

Position Title:	Consultation Liaison Consultant Psychiatrist
Award Classification:	At the appropriate classification rate commensurate with level of experience in accordance with the Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor
Award / Agreement Name:	Medical Specialists (Victoria Public Health Sector) (AMA Victoria/ ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026 or its successor
Reports to:	Clinical Director of Adult Mental Health

1. EASTERN HEALTH - HEALTHIER TOGETHER

Eastern Health is one of Melbourne's largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs. 'Being part of Eastern Health is being part of a welcoming team of healthcare experts' is achieved through Eastern Health's strategic goal of HEALTHIER TOGETHER.



2. POSITION PURPOSE

Eastern Health Consultation Liaison (CL) Psychiatry service provides a consultation-liaison service for medical and surgical inpatients at Box Hill, Maroondah, Angliss, Wantirna Hospitals and Peter James Centre. Our service addresses the interface of medicine and psychiatry, and aims to improve the quality of care for all patients in Eastern Health with co-existing psychiatric, psychological or behavioural difficulties affecting their medical management.

In collaboration with the Clinical Head of Adult Acute Mental Health, the Consultation Liaison Consultant Psychiatrist is responsible for the leadership, management, and delivery of clinical service, staff education, and patient advocacy within the service.

The Consultation Liaison Psychiatrist is a key member of the CL team which is supported by a Lead CL Consultant and Manager as well as Senior CL Clinicians, Psychiatry Registrars and Medical Interns.

The CL Psychiatrist will also assist with the quality and effectiveness of the Eastern Health Adult Mental Health Services through the provision of professional supervision and contribute to the development of quality assurance processes and practices.

3. MAJOR DUTIES AND/OR RESPONSIBILITIES

The CL Psychiatrist is responsible for the delivery of a high quality clinical care within the Consultation Liaison psychiatry mental health service underpinned by the framework of recovery orientated practice of promoting a culture of hope, promoting autonomy as well as self-determination, developing collaborative partnerships and meaningful engagement, focusing on the patients' strengths, providing holistic and personalised care, supporting patients to utilise and enhance their existing support networks, supporting patients to engage in social and vocational networks and communities of their choosing, being responsive to diversity as well as ongoing self reflection and continuous learning.

In collaboration with the Clinical Program Director, Clinical Heads of Unit and Clinical Directors, the CL Psychiatrist is also responsible for pursuing the defined strategic direction and developing goals for the adult mental health service that is recovery based, goal orientated, outcome focused and supports professional learning and service improvement.

- To provide good clinical leadership within the CL Psychiatry service
- The CL Psychiatrist will be based at Maroondah Hospital but may, at times be required to provide sessions at Angliss and Box Hill Hospitals
- Undertake specialist mental health assessments of patients referred from the medical and surgical inpatient units
- To practice Evidence Based medicine
- Provide specialist mental health consultation service which will offer management advice to the multidisciplinary team caring for the patients
- To provide ongoing assessment to monitor and review the effectiveness of intervention strategies implemented
- To facilitate access to public or private mental health services for the patients
- Ensure ongoing liaison occurs between medical, surgical and mental health teams
- Provide support and psychoeducation to patients and their family/carers about mental illness
- To liaise with other specialist services to ensure that the needs of patients with co-morbid mental health needs are met
- To promote the most effective use of resources in providing appropriate care of these patients
- To promote and provide education to staff about mental health
- To implement education programs for staff to promote development of skills in risk assessment and clinical practice in the management of patients with mental health issues
- To actively participate in team meetings, clinical reviews and supervisors meetings within the Eastern Health Mental Health program
- To provide clinical and college supervision for the Psychiatry Registrars working in the service and appropriate supervision to the CL medical interns

- To promote service initiatives and developments related to managing patients with mental health issues
- To ensure that the objectives, policies, rules and regulations established by Eastern Health are implemented
- To ensure that the Mental health Recovery Framework and new National Standards on Recovery are adhered to within working practices
- Promote strong interagency relationships and ensure timely and accurate information sharing between services with shared consumers
- Provides leadership and direction in the development of behaviour that enhances communication, interaction and achievement of the Adult Mental Health Program in keeping with the mission and strategic goals of the service
- Maintain a commitment to continuous quality improvement through ongoing evaluation of the service provided
- Facilitate professional and personal development by networking with other professional/community groups

The CL Psychiatrist will take clinical responsibility for designated medical staff working within the CL Psychiatry team. They will both provide and ensure that all medical staff receives the required amount of formal as well as informal supervision.

