WHS, ethical practice and the principles of cultural diversity.

Relevant Police Check, Working with Children Check, Apprehended Violence Orders and prior employment checks, including relevant disciplinary proceedings, will be conducted on recommended applicants

## VACCINATIONS

- **Category A** workers are required to meet and maintain the vaccination criteria (as per the current NSW Health policy directive) including annual influenza vaccinations.
- **NOTE** - please read and understand NSW Health policy directive for more information - [https://www1.health.nsw.gov.au/pds/ActivePDSDocuments/PD2024\\_015.pdf](https://www1.health.nsw.gov.au/pds/ActivePDSDocuments/PD2024_015.pdf)

## STATEMENT OF DUTIES

Listed are the primary duties of this role and the performance standards required to undertake the duties.\_

## RESPONSIBILITIES

All staff have an obligation to ensure they are familiar with their professional registering body and practice according to the professional code of ethics.

### PROFESSIONAL

#### Psychology

All psychologists have an obligation to ensure they are familiar with and practise in accordance with the Psychology Board of Australia registration standards and guidelines. All psychology staff are to provide evidence of current National Registration with Australian Health Practitioner Regulation Agency (AHPRA). -

Reference: Psychology board of Australia. (2012). *Standards and Guidelines*.

Retrieved from <https://www.psychologyboard.gov.au/standards-and-guidelines.aspx>

#### Social Work

All Social workers have an obligation to be familiar with and practise in accordance with the AASW Practice Standards (2013) to fulfil their professional practice responsibilities.

Reference: Australian Association of Social Workers. (2013). *Practice Standard (2013)*. Australia, Canberra ISBN: 978-0-9808661-9-3.

Retrieved from <https://www.aasw.asn.au/document/item/4551> .

#### Nursing

To practice in accordance with the recognised Standards for Mental Health Nurse Practice, Codes of Conduct for Nursing and legislation affecting Nursing and Mental Health Practice. All nursing staff are to provide evidence of current national registration with the Australian health Practitioner Regulation Agency (AHPRA).

Reference: Nursing and Midwifery Board of Australia. (2014). *Codes and Guidelines*.

Retrieved from (<http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Position-Statements.aspx>

#### Occupational Therapist

All occupational therapy staff are to provide evidence of current National Registration with Australian Health Practitioner Regulation Agency (AHPRA). -

Occupational therapists must be registered with the Occupational Therapy Board of Australia, and meet the Board's registration standards, in order to practise in Australia. Retrieved from

<https://www.occupationaltherapyboard.gov.au/Registration-Standards.aspx>

### PROFESSIONAL

#### Duties

1. Actively participate in ongoing education program, providing documented evidence of participation.
2. Participate in activities related to the enhancement of PCIT.
3. Participate in decision making about health care planning, practice and evaluation.
4. Participate in the teaching of students.
5. Participate in the teaching, mentoring and supervision of inexperienced staff.

### CLINICAL

To provide care in keeping with recognised standards where the primary objective is to assist the

parents and their children in order to promote optimal health and wellbeing. Care is provided within the framework of Karitane Policies and Procedures.

## Duties

1. Deliver the manualised program PCIT to children 1 year -4 years old and families with young children 0-4 years.
2. Conduct individual and group interventions via Telehealth or centre based.
3. Implement care/management plans that recognise and facilitate the parents' right to partnership in the health care of their unborn child/children and enable active participation in planned care.
4. Identify actual or potential health problems through application of clinical judgement and in consultation with families.
5. Assess and monitor the functioning of family members as outpatients to promote their wellbeing.
6. Consult with other multidisciplinary team members.
7. Attend and participate in regular case conference meetings within a multidisciplinary team.
8. Assist with research and administrative activities as required.
9. Ensure accurate and complete recording of session documentation to facilitate quality data collection in accordance with the NSW Health Mental Health Reform Innovation Agreement.

## ORGANISATIONAL

Function in accordance with the policies, procedures and vision of Karitane.

