

## Position Description

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# Senior Medical Practitioner

## Section A: Position Details

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Position title:	Senior Medical Practitioner
Employment Status:	Full-Time, Ongoing
Classification and Salary:	Senior Management and Specialist Remuneration Award
Location:	Adelaide CBD – 215 Grenfell St, Urgent Mental Health Care Centre
Hours:	7-day rotating roster
Contract details:	Ongoing

## Organisational context

The Neami Group provides community-based recovery and rehabilitation services that support people living with mental illness to improve their health, live independently and pursue a life based on their own strengths, values and goals. Our vision is full citizenship for all people living with a mental illness in Australian society. Our mission is to improve mental health and wellbeing in local communities across the country.

The Neami Group is made up of the organisations Neami National and Mental Health and Wellbeing Australia (Me Well). Neami National is one of Australia's largest and most innovative mental health providers and in 2017, Neami National celebrates 30 years' of supporting people living with mental illness. Established in 2016, Me Well is a wholly owned subsidiary of Neami National and a provider of specialist mental health services under the National Disability Insurance Scheme (NDIS).

The Neami Group is committed to demonstrating the highest standards of safety and quality across all of our services. Quality, safety and clinical governance activities are key components of the role and responsibilities of all staff and an essential process in the provision of safe and high-quality support services.

We acknowledge and value diversity and inclusion – we know that it makes our teams, services and organisation stronger and more effective. We are a smoke free organisation.

## Position Overview

The Urgent Mental Health Care Centre (UMHCC) Senior Medical Practitioner is an exciting role responsible for providing person centered care services to guests accessing the Urgent Mental Health Care Centre. The UMHCC is based on our formal partner, RI International's (RII) "Crisis Now" movement and their international leading lived experience, high engagement, multi-disciplinary crisis model offering an alternative to Emergency Department presentations.

As the Senior Medical Practitioner, you will provide medical care to guests in collaboration with the team inclusive of mental health clinicians, nurse practitioners, mental health registered nurses, peer support workers and consultant psychiatrist. The primary responsibilities of the Senior Medical Practitioner are to provide assessment of the consumer under admission, ensuring communication with other medical staff and other members of the team, providing care to the consumer and the delivery of coordination and facilitation of diagnosis, management and discharge planning for the consumer.

The Senior Medical Practitioner works competently within their scope of practice to deliver evidence based and person-centred care to achieve optimal health outcomes.

## Period of Employment

This is an ongoing role - subject to 6-month probation period.

## Accountability

The Senior Medical Practitioner is accountable operationally to the Clinical Services Manager – Urgent Mental Health Care Centre.

The Senior Medical Practitioner reports professionally to the Consultant Psychiatrist.

## Conditions of Employment

The terms and conditions of employment will be in accordance with the National Employment Standards (NES) prescribed in the Fair Work Act 2009. Hourly rate dependent on skills and experience.

## Core requirements prior to any offer, or commencement of employment

- Criminal record checks are mandatory for all new appointments. Neami will cover the cost of an Australian check. Where a new employee has lived outside of Australia for 12 months or more within the last 10 years, the cost of an International check will be borne by the applicant (~\$159 + GST).
- Employee Working with Children check (NOT VOLUNTEER) required before commencement of work (employee responsibility). Any costs associated with maintaining a valid WWCC are the responsibility of the applicant.

- You must maintain a right to work in Australia, in the position and location of employment during your employment with Neami. You must comply with all terms of any such grant of a right to work in Australia.
- A valid Australian driver's licence (P plate or above) must be supplied by all new employees
- All staff are required to adhere to the UMHCC immunisation policy directives to minimise the risk of vaccine preventable diseases in order to protect workers, other employees, guests and visitors.

## Qualifications

It is a requirement of the Senior Medical Practitioner position that you hold, and provide Neami evidence of:

- Registration with the Australian Health Practitioners Authority as a Medical Officer with a current annual practicing certificate
- Fellowship or membership of the appropriate College or Association within Australia as recognised by the Australian Medical Council (AMC) including maintenance of CPD and good standing as required by AHPRA for the maintenance of Specialist Registration.
- Professional Indemnity Insurance Certificate prior to contract offer
- Experience in practicing medicine, this may include rotations undertaken as a medical student.

## Section B: Key Responsibilities

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### Principal Responsibilities

- Provide clinical services, consultancy, and advice within a defined scope of practice
- Monitor the management of guests under supervision, incorporating appropriate assessment if required and participate in exit huddles with team members providing care to the guest
- Appropriately liaise with all staff involved in the care of the consumer, including mental health clinicians providing who have worked with guests by conducting mental health assessments
- Continually update and extend personal medical knowledge and skills, regularly attend clinical and educational meetings, and remain familiar with current medical literature, particularly as it relates to the management and support of people in crisis.
- Provide leadership within a Clinical Governance Framework and provide clinical leadership, mentoring, training, and guidance as appropriate to nursing, allied health and other professionals to improve guest care and outcomes
- Follow defined service quality and accreditation standards, work health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services, and a safe workplace.

