

P O S I T I O N D E S C R I P T I O N

Position Title	Consultant Psychiatrist
Reporting To	Clinical Service Manager, Head to Health Townsville
Employment Status	Part Time, Maximum Term Contract until 30 June 2023
Classification	Hourly fee negotiable dependent on skills and experience
Team/Service	Head to Health Townsville
Date	January 2022

PROGRAM OVERVIEW

Townsville Head to Health (HtH), funded by Northern QLD PHN through the Australian Government’s PHN program, will be a front door for people over 18 to access mental health support. The centre will assist people experiencing high levels of distress or suicidal crisis, by providing accessible community mental health supports.

Service delivery will reflect principals of Trauma Informed Care and Recovery Oriented practices and be guided by extensive co-design processes and support a workplace that promotes Dignity, Respect, and Inclusion for all.

The Consultant Psychiatrist will support the multidisciplinary team to deliver a range of services to adults experiencing emotional distress, crises, mental ill health and/or addiction, and to their families, support people and carers through a “no wrong door” approach. The Townsville Head to Health Centre will provide a holistic approach to care, addressing a range of social, physical, and emotional needs informed by the Collaborative Recovery Model (CRM) and supported by best practice in evidence-based and evidence informed care.

The HTH Team will be made up of clinical and psychosocial staff providing Social and Emotional Wellbeing Supports, Psychosocial Support, and Peer Support.

The centre will provide short to medium term targeted care and support for adults experiencing a crisis or in significant distress The Centre will also provide in-house assessments, psychoeducation, and support to access services.

The Centre will receive referrals from GP’s in the area, public mental health services, community organisations as well as self-referrals from members of the community. The multidisciplinary team will screen referrals to determine suitability, assess individual needs and assist access to appropriate services delivered by the team and other community and health providers.

POSITION OVERVIEW

The role will require clinical assessment, diagnosis and treatment plans within a recovery-oriented, client- centred framework for people experiencing mental health crisis/distress. It is expected that

the Consultant Psychiatrist will be involved in supporting consumers with a history of trauma and trauma-informed practice remains an important component of this support. This clinical work will occur within a collaborative approach with the other members of a diverse multidisciplinary team including a robust lived experience workforce. The psychiatrist will also be available to work collaboratively with the team to assist in improving the wellbeing of consumers and communicate collaboratively with the family and or carers of consumers.

The consultant psychiatrist will contribute to the development and review of clinical policies and frameworks and may be involved in the clinical governance of the Head to Health Centre.

THE POSITION

Key position Responsibilities, Duties and Accountabilities

Clinical

- Provides psychiatric assessment and review of consumers as requested
- Maintains expert diagnostic and assessment skills
- Provide clinical supervision to Mental Health Nurse Practitioners
- Provides clinical support and advice to the team to ensure high quality assessments and interventions to resolve or ameliorate emotional distress of consumers
- Supports team to ensure a strength-based approach is used when completing a mental health and needs assessment
- Provides formal and informal clinical case reviews
- Contributes to the provision of educational material to staff
- Involved in quality and safety procedures and practices
- Exercises evidence-based treatment and care provided to consumers
- Support team to communicate collaboratively and effectively with consumers, families and carers
- Adheres to the current Mental Health Act and Regulations and other relevant legislation
- Excellent communication and interpersonal skills within a multidisciplinary service
- Ensure incident and critical incident reporting occurs in accordance with guidelines
- Contributes to evaluation processes of service delivery and quality
- Ensure timely response to any identified risks related to staff and or consumers
- Complete psychiatric reports to assist referrals, access to NDIS and access to tertiary services

Maintain records and resources

- Collect, collate and maintain data on consumer contact
- Utilises Trauma-informed language
- Maintains accurate records and provide reports as required
- Adheres to the NEAMI policy on privacy requirements and confidentiality including:
 - Employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.
 - Employees will not misuse information gained in their official capacity.
 - Employees will maintain the integrity and security of official or confidential information for which they are responsible.

- Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.
- Implement Neami Risk Management Framework at the UMHCC
- You may be asked to participate in internal committees such as Safety and Quality Committee
- There is an opportunity to be involved in Governance, including participation in the Clinical Governance Committee
- Ensure records management obligations are met, in accordance with Neami National policies and procedures. This includes the retention of hardcopy and/or electronic records and ensuring files are accurate and kept up-to-date
- Commitment to understand service consumer data requirements and to collaborate with consumers to gather relevant data
- Consideration of individual and aggregated consumer data to inform practice and continuous service improvement

ORGANISATIONAL ACCOUNTABILITIES

- Act at all times in accordance with the Neami National code of conduct
- Work in accordance with Neami National policies and procedures, including adhering to policies on Privacy and Confidentiality and Records Management
- Follow safe work practices for self and others and comply with Neami National Occupational Health and Safety management processes
- Ensure risks are identified, reported, documented and appropriately managed in accordance with Neami Group policies to ensure safe and effective services.
- Proactively work towards achieving individual and team goals, whilst demonstrating Neami National core competencies and values
- Actively engage in Professional Development opportunities and embrace learning opportunities
- Take an active role in promoting and generating quality improvements processes within your area of responsibility and more generally across the organisation
- Have a commitment to promoting a diverse and inclusive environment for all staff, consumers and carers.
- In addition to the position description accountabilities, all staff are expected to undertake any reasonable tasks as directed

THE PERSON

Experience, Knowledge, Qualifications, Skills and Attributes

Essential

- Registration with AHPRA with a current annual practicing certificate
- Membership with the Australian and New Zealand College of Psychiatrists
- Maintain relevant Professional Indemnity and Public Liability \$20 million
- All staff are required to adhere to the Neami immunisation policy directives to minimise the risk of vaccine preventable diseases in order to protect workers, other staff, consumers and visitors.
- Criminal record checks are mandatory for all new appointments
- Working with Children Checks are required before commencement of work (employee responsibility)
- Possesses relevant experience, skills and qualifications in Psychiatry
- Has a sound understanding of the QLD Mental Health Act
- Demonstrates understanding of the issues relevant to people with mental illness living in the community (including those from a CALD or ATSI background) and a strong commitment to consumer rights and their participation in mental health services
- Understands the collaborative nature of the role of the psychiatrist within the context of a diverse work force in the Head to Health Service

Clinical experience and knowledge

- Demonstrates a sophisticated understanding of the role and relevance of colleagues with Lived Experience
- Work within the parameters of Neami's policies and procedures in addition to any professional codes of conduct
- Supports and respects the needs of consumers and staff from a LGBTQI background
- Demonstrated ability to work in a multidisciplinary team.
- Ability to work constructively with mental health and peer worker staff.
- Demonstrated commitment to quality improvement.

- Ability to work independently and exercise a high level of professional judgement and medical competence in a multidisciplinary setting.
- Respect for the rights and responsibilities of consumers and their families
- Ability to organise work priorities in planning, development and implementation of tasks in meeting deadlines.

ACKNOWLEDGEMENT OF POSITION DESCRIPTION

By signing your employment agreement, you acknowledge that you have read, understood and accept the responsibilities and accountabilities as outlined above in this position description.