## Duties

1. Attend and actively participate in team meetings and attend organisational staff meetings as required.
2. To enact and promote the organisational values of respect, innovation, collaboration and excellence.
3. Demonstrate the ability to work independently when appropriate.
4. Participate in program planning and working parties if requested.
5. Consult as appropriate with the multidisciplinary team regarding specific client issues.
6. Maintain client records and organisation of management information systems.
7. Demonstrate a commitment to total quality management and occupational health and safety.
8. The incumbent position may be directed by management to undertake new or additional tasks in response to the work setting

## ABOUT US

Established in 1923, Karitane is a dynamic and innovative not for profit health organisation and registered charity providing early parenting services. We support families with children from birth to 5 years of age through building parenting capacity, enhancing parent child relationships and strengthening a family's connections with supports in their community. Our services are evidence based and delivered by a caring and highly trained professional team of child and family health nurses, paediatricians, social workers, psychologists and psychiatrists offering complete, holistic care.

## OUR CARE

Karitane staff provide safe, effective, family-centred quality care consistent with the organisation's mission, philosophy, values and standards of care, and adhere to the Professional Code of Conduct.

## OUR VISION

Our impact will enable children to have the best start in life

## OUR PURPOSE

We are trusted early parenting experts empowering families and children to be healthy, confident and resilient.

## OUR VALUES

- **Respect - Our Relationships**

Our relationships are characterised by respect, support and a recognition of the value of every individual. Each family & child, colleague and care partner is important to us. We value our diverse backgrounds and professional approaches that contribute equally to Karitane's success in providing care.

- **Innovation –Our Future Focus**

We commit to creative and innovative approaches to our work informed by ongoing research, increasing knowledge, evidence-based practice and contemporary approaches to care. We seek new opportunities for delivering services that are sustainable and transforming for the families we serve.

- **Collaboration - Our Partnership Approach**

We seek to collaborate with our families, our colleagues and care partners to achieve our purpose. We build our partnerships through effective teamwork, shared decision making, our caring and supportive approach and appropriate and timely communication.

- **Excellence - Our Standard**

We strive for excellence in our work supported by effective leadership, professional, transparent and accountable practices, cultural awareness and a commitment to continuous learning.

## SUPPORTING OUR PEOPLE

Karitane is a family-friendly, flexible workplace with a strong culture of success that reflects our values of innovation, excellence, respect and collaboration. We are a passionate, dynamic and highly engaged team making a difference to families' lives. We support each other and provide excellent professional development opportunities. We offer a comprehensive well-being support package, Employee Assistant Program, Perkbox reward & recognition program and discounted gym membership. If you come from NSW Ministry of Health or other affiliated health organizations you can transfer your leave entitlements to Karitane.

## UNIVERSAL STATEMENT OF OBLIGATIONS

### EDUCATION AND PROFESSIONAL DEVELOPMENT

- Pursue appropriate continuing education and professional development.
- Attend mandatory training in Fire, Manual Handling and other training as required.
- Recognise and respond to the need for accurate health promotional information for clients, visitors and other members of staff.

### CLINICAL AND/OR CORPORATE GOVERNANCE

- Identify the needs of clients and where possible adapt services to meet those needs.
- Understand the accreditation processes within Karitane and participate in the implementation of

improvement strategies.

## **CODE OF CONDUCT**

- Adhere to the NSW Ministry of Health and SWSLHD professional Code of Conduct and Ethics.
- Demonstrate accountability and ethical behaviour in the performance of all duties.
- Respect the physical, emotional, social and spiritual needs of the client and their carers, including their right to be involved in decision-making affecting their health care.
- Report any suspected cases of child neglect or abuse to immediate manager.
- Be aware of medico/legal responsibilities.
- Maintain confidentiality and privacy at all times.
- Report suspected or actual; fraud associated with the workplace.

