



**Government of Western Australia
WA Country Health Service**

JOB DESCRIPTION FORM

Section 1 – POSITION IDENTIFICATION

WA Country Health Service		Position No:	610003
Division:	South West	Title:	Consultant – Psychiatrist
Branch:	Mental Health	Classification:	MP Year 1-9
Section:	Acute Psychiatric Unit	Award/Agreement	Medical Practitioners Agreement

Section 2 – POSITION RELATIONSHIPS

Responsible To	Title:	Director Medical Services
	Classification:	MP Year 1-9
	Position No:	612997

Responsible To	Title:	Director Clinical Services Mental Health
	Classification:	MP Year 1-9
	Position No:	613020

This position	Title:	Consultant – Psychiatrist
	Classification:	MP Year 1-9
	Position No:	610003

OTHER POSITIONS REPORTING DIRECTLY TO THIS POSITION:

Title
Consultant Psychiatrist Medical Officers



Positions under direct supervision:	← Other positions under control:
Position No. Title	Category Number

Section 3 – KEY RESPONSIBILITIES

Accountable for the clinical management of patients (including families and carers) of the South West Mental Health Service as a member of the multidisciplinary team. Provides clinical services primarily to the Acute Psychiatric Unit (APU), Bunbury Hospital but to the whole region as required in agreement with the Clinical Director and Regional Mental Health Manager. Supervises work of junior medical staff.

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The WA Country Health Service (WACHS) is the largest country health system in Australia and one of the biggest in the world, providing health services to over half a million people, including over 50,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle almost as many births as the State’s major maternity hospital – and 40% of the State’s emergency presentations. The range of health services provided include acute inpatient and emergency care, population and public health, mental health, Aboriginal health, aged care and includes increasing number of services provided by telehealth video-conferencing.

Our dedicated and committed staff work hard to fulfil our vision of Healthier country communities through partnerships and innovation, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

OUR MISSION

To deliver and advance high quality care for country WA communities

OUR VISION

To be a global leader in rural and remote healthcare

OUR STRATEGIC PRIORITIES

Caring for our patients - Providing safe, patient-centred care, ensuring the needs of our patients are at the core of everything we do

Addressing disadvantage and inequity - Delivering focussed and accessible services for those who need it most

Building healthy, thriving communities - Supporting country people to be as healthy as they can be and continuing to play our part in the economic and social viability of country communities

Delivering value and sustainability - Ensuring that the services we provide are sustainable and we are transparent about our performance

Enabling our staff - Supporting our staff to deliver great care, empowering them to learn, grow, innovate and lead

Leading innovation and technology - Embracing innovation and technology to create a safer, more connected and equitable health system

Collaborating with our partners - Partnering to deliver more integrated services that improve patient outcomes and experience, giving consumers more choice and control

OUR VALUES

Community – We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion – We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality – We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity – We bring honesty, collaboration and professionalism to everything that we do.

Equity – We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity – We continually enquire and seek to understand, using the best evidence, insight and research to improve care.



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Section 4 – STATEMENT OF DUTIES

Duty No.	Details	%
1.0	PROFESSIONAL, CLINICAL AND LEADERSHIP RESPONSIBILITIES	20
1.1	The key performance Indicators that relate to this position and unit are as follows. These are subject to change or addition as per WACHS Policy <ul style="list-style-type: none"> • Performance <ol style="list-style-type: none"> 1. WEAT: 90% of patients for admission are pulled to the APU within 4 hours 2. Length of stay: within benchmark 3. Rate of community follow up of mental health patients within 7 days =>75% 4. Rate of readmission to mental health ward within 28 days =<12% 5. 100% of discharge summaries completed within 24 hours of discharge 6. % patients with a management plan on PSOLIS =>80% • Finance <ol style="list-style-type: none"> 1. Activity: WAU actual = budget 	
1.2	Works closely with the Nurse Unit Manager to lead, coordinate and direct the inpatient unit in accordance with the strategic direction laid out by senior management, health service policy, legislation and clinical governance priorities.	
1.3	Assumes a clinical leadership role in ensuring the provision of high quality care and optimal clinical outcomes for consumers admitted to the unit.	
2.0	CLINICAL RESPONSIBILITIES	50
2.1	Undertakes the duties of a Consultant Psychiatrist as specified in the WA Mental Health Act 2014.	
2.2	Assumes accountability for the clinical care provided to consumers admitted under their care.	
2.3	When providing direct treatment, assesses, diagnoses and manages the care of individuals' mental illness, associated comorbid physical disorders, and psychosocial needs. Assesses and manages risk.	
2.4	Conducts regular clinical reviews of the consumers under their care.	
2.5	Involves consumers and carers in planning their individual care.	
2.6	Maintains timely, detailed and legible patient records.	
2.7	Actively participates as a member of the multidisciplinary team (MDT), and actively promotes MDT working within the service.	
2.8	Ensures familiarity with, and works within, relevant legislation and policy.	
2.9	Liaises and consults with colleagues and relevant external agencies regarding client management and discharge plans.	
2.10	Ensures safe handover of care on discharge from the unit.	
2.11	Holds overall responsibility for the timely and accurate completion of medical discharge summaries within the set timescales.	
2.12	Collaborates with and advises the Clinical Director on clinical and organisational governance issues affecting the unit.	
2.13	Advises and assists with new referrals, including emergencies, as required, including supporting the psychiatric liaison service if required.	
2.14	Provides cover for consultant colleagues for short term or unplanned leave.	
2.15	Undertakes clinical shifts at the direction of the Head of Department, including participation in the after-hours and weekend on call roster as rostered.	

