



SMHS Registered

## Consultant - Psychiatrist

### Medical Practitioners Agreement: Year 1 - 9

**Position Numbers: 000863, 002130, 002253, 007636, 008059, 115154, 112092, 112373, 112374, 112376, 112943**

**Mental Health Division / Peel and Rockingham Kwinana Mental Health Service**  
**Rockingham Peel Group / South Metropolitan Health Service**

### Reporting Relationships

Medical Co-Director Psychiatry  
Mental Health Services  
Agreement Level: MP Year 1 to 9  
Position Number: 110928



Head of Department  
Inpatient / Community Mental Health  
Agreement Level: MP Year 1 to 9



**This Position**



Clinical supervision and direction of the staff allocated to the Consultant:

<b>Title</b>	FTE
Nil	

← Also reporting to this Supervisor

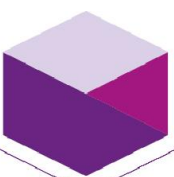
- Consultants, MP Year 1 – 9
- Senior Medical Practitioners, MP Year 1 – 3
- Senior Registrars, MP Year 1 - 2
- Registrars, MP Year 1 – 7
- Resident Medical Officers, MP Year 1 – 3
- Interns, MP Year 1

### Key Responsibilities

Leads the multidisciplinary team to provide specialist mental health services to patients. Promotes patient safety and quality of care. Provides leadership, orientation, training, supervision and education, where relevant, for Doctors in Training (DiT's), health service medical practitioners and other health workers.

In collaboration with the Head of Department and other Consultants, works to achieve national, state and South Metropolitan Health Service (SMHS) performance standards and targets.

Works within the scope of clinical practice as defined and recommended by the SMHS Area Medical Credentialing Committee.



*Excellent health care, every time*

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

## SMHS Values

The SMHS considers the values, attributes and attitudes of candidates along with the assessment of competency-based criteria of the position as part of employee recruitment and ongoing performance development.

SMHS is unified across its hospitals and services by its values and behaviours that provide a strong expectation of conduct for all SMHS staff no matter where they work.



SMHS is committed to driving opportunities to reduce its environmental footprint and promote environmentally sustainable work practices. As a health care provider, we believe it is our responsibility to reduce our emissions for the health and wellbeing of our community. It is also our responsibility to use resources wisely for the health of the planet.



# Consultant – Psychiatrist | MP Year 1 – 9 | Various

## Brief Summary of Duties (in order of importance)

- The Hospital Executive Director holds each bedcard Consultant responsible for the care of all patients assigned to them, understanding that after hours, the responsible Consultant is the Consultant on duty/on-call unless the patient has recently undergone a procedure.
- Each Consultant is responsible for the orientation, education and supervision of any DiT's allocated to them. Supervision is especially important during procedures.

### 1. Clinical

- 1.1 Leads the provision of specialist consumer centred medical care to inpatients and outpatients and provides a consultation service on request for other patients.
- 1.2 Undertakes clinical shifts at the direction of the Head of Department (HoD) including participation in the on-call/after-hours/weekend rosters.
- 1.3 Consults, liaises and support patients, carers, colleagues, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 1.4 Responsible for ensuring patients are involved in decision making, regarding their care.
- 1.5 Conducts regular clinical reviews of patients at appropriate intervals with DiT's and coordinates patient care with a focus on actively addressing unnecessary delays in patient admissions, treatment or discharge.
- 1.6 Reviews patients who deteriorate or whose condition is causing concern to hospital staff, or if requested by the patient or relatives as soon as possible.
- 1.7 Authorises and supports DiT's in conducting clinical reviews of all inpatients daily and to facilitate appropriate early discharges and is generally available for discussion by phone to assist them as and when necessary.
- 1.8 Provides preliminary advice to doctors both internal and external to SMHS and refers requests for inter-hospital transfers to the appropriate governance manager advising if transfer is time critical
- 1.9 Works with the HoD and other Consultants to distribute planned and unplanned patient demand across the specialty and other hospital sites and champions clinical service redesign to improve systems of care.
- 1.10 Ensures clinical documentation, including discharge summaries are completed and undertakes other administrative/management tasks as required.
- 1.11 Participates in departmental and other meetings as required to meet organisational and service objectives.
- 1.12 Works within the scope of clinical practice as approved by the SMHS Area Medical Credentialing Committee.
- 1.13 Champions the CanMED values and complies with appropriate guidelines for medical staff

### 2. Education/Training/Research

- 2.1 Engages in continuing professional development/education and ensures continuous eligibility for the relevant specialist registration.
- 2.2 Educates DiT's, medical students and other members of the multidisciplinary team through ward rounds, formal presentations, tutorials and other modalities.
- 2.3 Develops and participates in evidence based clinical research activities relevant to specialty.
- 2.4 Participates in mandatory training activities to ensure compliance with SMHS policy.
- 2.5 Completes an annual professional development review of their performance with the HoD.

## Consultant – Psychiatrist | MP Year 1 – 9 | Various

### 3. SMHS Governance, Safety and Quality Requirements

- 3.1 Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the SMHS Vision and SMHS Values of Care, Integrity, Respect, Excellence and Teamwork.
- 3.2 Fulfils National Safety and Quality Health Services Standards requirements including but not limited to:
  - Participating in continuous safety and quality improvement actions, such as audits, reviews and drills that result in improvements to patient care, staff knowledge or the consumers experience and that align with actions described within the standard.
  - Participating with the development, implementation, reporting and monitoring of quality assurance measures and activities.
  - Ensuring records and statistics are kept in accordance with established procedures.
- 3.2 Undertakes performance development review of staff under their supervision and submits them to the HoD.
- 3.3 Initiates, implements and participates in audit, quality improvement and research activities in consultation with the HoD to systematically evaluate service delivery and meet customer needs.
- 3.4 Participates in relevant clinical governance committees including regular clinical reviews, Root Cause Analysis (RCA) and morbidity/mortality reviews as required and implements endorsed recommendations.
- 3.5 Attends to medico-legal issues concerning patients that have been under their care and advises the HoD about complaints they receive pertaining to themselves or other doctors.
- 3.6 Responsible for ensuring as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 3.7 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures and applicable legislative obligations under the Public Sector Management Act, the Health Services Act, Work Health and Safety Act, the Disability Services Act and the Equal Opportunity Act.

### 4. Undertakes other duties as directed

## Work Related Requirements

### Essential Selection Criteria

1. Eligible for registration with the Medical Board of Australia and Fellowship of the Royal Australian and New Zealand College of Psychiatrists (RANZCP) or equivalent.
2. Demonstrated extensive knowledge, clinical experience, judgement and skills in the practice of Psychiatry including in associated diagnostic and therapeutic procedures.
3. Demonstrated high level skills in all aspects of the CanMEDS competency framework.
4. Demonstrated experience in clinical teaching audit and clinical research.
5. Demonstrated knowledge and application of quality improvement principles and practices.
6. Demonstrated ability to provide leadership, facilitate effective multidisciplinary teamwork and provide patient centric care.
7. Demonstrated high level interpersonal, negotiation and conflict resolution skills.

### Desirable Selection Criteria

1. Post final fellowship sub-specialty, education, research or quality improvement training or qualifications.
2. Knowledge of current clinical governance systems.
3. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.

### Appointment Prerequisites

Appointment is subject to:

- Evidence of registration by the Medical Board of Australia being provided prior to commencement.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.