

Position Description Community Liaison Psychiatrist

“Where mental wellbeing thrives”

Position Details

Position Title:	Community Liaison Psychiatrist
Agreement:	Individual Employment Contract
Employment Type:	Closed-Period (12-months)

Position Summary

The Community Liaison Psychiatrist is responsible for delivering psychiatry services for the Primary Care Psychiatry Liaison Service (PCPLS) in Western Sydney. The service works in partnership with General Practices to identify and better support people with a lived experience of a mental health issue, their families and carers, through building the capacity of General Practitioners and Practice staff to better manage mental health issues in their patients.

The Community Liaison Psychiatrist is responsible for working collaboratively with General Practitioners to ensure improved mental health care and supports, linkages to support services and access to peer support for patients of the service. Ad hoc consultation with General Practices not formally enrolled in the service may also be required.

In this role you will work with Peer Workers and Mental Health Workers as part of the Primary Care Psychiatry Liaison Service multi-disciplinary team to provide clinical and non-clinical psychosocial supports and service connections to people with lived experience of a mental health issue.

About Flourish Australia

Our name reflects our fundamental and enduring commitment to people’s mental health and wellbeing, supporting them to thrive and live a contributing life.

Flourish Australia’s **vision** is creating communities where everyone’s mental health and wellbeing flourishes.

Flourish Australia’s **purpose** is to support people to flourish, believe in their future and their place in the community.

Flourish Australia **values** hope, inclusion, partnership, diversity, integrity, respect, trust.

Relationships and Authority

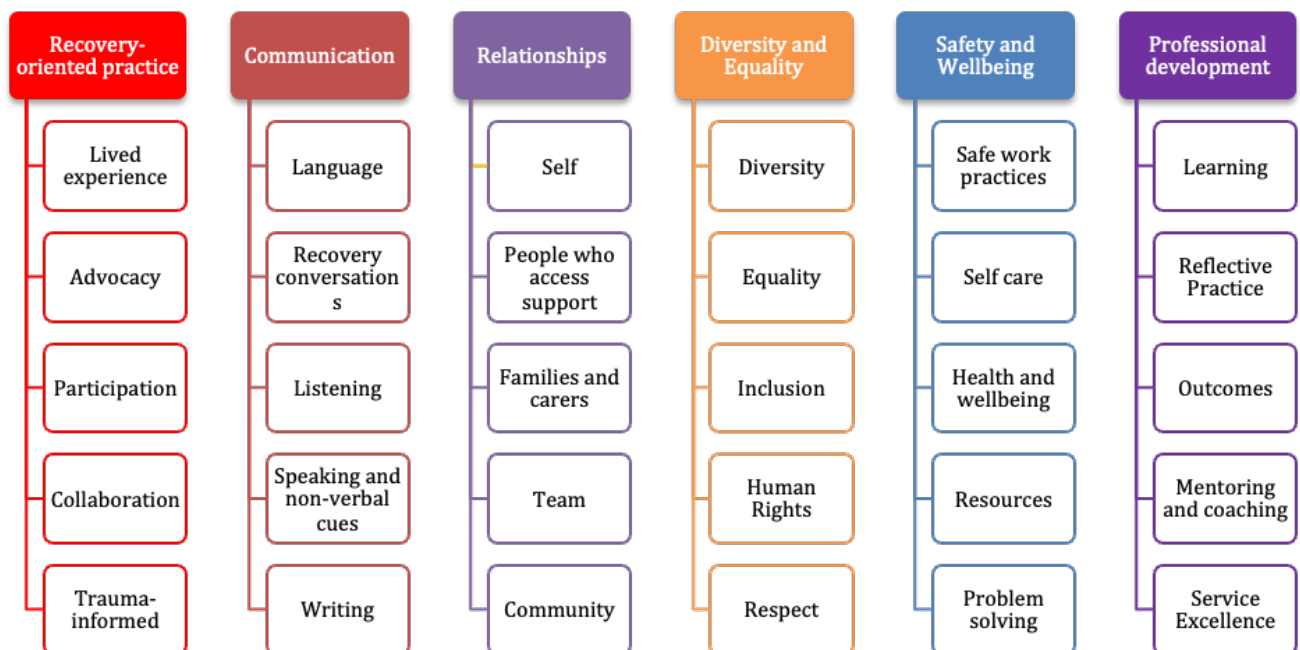
Reports To:	Manager
Key External Relationships:	General Practitioners and General Practice staff, Western Sydney Primary Health Network.

Organisational Accountabilities

- Abide by all Flourish Australia procedures and policies.
- Actively ensure the health, safety and wellbeing of themselves and others at work in accordance with your delegated authority and in accordance with the Work Health and Safety Act 2011.
- Understand and abide by the Flourish Australia Code of Conduct and Ethics, and maintain a professional level of behaviour and conduct in the workplace at all times.
- Be responsible for engaging in discussion about, and helping to create and sustain a culture of continuous quality improvement.
- Actively promote a 'no wrong door' approach.
- Commit to the detection and prevention of fraud.
- Commit to the safety and wellbeing of children and young people.
- Identify possible organisational risks and adhere to the Clinical Governance and Risk Management Frameworks.
- Work to support and promote the vision, mission, and values of Flourish Australia.

Key Capabilities

Flourish Australia's Capability Framework enables staff to develop their career with Flourish Australia. The Capability Framework consists of six core Capability Domains, which are core to the work we do. All Flourish Australia employees are required to work towards gaining the competencies set out in Flourish Australia's Capability Framework (below).



