

Position Title: **Consultant Psychiatrist/Staff Specialist**

Directorate: Community and Aged Care

Department: Grampians Mental Health and Wellbeing Service (GMHWS)

Reporting to:

Direct: Clinical Director, GMHWS

Indirect: Director, GMHWS

Direct Reports: NIL

Appointment Terms/Conditions:

Classification and Code: **Specialist Year 1-9 (HM33-HM41)**

Enterprise Agreement: Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF)
Enterprise Agreement 2022 - 2026

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

KEY ACCOUNTABILITIES

- Be responsible for and lead the overall provision of clinical care to clients of the service from intake through to case closure.
- Undertake assessment, diagnosis and treatment of clients, and the ongoing management of a caseload in consultation with clients, families and referring agents.
- Plan and implement proper discharge planning and facilitate continuity of care where possible.
- Establish and maintain appropriate patient records, statistical data collection and fulfil requirements under the Mental Health Act 1986 and other relevant legislation.
- Participate in an on-call roster as required.
- Supervise trainee psychiatrists as required by the RANZCP.
- Train, supervise and consult with other clinical staff of the service.
- Actively participate in the planning and implementation of staff training and development programs.
- Participate in relevant decision-making groups/committees and development of policy and procedures including clinical practice guidelines.
- Participate in and encourage research projects and the evaluation of service provision, including quality improvement programs with the appropriate use of diagnostic and outcome-based tools.
- Compliance with all Grampians Health Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health Infection Control Manuals.
- Participation in the Grampians Health integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- Grampians Health is committed to a patient/client centred approach in the provision of health care and services, consistent with the Grampians Health values, mission and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers and colleagues.

KEY SELECTION CRITERIA

Qualifications and experience

- Registered as a medical practitioner by the Medical Board of Australia and to be a Fellow of the RANZCP or possess qualifications recognised as equivalent.
- Experience in hospital-based psychiatry, research and undergraduate/post graduate teaching.
- A current driver's licence.

Technical/Professional Knowledge and Skills

- Superior knowledge of the Mental Health Act, Psychiatric Services policy and other relevant legislation and regulations.

Personal attributes

- Commitment to the rights of the mentally ill and treatment in the least restrictive environment.

Desirable

- Proven ability to plan, deliver and evaluate services and programs to meet the needs of patients and their families.
- Proven ability to give clinical leadership to staff and to work in a multidisciplinary team.
- Demonstrated clinical competence at a senior level and adequate experience in the field of psychiatry after obtaining post graduate qualifications.
- Demonstrate commitment to and competency in clinical teaching.
- Very good communication, consultancy and interpersonal skills.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.

- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Ballarat Mental Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.



Dr Anoop R N Lalitha
Director of clinical Services
Grampians mental Health & Wellbeing services.

Dated 22/07/2024