## Operational/Clinical Performance

- Ensure familiarity with the expected standards of performance in the role and actively contribute to own personal development.
- Engage guests, using a strengths-based approach to complete any required assessment
- Ensure that all people seen by the UMHCC are reviewed in a timely manner by the UMHCC team and have appropriate care plans in place prior to exit
- Provide specialist assessment/support to the UMHCC team as required
- Perform minor procedures within scope of practice and services relevant to the UMHCC similar to general practice (such as skin suturing, treating skin lesions etc.)
- Ensure that clinical decisions in relation to UMHCC guests are clearly communicated to referring parties and to all members of the treating team.
- Recognize, respond and escalate changes in the guest's condition.
- Act as a consumer advocate, protecting their rights and beliefs.
- Ensure liaison and communication with families and support persons in obtaining collateral history, and in discharge planning.
- Maintain up to date and accurate consumer records
- Comply with the mechanisms for monitoring, compliance and review of clinical risk management.
- Ensure that documentation is maintained at the required standard.
- Provide comprehensive handovers to staff.
- Ability to take direction from the Clinical Lead/Shift-Coordinators to ensure that clinical care is delivered within a team members scope of practice and in line with policies and protocols.
- Ensure that all reasonable steps are taken to protect personal safety at work and avoid adversely affecting the health or safety of any other person in the work place in accordance with the requirements of the Work Health and Safety Act 2012.
- This includes:
  - Complying with appropriate WHS policies, procedures, work practices and safety instructions.
  - Participating in WHS training as required.
  - Reporting to the relevant supervisor any incident/hazard that will or has the potential to harm another person in the workplace.
  - Use equipment and wear clothing to protect personal health and safety while at work.
  - Assisting with the implementation of appropriate risk control measures.
- Participate in activities aimed at the continuous improvement of the service.
- Comply with the purpose, values, policies, procedures and code of conduct of the organization.
- Ensure that Neami National property is kept secure against loss, theft or damage and is properly maintained at all times.

## Professional development

- Participate in regular Clinical Supervision and actively work to improve identified skill areas.
- Participate in development opportunities appropriate to the role.

## Section C: Selection Criteria

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### Creating diverse staff teams

The values, skills, attributes and commitment of our staff are key to our success and reputation as a national mental health service that provides high quality support services to people living with a mental illness.

We are strongly committed to further developing and diversifying our work force as part of our strategic directions.

We celebrate multidisciplinary teams and value the rich skills and experiences brought by applicants from a range of sectors and professional backgrounds.

Further depth is brought by those from diverse cultural backgrounds, Aboriginal staff, and those with lived experiences of mental illness and recovery, all of whom are strongly encouraged to apply for any roles that match their skills and interest.

The following competency criteria will inform our selection decision:

### Experience

- Experience in practicing medicine with demonstrated recent experience in the delivery of medical care.
- Advanced level of clinical and problem-solving skills.
- Ability to plan and coordinate the provision of crisis care.
- Experience in working as a member of a multi-disciplinary team with the ability to inspire and facilitate team commitment and cooperation.

### Knowledge

- An understanding of the UMHCC service model
- Knowledge of local services particularly relevant to designated program area
- Knowledge of Occupational Health, Safety and Welfare Act, policies and practices with the ability to assess and manage clinical, work health and safety, quality & organizational risk
- Knowledge of Equal Opportunities Legislation, policies and practices
- Knowledge of Professional Codes of Conduct and Ethics: aware of and practicing within relevant Federal and State Legislation and the relevant Professional Code of Practice, Conduct and Ethics

### Skills and Abilities

- Demonstrated ability to build partnerships with government and non-government health and welfare service providers to pursue practical strategies to improve service delivery to guests
- Highly developed interpersonal skills, including using reflective practice principles
- Demonstrated ability to motivate and empower staff members through coaching and mentoring
- Demonstrated ability to foster open honest communication

- Demonstrated ability to effectively perform in an environment of change, to be creative when problem solving and work to timelines
- Demonstrated ability to exercise common sense, considers all available information, and takes account of broader circumstances in decision making
- Demonstrated ability to provide others with a clear direction and delegate work appropriately and fairly.
- Ability and commitment to work in a collaborative team approach to service delivery and development, in conjunction with our main stakeholders and partner agencies

## Working with people, and building relationships

- Establishes respectful professional relationships that have clear boundaries with guests, staff and partner organisations.
- Listens, consults with others and communicates clearly and proactively in an open and honest manner.
- Adapts to the team and builds team spirit.
- Demonstrates an interest and understanding of others and relates well to people at all levels
- Gains agreement and commitment from others by engaging and gaining respect
- Promotes ideas on behalf of self or others, and supports others to self-advocate
- Manages conflict in a fair and transparent manner
- Demonstrated 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

## Adhering to principles and values

- Upholds ethical behaviour, consistent with values as characterized by honesty, fairness responsibility, diligence and hope
- Demonstrates integrity and credibility, and fosters open honest communication
- Demonstrates commitment to the organisation and its values