

Statement of Duties

Position Title: Consultant Psychiatrist	Position Number: 516124, 516375	Effective Date: September 2017
Group and Unit: Community, Mental Health and Wellbeing		
Section: Statewide Mental Health Services	Location: South	
Award: Salaried Medical Practitioners (Tasmanian State Service) Agreement	Position Status: Permanent	
	Position Type: Full Time	
Level: I-II	Classification: Specialist Medical Practitioner	
Reports To: Head of Department - Forensic Mental Health Services		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

In collaboration with other psychiatrists and mental health professionals within Mental Health Services provide a wide range of psychiatric services to inmates within the Statewide Prison Service, patients of the Wilfred Lopes Centre and to clients of the Community Forensic Mental Health Service, functioning as a fully qualified and self-motivated professional capable of providing clinical leadership within a multi-disciplinary team.

Duties:

1. Provision of clinical care to inpatients of the Wilfred Lopes Centre, inmates within the Statewide Prison Service and clients of the Community Forensic Mental Health Service, in collaboration with other team members. This will include the application of a wide range of specialist skills and interventions.
2. Acts as a consultant for and provide clinical leadership to team members.
3. Promote and maintain close links with other specialists and service providers to ensure continuity of patient care.
4. Liaison with other community service providers (especially GP's), Community Corrections and Court staff.
5. Liaison with Primary Health staff within Correctional Health Service and with Correctional Services staff.
6. Provide a consultation and liaison service to the wider mental health service in accordance with Mental Health Service policy if required.
7. Participate in continuing professional development.
8. Maintain a high standard of care in all respects, including agency endorsed documentation and participation in quality improvement activities.

9. Maintain and contribute to a safe environment for inpatients, staff and visitors at the Wilfred Lopes Centre:
 - If required participate in patient aggression management, including control and restraint, in line with authorised practices of the Wilfred Lopes Centre and Agency guidelines.
 - Integrate security policies and procedures with the delivery of inpatient treatment and care.
10. Represent the Wilfred Lopes Centre at meetings as required.
11. Accept other duties as delegated by the Head of Department - Forensic Mental Health Services.
12. 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.
13. 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:

- Expected to operate with a high level of individual responsibility but is accountable to the Head of Department - Forensic Mental Health Services for all aspects of performance.
- 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 that has an overarching effect on the service, including in the areas of Work Health and Safety (WH&S), Equal Employment Opportunity and Anti-Discrimination.
- Complies with security policies and procedure in the delivery of patient treatment.
- Exercises reasonable care in the performance of duties consistent with WH&S Legislation by providing a safe physical and emotional environment.
- Acts under clinical direction and supervision from the Head of Department - Forensic Mental Health Services.
- Works closely with the Manager to implement the above and deal with day to day clinical issues.
- 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.

- Specialist or limited registration with the Medical Board of Australia in a relevant specialty.
- 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 adult general psychiatry in a range of practice settings.
2. Training and experience in forensic (particularly correctional or criminal) psychiatry.
3. Demonstrated high level of verbal and written communication skills, and demonstrated experience and skill in liaison, particularly with GP's.
4. Experience in the area of clinical leadership and demonstrated ability to deal effectively with interpersonal issues.
5. Demonstrated ability to convey psychiatric knowledge effectively to fellow staff, service providers and patients.
6. Psychiatric interests in areas relevant to this position may be including research experience and publications in areas relevant to this position.
7. Understanding of the National and State policy frameworks within which the duties of this job are undertaken.

Working Environment:

- The job will work within a forensic setting at the Wilfred Lopes Centre. The occupant will work in an environment that requires all staff to be alert to any matter concerning the security and safety of patients, staff and the Wilfred Lopes Centre.
- The occupant will also be required to comply with all security practices and procedures of the Wilfred Lopes Centre including biometric identification.
- Staff employed against this Statement of Duties as a Visiting Medical Practitioner will be employed in accordance with the Tasmanian Visiting Medical Practitioners (Public Sector) Agreement and remunerated accordingly.

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.