Position Demands/Frequency

The following tables provide an overview of some of the common physical and psychosocial demands placed on all employees working in mental health.

Physical demands/frequency

Position demand	Frequency	Comments
Standing	Frequent	Continuous and repetitive throughout the workday.
Sitting	Frequent	Continuous and repetitive throughout the workday.
Crouching	Rarely	May be required.
Kneeling	Rarely	May be required.
Stooping	Occasionally	May be required.
Walking	Occasionally	Continuous and repetitive throughout the workday.
Stair climbing	Occasionally	May be required (but depends on workplace)
Controls/fine motor skills • Hand/arm • Foot/leg	Frequent	Essentially, fine motor skills are required to perform activities of driving, operating computers and other IT equipment, as well as for administrative tasks.
Reaching (overhead)	Rarely	Continuous and repetitive throughout the workday may be needed.
Driving	Frequent	Driving is a frequent activity performed by the staff in this role.
Lifting and carrying • 2kg-5kg • 5kg-10kg • 10kg-15kg • >15kg	Occasionally Rarely Rarely Rarely	All lifting and carrying at Flourish Australia needs to be performed by the employee and the chance of delegating to others is small. Other major lifts include shopping, laundry baskets and clothing.

Psychosocial demands/frequency

Position demand	Frequency	Comments
Working with distressed people	Frequent	e.g., episodic or grief situations
Working with people who may have experienced trauma	Frequent	e.g., child abuse, history of violence
Exposure to distressing situations	Occasionally	e.g., self-harm, death
Working with unpredictable or aggressive people	Occasionally	e.g., drug and alcohol induced, episodic situations, visiting people's homes.

Key Tasks and Responsibilities

- Provide appropriate, high-quality recovery-oriented, clinical care to patients of GP practices that are part of the Primary Care Psychiatry Liaison Service
- Provide clinical leadership to the multidisciplinary team that includes GPs, Practice Staff, allied health professionals, Peer Workers and Mental Health Workers.
- Provide consultancy, education and coaching support to GPs and GP Practice staff to improve their capacity and competency in identifying and managing clinical mental health and other supports for patients, their families and carers.
- Demonstrate a commitment to clinical research or evaluation or service developments.
- Demonstrate a commitment to continuing professional development, contemporary practice and the development of expertise.

- Demonstrate ethical decision making in all areas of duties.
- Ensure that documentation and information about care is timely and effective.
- Contribute to the development and maintenance of effective relationships with other organisations including WentWest (Western Sydney PHN), Western Sydney Local Health District, local Community Mental Health Teams, and relevant mental health community managed organisations.
- Contribute to the safety and quality activities of the service and Flourish Australia.
- Comply with Work Health and Safety legislation and policies.
- Actively contribute to maintaining a safe workplace that values the health and safety of co-workers, people who access the service, families and carers, GP Practices.
- Actively contribute to developing and maintaining a culture where staff are vigilant to risks to themselves, their co-workers, people who access the service, families and carers (including health and safety, business and operational risks).

Required Skills and Personal Attributes

- Have well developed clinical skills and experience in community based mental health services.
- Apply good working knowledge of recovery-oriented practice.
- Be able to build and maintain high performing teams.
- Be able to assess issues and develop appropriate solutions.
- Think creatively to solve problems, be people focused and work in partnership.
- Have good interpersonal skills, be non-judgmental, be fair, patient, have willingness to listen, and display empathy.
- Be able to effectively respond to issues or changes that occur during the course of managing a project.
- Be able to build and maintain strong and effective relationships with stakeholders.
- Value diversity and be respectful at all times.
- Self-reflect and constantly review work practices.
- Be committed to professional and ethical conduct.
- Work independently, and as part of a team, and effectively organise and plan the workday.

Key Selection Criteria

“Flourish Australia supports Affirmative Action. If two candidates present with suitability to a role, and one of those people has a lived experience, the person with the lived experience will be the preferred candidate.”

1. Mandatory specialist qualifications in psychiatry and registration with AHPRA.
2. Commitment to, and experience in, delivering recovery-oriented clinical supports as part of a multidisciplinary team.
3. Experience in providing clinical mental health advice, education and coaching to medical practitioners and allied health professionals.
4. A good understanding of, and commitment to, peer-based approaches to mental health support.
5. An understanding of approaches to professional capacity building in a health setting.
6. Strong organisational skills and ability to balance competing priorities work effectively in a busy and demanding environment and achieve set deadlines.
7. An interest in clinical research or service development evaluation.
8. Highly developed interpersonal, negotiation and influencing skills, and experience in dealing with people at all levels.
9. Highly developed oral, written communication and record keeping skills and the ability to provide clear and concise written and verbal advice/information.
10. Maintain a current Australian Driver's Licence.

All appointments with Flourish Australia's Mental Health Services are subject to previous employment reference checks, Working with Children Check, satisfactory Australian residency status, National Criminal Record checks, NDIS Worker Screening Checks and other background checks as required by different State legislation (e.g., Working with Disabilities check in QLD).

Agreement

I, _____, have read and understand my obligations as the Community Liaison Psychiatrist with Flourish Australia as outlined in this position description.

I agree to abide by the Flourish Australia Code of Conduct and Ethics, and agree to read, understand, and abide by Flourish Australia's policies and procedures.

Community Liaison Psychiatrist

Name		
Signature		Date:

Nb: A signed copy of this position description must be returned to People & Culture.