

Eastern Health

POSITION DESCRIPTION

Position Title:	Consultant Child and Adolescent Psychiatrist – Infant Child and Youth Mental Health Service
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
Position Reports to:	Clinical Director, Infant Child and Youth Mental Health Service

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.



1. POSITION PURPOSE

The Infant Child and Youth Mental Health Service at Eastern Health operates four multidisciplinary community teams and a range of specialist teams and services located across the Eastern region, in addition to an adolescent inpatient psychiatric unit at Box Hill Hospital. Teams are multidisciplinary and work to deliver high quality mental health assessments and clinical interventions for infants, children and youth aged 0-25 years, and their families who are experiencing severe mental illness impacting on their development and psychosocial functioning.

The Consultant Child and Adolescent Psychiatrist will provide excellent evidence based mental health care for infants, children and youth, and their families through providing both direct psychiatric care and clinical leadership in their allocated team/s. The psychiatrist will model high quality clinical practice, work with others in the service in a collaborative manner, provide supervision for junior medical and other clinical staff, and contribute to clinical governance, outcome evaluation, research and teaching.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Provide clinical leadership and ensure that the clinical care provided for infants, children, and youth, and their families by their team/s is of excellent standard, reflective of best practice and in line with the key service objectives and service development initiatives.
- Promote and implement a client-focused team approach to ensure continuous quality improvement and clinical care of an excellent standard, reflective of best practice for infants, children, young people and their families.
- Direct psychiatric assessment and provision of evidence based mental health treatment to infants, children, young people and their families.
- Assume direct clinical responsibility for clients under his/her care as well as indirectly for the provision of all care to clients managed by their allocated team.
- Play a lead role, in collaboration with the team leader and manager of their allocated team/s in relation to the ongoing development of models of care provided by the team/s for infants, children and youth, and their families in line with key service objectives and service development initiatives.
- Ensure Infant Child and Youth Mental Health Service teams work in an integrated, coordinated manner, to deliver safe, quality evidenced based care.
- Clinical supervision of psychiatry trainees, junior medical officers and other Infant Child and Youth Mental Health Service clinical staff.
- Facilitate and encourage a culture of training, education and research opportunities across the Infant Child and Youth Mental Health Service service.
- Ensure completion of appropriate documentation and contribute to service improvement through active involvement in Continuous Quality Improvement (CQI) activities, research and professional education activities.
- Monitor, review and ensure compliance with the National Safety and Quality Health Service (NSQHS) Standards, organisational standards and practice guidelines.

- Demonstrate an understanding of Eastern Health's values and commitment to upholding and role modelling these.
- Adhere to and ensure compliance with relevant legislation and policy frameworks.
- Act as an ambassador for Eastern Health when communicating at local and national professional forums.

3. 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 Compensation (WIRC) Act 2013.

4. 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.

5. 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 Eastern Health approach to patient and family centered care.

6. 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 2001.

7. 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 LGBTIQ+ 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](#).

8. 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 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.

9. 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

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 Medical and Clinical Governance 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

Position Title:	Consultant Child and Adolescent Psychiatrist – Infant Child and Youth Mental Health Service
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
Position Reports to:	Clinical Director, Infant Child and Youth Mental Health Service

Essential

- Registration as a medical practitioner with AHPRA
- Fellowship of the Royal Australian and New Zealand College of Psychiatrists
- RANZCP Certificate of Advanced Training in Child and Adolescent Psychiatry
- Participation in the RANZCP Continuing Professional Development (CPD) program
- Extensive experience in child and youth mental health clinical service delivery and practice within a multidisciplinary mental health team
- Detailed knowledge of the relevant legislation pertaining to infant, child and youth mental health including: the Mental Health Act 2022, the Charter for Human Rights and Responsibilities Act 2006, the Health Records Act 2001, Children Youth and Families Act 2005, Family Violence Protection Act 2008, and Privacy and Data Protection Act 2022
- Thorough knowledge of policies, frameworks and strategies relevant to infant, child and youth mental health including: the National Mental Health Standards, the National Recovery Framework, and the recommendations of the Royal Commission into Victoria's Mental Health System
- Demonstrated ability to work closely and collaboratively with Infant Child and Youth Mental Health Service clinicians, team leaders and managers, and with other key stakeholders
- Demonstrated negotiation, advocacy and conflict resolution skills
- Excellent written and verbal communication and interpersonal skills
- Enthusiasm, drive and motivation to achieve best possible outcomes for Infant Child and Youth Mental Health Service and the Mental Health Program as well as for Eastern Health in general
- Demonstrated experience and competence in teaching and education in infant, child and youth mental health, and clinical supervision of junior medical, allied health and nursing staff
- Able to participate in the Infant Child and Youth Mental Health Service consultant on-call roster
- Current driver's licence
- Current Working with Children Check

Desirable

- Experience in clinical research and/or the incorporation of research and evaluation practices into clinical practice
- Post-Graduate qualifications in public health or leadership
- Further training and demonstrated clinical experience in psychotherapy with infants, children, young people, parents and families

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au