3.1 Communication

- Promote & implement a client focused team approach to ensure continuous quality improvement.
- Be responsible for the implementation of policies, guidelines and protocols for CL Psychiatry

3.2 Quality and Clinical Review Activities *(refer also to section 6)*

- Work with the Director of Acute Adult Mental Health service in achieving accreditation standards for all areas

3.3 Education, Research & Professional development *(refer also to section 5)*

- Foster an environment of education, quality improvement, evidence based practice and reflective feedback and learning.
- Ensure that the training and education needs of medical students as well as junior and senior medical staff are in line with standards and available resources
- Facilitate and encourage a culture of training, education and research opportunities across the adult acute service.

3.4 Efficiency

The CL Psychiatrist will, having regard to best practice patient care:

- assist the Health Service to achieve productivity and efficiency measures of comparable hospitals, by ensuring maximal and efficient utilisation of resources;
- cooperate with data collection procedures;
- comply with the rules and regulations of the Health Service, including notification of absences and appropriate prior notification of impending leave.

3.5 Performance Review *(refer also to section 9)*

- The CL Psychiatrist will participate in active performance management systems within the organization.

4. SAFE PRACTICE AND ENVIRONMENT

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#).

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

5. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

6. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centred care.

7. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2000.

8. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQA+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please [click here](#).

9. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria

- Attachment 2 Key Result Areas /Key Performance Indicators
- Attachment 3 Eastern Health /Department Information

11. NOTE

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 Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Healthcare workers are strongly recommended to follow COVID vaccination recommendations provided in the [Australian Immunisation handbook \(based on ATAGI advice\)](#). Seasonal vaccination against influenza is a mandatory requirement of this role and employment is conditional on this being up to date prior to employment.

Signed: _____ Date: ____/____/____
Executive Director Clinical Governance and Chief Medical Officer (CMO), Eastern Health or delegate

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____ Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

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Reports to:	Clinical Director of Adult Mental Health

Essential

- Must be a registered medical practitioner in the State of Victoria.
- Must hold a Fellowship of the Royal Australian and New Zealand College of Psychiatrists.
- Member of faculty of Psychiatry of Old Age (FPOA)
- Must participate in relevant college continuing education programs particularly related to Psychiatry.
- Extensive experience in mental health sector and sound knowledge of the relevant legislation pertaining to adult acute mental health.
- Extensive experience in clinical leadership and delivery of services for adult acute mental health services.
- Demonstrated ability in service development, policy and planning.
- Demonstrated experience in Human resource management and effective experience in industrial relations
- Demonstrated experience in providing leadership within the public mental health system.
- Demonstrate a strong team spirit and ability to work closely and collaboratively with colleagues, managers, and other members of a multidisciplinary team.
- Demonstrated negotiation and advocacy skills.
- Extensive conflict resolution experience.
- Excellent communication and interpersonal skills.
- Understanding of family sensitive practice and contribution of carers and consumers in treatment decisions and planning.
- Enthusiasm, drive and motivation to achieve best possible outcomes for the relevant area of service as well as for Eastern Health in general.
- Experience in undergraduate teaching and participation in post graduate education activities.

Other

- Demonstrated experience in teaching of medical students and junior medical staff.
- Teaching experience of other clinical staff – nursing and allied health.

ATTACHMENT 2

Key Result Areas /Key Performance Indicators

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- Punctuality in attendance.
- Efficient work practice and awareness of the need to meet current DHS targets in patient care.
- Appropriate supervision of junior and senior psychiatry medical staff.
- Excellence in medical documentation.
- Undertaking of specific tasks under the portfolio/s for administrative work, audit, patient safety and clinical guideline development, teaching and research as allocated by the Director of Adult Mental Health Services.
- Representation of the Adult Mental Health Service and hospital internally within Eastern Health and externally in the broader health system.
- Professional and high standard working relationship with all staff in Mental Health.

ATTACHMENT 3

Eastern Health/Department/Specialty Information & additional position requirements

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Reports to:	Clinical Director of Adult Mental Health for clinical matters

Department / Specialty Area	Consultation Liaison Psychiatry
Campus / Physical Location	Eastern Health

SPECIALTY SPECIFIC INFORMATION

LOCAL WORK ENVIRONMENT:

The Consultation Liaison Psychiatry service provides timely, efficient, and high quality psychiatric consultation services to the medical, surgical in patient units across Box Hill, Maroondah, Wantirna, Angliss Hospitals and Peter James Centre. The consultation liaison service is the liaison between Maroondah Hospital and the Eastern Health Mental Health service.

SPECIFIC WORK ENVIRONMENT:

The Consultant psychiatrist will be based at Maroondah Hospital but may be expected to attend other sites of the Adult MHP as required.

EXPECTATIONS AND RESPONSIBILITIES SPECIFIC TO THE CL PSYCHIATRIST:

- Ensure systems and processes are in place for the provision of care to patients at Maroondah Hospital.
- Manage within the constraints of industrial instruments and legislative requirements for medical staff.
- With the Director of Acute services, maintain high quality clinical service standards within a changing environment
- Promote and foster an organisational culture that supports Mental Health and Eastern Health objectives.