



CAHS Consultant Charter

April 2024

The Child and Adolescent Health Service (CAHS) is comprised of Neonates, Mental Health (CAMHS), Community Health and Perth Children's Hospital. Consultant Clinical staff at CAHS are appointed to oversee the delivery of excellence in clinical care to the children and adolescents of Western Australia and promote the CAHS vision of "healthy kids, healthy communities". This charter has been developed by the CAHS consultants to describe our respect for one another, expectations of one another and the care that we commit to deliver to children, adolescents and their families.

1. CAHS Consultants work in a variety of environments, different specialties and have different clinical fractions. Whilst there are differences, we are committed to leading together to make CAHS a great place to receive care for children, adolescents and their families and a great place to work for us, our teams and all CAHS staff.
2. CAHS Consultants lead by example and uphold the CAHS values of Compassion, Excellence, Collaboration, Respect, Accountability and Equity in all activities and interactions with our leaders, peers, other staff, patients and their families. We are committed to working together collaboratively and leading in a values-based organisation.
3. CAHS Consultants advocate individually and collectively for improvements in child health and on behalf of children, adolescents and their families.
4. CAHS Consultants participate in our professional development, performance appraisals and are continually seeking self-improvement through mentoring, coaching and other pathways.
5. CAHS Consultants are responsible to our Head of Departments (HOD) and are committed to supporting our HODs, teams and other colleagues in providing excellence in care. This includes participating in regular departmental business and patient safety meetings and supporting CAHS and Department of Health policies.
6. CAHS Consultants deliver Consultant led care: ensuring the consultant assigned to ward service, outpatient clinics or other clinical duties attends reliably, in person, and at the time agreed upon by the Department.
7. CAHS Consultants are available, approachable and accessible when on-call and attend to clinical duties efficiently and with punctuality. We provide positive, non-judgemental support, advice and direction to JMOs, nursing and other healthcare staff.

8. CAHS Consultants use their non-clinical time appropriately with a focus on safety, quality and risk management; research, quality improvement and audit; teaching and training; administration; service improvement; self-education; welfare and wellbeing; and representation within CAHS and other professional organisations.
9. CAHS Consultants oversee the activities and training of junior staff to facilitate timely, safe, high quality and well documented admissions, discharges and all aspects of clinical care.
10. CAHS Consultants are committed to training students, junior doctors, nursing and allied health staff and to grow the collegiality of a teaching hospital through attendance at Grand Rounds and other collaborative CAHS teaching activities.
11. CAHS Consultants are accountable in completing our work in an appropriate timeframe and setting while showing respect to the HOD and other colleagues.
12. CAHS Consultants attend outpatient clinics at the agreed time and do not cancel clinics at short notice as this causes disruption.
13. CAHS Consultants respectfully interact with colleagues, trainees, managers and others. We speak up for safety and listen to the voices from below to support others in also doing so.
14. CAHS Consultants pursue excellence, lead by example and strive to uphold policies, guidelines and adherence with healthcare Standards.
15. CAHS Consultants are compassionate to one another and are committed to [Living our Values](#).