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Section 4 – STATEMENT OF DUTIES

Duty No.	Details	%
3.0	EDUCATION, TRAINING, AND PERFORMANCE MANAGEMENT	10
3.1	Undertakes ongoing professional development to maintain professional and technical skills at an advanced level and to maintain relevant specialist and professional medical registration.	
3.2	Participates as an active member of the service's continuing medical education program and Consultant Psychiatrists Peer Group meetings.	
3.3	Supervises registrars in training for the RANZCP and other staff, as required.	
3.4	Participates in the teaching of medical graduates and undergraduates, nursing and allied health staff.	
3.5 3.6	Keeps up to date with WACHS mandatory training requirements. Participates in annual performance development review with the Clinical Director.	
4.0	GOVERNANCE, QUALITY AND SAFETY	10
4.1	Fulfils National Safety and Quality Health Services Standards requirements, including, but not limited to: <ul style="list-style-type: none"> • Participates in a continuous process to monitor, evaluate and develop performance of the Acute Psychiatric Unit • Takes part in the development, monitoring and review of key performance and quality assurance metrics • Initiates and participates in audit, research projects and actively promotes research to facilitate service development • Supports the delivery of safe patient care with a focus on the consumer's experience. • Participates in the reporting and review of clinical incidents, including root cause analysis, and takes part in the implementation and evaluation of recommendations 	
4.2	Promotes the South West Mental Health Service through liaison with other service providers, public relations, publications and lectures, as appropriate.	
5.0	OTHER	
5.1	Performs duties in accordance with Government, WA Health, WA Country Health Service, and service/ program specific policies and procedures including the relevant occupational health and safety and health legislation, Equal Opportunity legislation, and WA Health Code of Conduct.	10
5.2	Works within the scope of clinical practice as approved by the WACHS medical credentialing committee.	
5.3	All doctors' work in the South West Mental Health Service is assumed to be in accordance with the terms of the relevant industrial (AMA) award.	
5.4	Undertakes other duties as directed.	
	The occupant of this position will be expected to comply with and demonstrate a positive commitment to the highest achievement level in Equal Employment Opportunity, Occupational Safety & Health, Public Sector Standards, Code of Conduct, Code of Ethics, Quality Improvement, Performance Management, Customer Focus, Disability Services Act and Confidentiality throughout the course of their duties.	

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Section 5 – SELECTION CRITERIA

ESSENTIAL

1. Eligible for Registration by the Medical Board of Australia.
2. Fellowship of the RANZCP recognised equivalent specialist qualifications/recognition.
3. Demonstrated significant clinical experience managing high acuity patients in an acute mental health setting.
4. Knowledge and experience of working within the Western Australian Mental Health Act 2014 and other relevant mental health legislation (or equivalent other jurisdiction's Mental Health Act legislation).
5. Demonstrated ability to provide clinical leadership and work as part of a multidisciplinary team.
6. Demonstrated ability to understand service strategic and operational requirements, and implement sustainable change to improve patient safety and reduce access blocks or delays in access to care.
7. Demonstrated effective communication, interpersonal and conflict resolution skills, including the ability to represent the organisation externally.
8. Demonstrated commitment to working closely with consumers and families to deliver recovery orientated and patient centred care.
9. Experience in providing services to clients from diverse backgrounds, and demonstrated cultural competence skills.
10. Demonstrated experience and ability to effectively supervise junior medical staff.
11. Eligible for / or in possession of a current C or C-A Class drivers licence.
12. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health and how these impact on employment and service delivery.

DESIRABLE

1. Ability to supervise Registrars in RANZCP training programs.
2. Experience in undergraduate teaching and supervision.

Section 6 – APPOINTMENT FACTORS

Location	Bunbury and South West Region	Accommodation	As determined by the WA Country Health Service Policy
Allowances/ Appointment Conditions	Appointment is subject to: <ul style="list-style-type: none"> • Evidence of registration by the Medical Board of Australia must be provided prior to commencement. • Evidence of fellowship of the RANZCP must be provided prior to commencement. • Completion of a 100 point identification check . • Successful Criminal Record Screening clearance. • Successful Pre- Placement Health Screening clearance. • Evidence of current C or C-A Class drivers licence. 		
Specialised equipment operated			

Section 7 – CERTIFICATION

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Signature and Date: ____/____/____
Executive Services

Signature and Date: ____/____/____
Chief Executive Officer

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Name	Signature	Date Appointed	Date Signed
WA Country Health Service South West			

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