## **WORK HEALTH & SAFETY, SECURITY AND FIRE SAFETY**

- Maintain a current driver's licence and provide a photocopy of same at annual performance appraisals.
- Adhere to Karitane's Work Health and Safety policy and procedures.
- Commitment to and understanding of NSW Health Smoke Free- free Health Care Policy
- Assist with the security of the building through the correct handling of keys.
- Report any damage or repairs required to buildings, furniture and equipment to the appropriate supervisor so that repairs can be arranged.
- Adhere to Karitane's procedures for 'Risk Management' of identified risks.
- Ensure all office equipment and lighting is turned off and work area is secure before leaving each day.
- Attend education sessions regarding WHS, security & fire safety.
- Follow the protocols for Incident Management & Reporting.
- Participate in security risk identification/assessment & report any suspicious occurrences/potential for aggressive episodes.
- Assist management in the creation and maintenance of a 'zero tolerance zone' where staff and clients can enjoy an environment in which violence and verbal abuse is not tolerated.

## **EQUAL EMPLOYMENT OPPORTUNITY, CULTURAL DIVERSITY AND ANTIDISCRIMINATION**

- Be aware of and act within the bounds of the EEO Policy of SWSLHD.
- Be aware of and act within the bounds of the Anti-Discrimination policy of SWSLHD.
- Respond positively to the cultural beliefs and practices of clients, visitors and other staff members.
- Be actively involved in the optimizing service provision to people of Non English Speaking Backgrounds and Aboriginal and Torres Strait Islander backgrounds.
- Harassment will not be tolerated in any form, i.e. behaviour, verbal or physical, which is unwelcome, persistent and/or offensive.

## **PERFORMANCE MANAGEMENT**

Performance appraisal will be carried out at three months and then annually with the Perinatal, Infant and Child Mental Health Services (PICMHS) Manager

## EXIT INTERVIEWS

Participate in an Exit interview on termination.

## Employees Declaration

I have read this position description, I understand the position requirements and position demands checklist (attached) and agree that I can fulfil these requirements to the standards outlined.

I am not aware of any reason, which might interfere with my ability to perform the inherent position requirements and position demands of this position.

I am aware that my ongoing employment will be subject to my continued compliance with the relevant NSW Health policy directive/s concerning Immunisation Compliance, Occupational Assessment, and Screening & Vaccination against Specified Infectious Diseases. I am aware that I must ensure that myself and those staff reporting to me are made aware of, and comply with the requirements of, this/these policy directive/s I am aware that any false or misleading statements may threaten my appointment or continued employment with Karitane.

I agree to comply with the policies of NSW Health & Karitane

I also agree to strictly observe the policy on confidentiality of staff and patient information or such other sensitive or confidential information that I may come across in the course of my employment. I am aware that during the course of my employment, regular criminal record checks and Working with Children's Checks will be conducted with my knowledge to ensure my ongoing suitability for employment.

---

**Employee's Name**

---

**Signature**

---

**Date**

I have explained the duties and responsibilities of this position to the employee.

