

Position	Consultant Psychiatrist
Classification	MD02
Division	Mental Health Services
Department / Section / Unit / Ward	FMC/ NHS/JAMIE LARCOMBE CENTRE
Role reports to	Operationally: > Head of Unit Professionally: > Clinical Director Mental Health Services SALHN
CHRIS 21 Position Number M54757	Role Created / Review Date 04/03/2020
Criminal History Clearance Requirements <input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Child - Prescribed (Working with Children Check) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

Mental health services is a division of the Southern Adelaide LHN, providing a range of inpatient and community mental health services to the population of the southern metropolitan area of Adelaide based on key directions and planning derived from federal, state and local policy and priorities.

The Consultant Psychiatrist will provide quality psychiatric assessment and treatment services as a member of a multi-disciplinary team approach to the treatment and support of consumers with a range of psychiatric, behavioural and emotional problems in a range of settings. This will include acute assessment and treatment, clinical supervision of staff, ensuring that the service is consumer focussed and accessible, supporting the training and development of staff within the services and contributing to the improvement of safety and quality of services.

Direct Reports: (List positions reporting directly to this position)

> Nil

Key Relationships / Interactions:

Internal:

- > Operationally reports to the Head of Unit for clinical outcomes and organisational requirements.
- > Works collaboratively with staff and all members of the health care team.
- > Supervision, support and educational role to trainee medical officers in the Unit, as well as other staff training within Southern Adelaide Local Health Network.

External:

- > Liaises with other Directorates and Services of the LHN, with other health providers in the community and hospital sector as well as with the broader community in the pursuit of comprehensive patient care.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Complex clinical cases with multiagency involvement
- > Team structure, leadership and developing and maintaining contemporary models of care.

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN values and strategic directions.

General Requirements

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies, Procedures and legislative requirements including but not limited to:

- > National Safety and Quality Health Care Service Standards.
- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008*, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.

Handling of Official Information

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

Special Conditions

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007 (Cth)* must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for *Health Care Act 2008* employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > Some out of hours work may be required.

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. > Provide a high quality clinical service to patients and maintain a consumer focus in service delivery by: <ul style="list-style-type: none"> – Attending to the clinical needs of assigned patients – Coordinating follow up care of patients – Participating in on-call roster as required – Maintaining clinical records to a standard agreed to by Mental Health Services and SALHN – Communicating effectively with care providers, particularly general practitioners and private sector Psychiatrists, to promote continuity of care for both in- and outpatients – Participating in and contribution to the multi-disciplinary team care provision – Creating and maintaining an environment which supports patient rights and responsibilities – Providing adequate information to patients and their families and/or carers to promote informed decision making – Being responsive and supportive to patient feedback and complaints.
Professional Leadership	<ul style="list-style-type: none"> > Provide a high quality clinical service and clinical leadership by: <ul style="list-style-type: none"> – providing appropriate specialist level clinical care to patients – coordinating the follow up care of patients – providing clinical supervision to Senior Medical Practitioners, Trainee Medical Officers and Medical Students – overseeing the smooth functioning of the clinical area when on shift – ensuring the maintenance of comprehensive clinical records which document significant patient management decisions – ensuring effective communication with other care providers to promote continuity of patient care > Provide appropriate support, direction and training to junior medical officers, registrars and undergraduate students by: <ul style="list-style-type: none"> – Providing appropriate direction and supervision to medical officers in consultation with the Head of Unit – Participate in the education and training of other professional groups within Mental Health Services as appropriate.
Education	<ul style="list-style-type: none"> > Commitment to personal and professional development by: <ul style="list-style-type: none"> – Attending conferences to maintain and enhance knowledge – Participating in programs designed to provide personal growth and development – Participating in and complying with College based programs directed towards maintaining the highest standards of professional care – Participate in annual performance review.
Continuous Improvement	<ul style="list-style-type: none"> > Contribute to the clinical governance arrangements of Mental Health Services and demonstrate a commitment to continuous service improvement by: <ul style="list-style-type: none"> – Attending and participating in clinical meetings – Continuously reviewing existing practice

	<ul style="list-style-type: none"> - Advocating for change as required - Participating in College based programs directed towards improving standards of care - Participating in Mental Health Services quality management processes - Participating in Quality Assurance activities - Undertaking training and development activities as required - Participating in service improvement and planning activities.
Research	<ul style="list-style-type: none"> > Participate in and contribute to the academic life of the Department at the direction of the Head of the Department by: <ul style="list-style-type: none"> - Conducting research - Participating in the research discussions - Contributing to the supervision of postgraduate students.
Contribution to effective operation of unit	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Bachelor of Medicine; Bachelor of Surgery (MBBS) or equivalent. Appropriate Specialist Qualifications and registrable with the Medical Board of Australia as a Medical Practitioner with Specialist registration (Psychiatry); or another qualification as defined in the SA Medical Officers Award.

Personal Abilities/Aptitudes/Skills

- > Ability to demonstrate, foster and lead respectful behaviour
- > Evidence of self-motivation with minimal direction
- > Ability to work with a wide variety of people
- > Ability to support and encourage team work
- > Ability to identify service deficits and implement strategies to improve the quality of clinical services to patients, families and others
- > Ability to develop health promotion and prevention services in addition to direct clinical services
- > Able to communicate clearly both in writing and verbally
- > Ability to represent the service in liaison with other services and agencies
- > Evidence of personal flexibility and a high tolerance for change within a complex environment
- > Proven ability to manage time effectively and to take on a variety of tasks
- > Demonstrated ability to reflect on and evaluate own performance
- > Commitment to the implementation of national and state mental health reform agendas
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family centred care.
 - Risk management.

Experience

- > Broad clinical experience in adult psychiatric practice
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.
- > Demonstrated knowledge and understanding of contemporary psychiatric practice
- > Specialist knowledge of community and inpatient mental health service provision
- > Knowledge of mental health and relevant legislation
- > Capacity to implement Quality Assurance Practices

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- > Ability to apply theoretical models and concepts to improve clinical systems.

Experience

- > Proven experience in basic computing skills, including email and word processing.

- > Experience in the training of undergraduate medical students
- > Experience in registrar supervision
- > RNZCP accreditation as a Trainee Supervisor
- > Experience across a range of clinical settings
- > Demonstrated experience in conducting research and publishing in peer reviewed journals.

Knowledge

- > Awareness of the Charter of Health and Community Services rights.

Educational/Vocational Qualifications

- > Qualification in old age psychology

Other Details

- > None listed

Organisational Overview

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

SA Health Challenges

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce strategies, and ageing infrastructure. The SA Health Strategic Plan has been developed to meet these challenges and ensure South Australians have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Our Legal Entities

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



Code of Ethics

The Code of Ethics for the South Australian Public Sector provides an ethical framework for the public sector and applies to all public service employees; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Consultant Psychiatrist in the Mental Health Services Division and organisational context and the values of SA Health as described within this document.

Name

Signature

Date