



Section 1 – POSITION IDENTIFICATION

Section 2 – POSITION RELATIONSHIPS

[illegible]

Section 3 – KEY RESPONSIBILITIES

Works as part of a multidisciplinary team. Works within scope of practice and all relevant legislative and policy frameworks to provide psychiatric medical assessment and treatment. Works with both Community Mental Health patients and in-patients at the Acute Psychiatric Unit, Kalgoorlie Hospital including clients resident in the Goldfields Mental Health catchment area, and provides services to the whole region as required in agreement with the Clinical Director and Regional Mental Health Manager. Provides relevant advice to referrers. Participates in the psychiatric on call roster. Supervises other medical staff as required.

Page 1 of 4

Effective date of document
November 2019

TITLE	Senior Medical Practitioner - Psychiatry	POSITION NO	615960
		CLASSIFICATION	MP Year 1 - 3



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

WA Country Health Service –
GOLDFIELDS

28 November 2019

REGISTERED
Job Description Form

TITLE	Senior Medical Practitioner - Psychiatry	POSITION NO	615960
		CLASSIFICATION	MP Year 1 - 3

Section 4 – STATEMENT OF DUTIES

Duty No.	Details	Freq.	%
1.0	CLINICAL		70%
1.1	Provides clinical leadership to the team or program as a senior member of medical staff.		
1.2	Works as part of a multidisciplinary team to provide assessment and ongoing management to clients with mental health problems. Provides assessment, treatment, risk assessment and ongoing management to clients.		
1.3	Conducts regular review of consumers admitted into the program.		
1.4	Documents relevant material in the medical record according to the relevant policies and standards. Uses WACHS standardised documentation as per service policy and protocol.		
1.5	Works with clients both in hospital/liason and inpatient settings as directed.		
1.6	Ensures there is a written individual management plan for each client.		
1.7	Actively involves consumers and carers in planning their individual care.		
1.8	Works across age groups. Whilst works primarily with the youth/adult age group, may also at times be required to support CAMHS and Older Adult MH services if requested by the Clinical Director.		
1.9	Provides prompt clinical correspondence (KPI = < 48 hours) to referrers and other agencies. (For inpatient services, KPI = discharge summary < 48 hours).		
1.10	Liaises and consults with Consultants, Registrars, Medical Officers, General Practitioners and relevant government and non-government service providers concerning client management and to support the development of consumer pathways.		
1.11	Escalates complex clinical issues, high risk cases, clinical incidents and relevant operational matters to the Consultant Psychiatrist/ Team Manager/ Clinical Director.		
1.12	Participates in the on-call roster for Kalgoorlie Health Campus as rostered.		
1.13	Provides clinical cover for medical colleagues' unplanned leave or annual leave as directed.		
2.0	EDUCATION, TRAINING AND PERFORMANCE MANAGEMENT		20%
2.1	Undertakes ongoing professional development to maintain professional and technical skills at an advanced level and to maintain relevant specialist and professional medical registration.		
2.2	Engages in appropriate supervision as per professional requirements.		
2.3	Supervises junior medical staff as required.		
2.4	Participates in the teaching of medical graduates and undergraduates, nursing and allied health staff.		
2.5	Provides consultancy and education in the area of own clinical expertise to community groups and agencies and participates in their development, as required.		
2.6	Keeps up to date with WACHS mandatory training requirements.		
2.7	Participates in annual performance development review with the Clinical Director.		

Section 4 – STATEMENT OF DUTIES continued next page

WA Country Health Service –
GOLDFIELDS

28 November 2019

REGISTERED
Job Description Form

TITLE	Senior Medical Practitioner - Psychiatry	POSITION NO	615960
		CLASSIFICATION	MP Year 1 - 3

Section 4 – STATEMENT OF DUTIES continued

3.0	GOVERNANCE, QUALITY AND SAFETY		5%
3.1	<p>Fulfills National Safety and Quality Health Services Standards requirements, including, but not limited to:</p> <ul style="list-style-type: none"> • Participates actively in a continuous process to monitor, evaluate and develop performance of the team. • Takes part in the development, monitoring and review of key performance and quality assurance metrics, and ensures familiarity with the relevant KPIs for the program. • Initiates and participates in audit, research projects and actively promotes research to facilitate service development. • Supports the delivery of safe patient care with a strong 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. 		
4.0	OTHER		5%
4.1	Supports the philosophy of WACHS and the Goldfields Mental Health Service.		
4.2	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.		
4.3	Practices in accordance with the Mental Health Act 2014 and other legislation affecting medical practice.		
4.4	Works within the scope of practice as approved by the WACHS medical credentialing committee.		
4.5	All doctors' work in the Goldfields Mental Health Service is assumed to be in accordance with the terms of the relevant industrial (AMA) award.		
4.6	Undertakes other duties as directed.		
	The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WACHS values and the highest achievement in demonstrating positive commitment to 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.		

Frequency: D - Daily, W - Weekly, F - Fortnightly, M - Monthly, R - Regularly, O - Occasionally, A - Annually

**WA Country Health Service –
GOLDFIELDS**

28 November 2019

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Job Description Form**

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Section 5 – SELECTION CRITERIA

ESSENTIAL

1. Eligible for registration by the Medical Board of Australia.
2. Demonstrated clinical skills and relevant experience working with clients with mental health problems.
3. Demonstrated experience and ability working at a senior, unsupervised level of practice, based on both formal training and practical experience.
4. Experience working with patients across all age groups.
5. Wide range of experience across community and hospital based mental health services.
6. Demonstrated cultural competence and experience working with clients from diverse backgrounds.
7. Effective organisational and time management skills.
8. Demonstrated experience and ability to work effectively as part of a multidisciplinary team.
9. Knowledge of the WA Mental Health Act or equivalent other related legislation.
10. Eligible for or in possession of a current C or C-A class driver's licence.

DESIRABLE

1. Experience in tertiary level psychiatric specialities.
2. Post graduate qualification.
3. Demonstrated experience teaching/supervising junior medical staff and teaching non-medical staff.
4. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.

Section 6 – APPOINTMENT FACTORS

Location	Kalgoorlie	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 • Provision of the minimum identity proofing requirements • Successful Criminal Record Screening clearance • Successful Pre-Employment Health Assessment • Successful WA Health Integrity Check • Successful Working With Children Check • Completion of training for Mandatory Reporting of Child Sexual Abuse • Evidence of a current C or C-A Class drivers licence Allowances <ul style="list-style-type: none"> • District Allowance as applicable • Annual Leave Travel Concession as applicable 		
Specialised equipment operated		Personal computer	

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: ____/____/____
Regional Manager Mental Health

Signature and Date: ____/____/____
Regional Director

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 –
GOLDFIELDS**

28 November 2019

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Job Description Form**