---

**Chief Executive Officer**

---

**Signature**

---

**Date**



POSITION DEMANDS CHECKLIST	
MOVEMENT	FREQUENCY
<b>Sitting</b> - remaining in a seated position to perform tasks	Frequent
<b>Standing</b> - remaining standing without moving about to perform tasks	Frequent
<b>Walking</b> - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Frequent
<b>Running</b> - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Frequent
<b>Bend/Lean Forward from Waist</b> - Forward bending from the waist to perform tasks	Frequent
<b>Trunk Twisting</b> - Turning from the waist while sitting or standing to perform tasks	Frequent
<b>Kneeling</b> - remaining in a kneeling posture to perform tasks	Frequent
<b>Squatting / Crouching</b> - Adopting a squatting or crouching posture to perform tasks	Frequent
<b>Leg / Foot Movement</b> - Use of leg and / or foot to operate machinery	Frequent
<b>Climbing (stairs/ladders)</b> - Ascend / descend stairs, ladders, steps	Frequent
<b>Lifting / Carrying</b> - Light lifting & carrying: 0 - 9 kg	Frequent
<b>Lifting / Carrying</b> - Moderate lifting & carrying: 10 - 15 kg	Frequent
<b>Lifting / Carrying</b> - Heavy lifting & carrying: 16kg & above	Frequent
<b>Reaching</b> - Arms fully extended forward or raised above shoulder	Frequent
<b>Pushing / Pulling / Restraining</b> - Using force to hold / restrain or move objects toward or away from the body	Frequent
<b>Head / Neck Postures</b> - Holding head in a position other than neutral (facing forward)	Frequent
<b>Hand &amp; Arm Movements</b> - Repetitive movements of hands and arms	Frequent
<b>Grasping / Fine Manipulation</b> - Gripping, holding, clasping with fingers or hands	Frequent
<b>Work At Heights</b> - Using ladders, footstools, scaffolding, or other objects to perform work	Frequent
<b>Driving</b> - Operating any motor powered vehicle	Frequent
SENSES	FREQUENCY
<b>Sight</b> - Use of sight is an integral part of work performance e.g. computer screens	Frequent
<b>Hearing</b> - Use of hearing is an integral part of work performance e.g. Telephone enquiries	Frequent
<b>Smell</b> - Use of smell is an integral part of work performance e.g. Working with chemicals Not	Frequent
<b>Taste</b> - Use of taste is an integral part of work performance e.g. Food preparation Not	Frequent
<b>Touch</b> - Use of touch is an integral part of work performance	Frequent
INTERACTIONS	FREQUENCY
<b>Distressed People</b> - e.g. Emergency or grief situations	Frequent
<b>Aggressive &amp; Uncooperative People</b> - e.g. drug / alcohol, dementia, mental illness	Frequent
<b>Unpredictable People</b> - e.g. Dementia, mental illness, head injuries	Frequent
<b>Restraining</b> - involvement in physical containment of patients / clients	Frequent
<b>Exposure to Distressing Situations</b> - e.g. Child abuse, viewing dead / mutilated bodies	Frequent
EXPOSURE	FREQUENCY
<b>Dust</b> - Exposure to atmospheric dust	Frequent
<b>Gases</b> - Working with explosive or flammable gases requiring precautionary measures	Frequent
<b>Fumes</b> - Exposure to noxious or toxic fumes	Frequent

<b>Liquids</b> - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	<b>Frequent</b>
<b>Hazardous substances</b> - e.g. Dry chemicals, glues	<b>Frequent</b>
<b>Noise</b> - Environmental / background noise necessitates people raise their voice to be heard	<b>Frequent</b>
<b>Inadequate Lighting</b> - Risk of trips, falls or eyestrain	<b>Frequent</b>
<b>Sunlight</b> - Risk of sunburn exists from spending more than 10 minutes per day in sunlight	<b>Frequent</b>
<b>Extreme Temperatures</b> - Environmental temperatures are less than 15C or more than 35C	<b>Frequent</b>
<b>Confined Spaces</b> - areas where only one egress (escape route) exists	<b>Frequent</b>
<b>Slippery or Uneven Surfaces</b> - Greasy or wet floor surfaces, ramps, uneven ground	<b>Frequent</b>
<b>Inadequate Housekeeping</b> - Obstructions to walkways and work areas cause trips and falls	<b>Frequent</b>
<b>Working At Heights</b> - Ladders / stepladders / scaffolding are required to perform tasks	<b>Frequent</b>
<b>Biological Hazards</b> - e.g. exposure to body fluids, bacteria, infectious diseases	<b>Frequent</b>

## STATEMENT OF PHYSICAL STATUS

I have read the inherent job requirements for the position. I understand the listed physical, sensory, psychosocial and environmental requirements and the hazards of the position and mark the declaration below:

- ☐ I am not aware of any health condition/s (physical or mental) that might prevent me from performing the inherent requirements of this position.
- ☐ I have a health condition that may require the employer to provide me with services or aids (adjustments) so that I can adequately perform the inherent job requirements. Any adjustments I may need have been discussed with positions manager, prior to completing the health declaration.

I am aware that any false or misleading statements may threaten my appointment or continued employed with Karitane.

Employee Name: \_\_\_\_\_  
Please print

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Manager's Name: \_\_\_\_\_  
Please print

Manager's Signature: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_