

Statement of Duties

Position Title: Career Medical Officer - Psychiatry	Position Number: Generic	Effective Date: March 2021
Group: Community, Mental Health and Wellbeing		
Section: Statewide Mental Health Services	Location: North West	
Award: Salaried Medical Practitioners (Tasmanian State Service) Agreement	Position Status: Permanent/Fixed-Term/Casual	
	Position Type: Full Time/Part Time/Casual	
Level: 10-13 (CMO)	Classification: Medical Practitioner	
Reports To: Clinical Director		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

As part of a multidisciplinary mental health service delivering high quality mental health care and, in accordance with Mental Health Service principles, National Mental Health Standards, Agency policy, legal requirements and relevant professional competencies.

Duties:

1. Carry out assessments, treatments and provide clinical care to individuals referred to the team in collaboration with other team members. This will include the application of a wide range of skills and interventions.
2. Act as a medical and psychiatric resource for other team members.
3. Seek appropriate clinical support and supervision from senior colleagues, the Clinical Director North West or Delegate.
4. Promote and maintain close links with colleagues and service providers to ensure continuity of patient care. Liaise with other community service providers, especially GP's.
5. Participate in medical student teaching and in-service training of staff.
6. Maintain a high standard of care in all respects, including agency endorsed documentation and participation in quality improvement activities. May be asked to represent the Department at meetings.
7. Provide medical and psychiatric relief in other areas of Mental Health Services as required.
8. Participate in medical on-call cover, including call-out for nights and weekends as required.
9. Contribute to service planning and promote the identification and achievement of key service goals and objectives.

10. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.
11. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Scope of Work Performed:

- Broad clinical direction and overall supervision from the relevant Clinical Director North West, with assistance from Consultant Psychiatrists and other staff as appropriate or delegated.
- Expected to exercise a high level of individual autonomy but is accountable to the Clinical Director North West and the relevant Team Leader within the specified unit for all aspects of performance.
- Act as an approved Medical Practitioner under the Mental Health Act.
- Responsible for being aware of all policies, procedures and legislation affecting the duties of this position. This will include statements of consumer rights and responsibilities adopted by this service, and a general awareness of the provisions of legislation, which has an overarching effect on the service, including in the areas of Work, Health and Safety (WH&S), Equal Employment Opportunity and Anti-Discrimination.
- Comply at all times with policy and protocol requirements, in particular those relating to mandatory education, training and assessment.

Essential Requirements:

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer of any new criminal convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

- General or limited registration with the Medical Board of Australia.
- The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:
 1. Conviction checks in the following areas:
 - a) crimes of violence
 - b) sex related offences
 - c) serious drug offences
 - d) crimes involving dishonesty
 2. Identification check
 3. Disciplinary action in previous employment check.

Desirable Requirements:

- Current Driver's Licence.

Selection Criteria:

1. Extensive experience and skills in general and psychiatric medicine in a range of practice settings.
2. Demonstrated high level of verbal and written communication skills, and demonstrated experience and skill in liaison, particularly with GP's.
3. Experience in the area of clinical leadership and demonstrated ability to deal effectively with interpersonal issues.
4. Demonstrated ability to convey medical and psychiatric knowledge effectively to fellow staff, service providers and patients.
5. Understanding of the National and State policy frameworks within which the duties of this position are undertaken.

Working Environment:

The Department of Health (DoH) and Tasmanian Health Service (THS) are committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality, safe and people-focussed health system. Alongside this, staff are expected to act with integrity, be accountable for their actions, and work collegially with colleagues and others to provide better outcomes for Tasmanians.

State Service Principles and Code of Conduct: The minimum responsibilities required of officers and employees of the State Service are contained in the State Service Act 2000. The State Service Principles at Sections 7 and 8 outline both the way that employment is managed in the State Service and the standards expected of those who work in the State Service. The Code of Conduct at Section 9 reinforces and upholds the Principles by establishing standards of behaviour and conduct that apply to all employees and officers, including Heads of Agencies. Officers and employees who are found to have breached the Code of Conduct may have sanctions imposed.

The State Service Act 2000 and the Employment Directions can be found on the State Service Management Office's website at <http://www.dpac.tas.gov.au/divisions/ssmo>

Fraud Management: The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, their Agency's fraud prevention policy and procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager, the Chief People Officer or to the Manager Internal Audit. The DoH and THS are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the Public Interest Disclosure Act 2002. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the State Service Act 2000.

Delegations: This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including the Secretary. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position. The DoH and THS have a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of their Agency's fraud policy and reporting procedures.

Blood borne viruses and immunisation: Health Care Workers (as defined by DoH and THS policy) within DoH and THS are expected to comply with their Agency's policies and procedures relating to blood borne viruses and immunisation, including against Hepatitis B. Depending on the level of risk associated with their duties, Health Care Workers may be required to demonstrate current immunity, previous seroconversion to Hepatitis B or immunity following vaccination.

Records and Confidentiality: Officers and employees of the Department are responsible and accountable for making proper records. Confidentiality must be maintained at all times and information must not be accessed or destroyed without proper authority.

Smoke-free: DoH and THS workplaces are smoke-free environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.