



Job Description Form



KIMBERLEY

Landscape Photos: Tourism Western Australia

Position Title

Position number: 200112

Director of Clinical Services Mental Health

Regional Profile

WACHS Kimberley is the most northern health region of WACHS. The Kimberley region has approximately 200 Aboriginal communities, over 34 different Aboriginal language groups and 45 percent of the population are Aboriginal and/or Torres Strait Islander people. WACHS Kimberley consists of six hospitals, an inpatient mental health unit, three Community Directorates and a Corporate Office. WACHS Kimberley provides hospital, community health, public health, remote area health, community aged care, and mental health services across the region through a dedicated team of medical, nursing, Aboriginal health, allied health and support staff.

About the WA Country Health Service

Our Strategic Priorities



Our Vision

To be a global leader in rural and remote healthcare.

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.

Our Mission

To deliver and advance high quality care for country WA communities.

Directorate Overview

The Kimberley Mental Health and Drug Service provides specialist community mental health and alcohol and drug services to the Kimberley and acute in-patient psychiatric care for referred patients in the Kimberley region. The service aims to deliver a comprehensive range of high quality patient/client recovery focused mental health and alcohol and drug services to both the people in the Kimberley region.

Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at www.wacountry.health.wa.gov.au

Position Details

Position Number:	200112	Registration Date:	16 August 2023
Classification:	MP Year 1-6	Location:	Broome
Award / Agreement:	Medical Practitioners Agreement		
Organisational Context:	Mental Health and Drug Service		

Position Overview

In partnership with the Regional Manager of Mental Health, has primary responsibility for clinical governance and leadership in relation to clinical service delivery and is responsible for ensuring that all clinical practice in Mental Health in the Kimberley region is in accordance with the National Mental Health Standards and the WA Mental Health Act 2014 and all associated legislative, regulatory and policy frameworks. Provides line management for medical staff and works with budget holders to ensure appropriate allocation of staff to sites and services. In partnership with the mental health management team, ensure strategic development, coordination, integration, monitoring and evaluation of the Kimberley Mental Health and Drug Service (KMHDS). Provides clinical services as agreed. Supports and promotes the Commonwealth, State and WACHS mental health strategies.

Reporting Relationships

Responsible to:

Regional Manager KMHDS Broome – 200368



This position:

Director of Clinical Services Mental Health – 200112



Positions under direct supervision:

Consultant Psychiatrist – 200750
 Registrar – Trainee – Psychiatry – 200751
 Consultant Psychiatrist – 614137
 Consultant Psychiatrist – 615725
 Consultant Psychiatrist – 616335
 Health Service Medical Practitioner – 617150



Other positions reporting to this position:

Coordinator KCADS – 200550
 Team Leader Mental Health – 613364
 Team Leader MH Child and Adolescent – 613793
 Clinical Nurse Manager – MH – 614083
 Aboriginal Mental Health Coordinator – 614165
 Mental Health Safety and Quality Officer – 615192
 Recovery Centre Coordinator – 615221
 Team Leader Mental Health – 615716
 Team Leader Mental Health – 615717
 Business Manager – 615966
 Nurse Educator – MH – 616391
 Nurse Manager – Workforce – 616897
 Senior Project Officer – 617049
 Lived Experience Coordinator – 617486



Key Duties/Responsibilities

1. CLINICAL SERVICES

- 1.1. In partnership with the Regional Manager ensures staff and service systems compliance with the WA Mental Health Act (2014) and other relevant legislation and regulations.
- 1.2. Undertakes comprehensive psychiatric assessment, diagnosis and treatment that ensures best practice clinical interventions are provided to clients, their relatives and carers.
- 1.3. Provides a broad range of therapeutic interventions in response to the range of clinical presentations.
- 1.4. Develops formal links with primary care providers, particularly general practitioners, to promote continuity of treatment, shared care management and provide ongoing education about psychiatric disorders and the provision of professional support.
- 1.5. Liaises and consults with specialist consultants, inpatient services and relevant external agencies in regard to patient management.
- 1.6. Ensures that a comprehensive psychiatric service is provided throughout the region, including consultation-liaison services to hospitals within the region.
- 1.7. Supervises Registrars in training and other medical officers as per RANZCP standards.
- 1.8. Participates in Continuing Professional Development.
- 1.9. Provides clinical supervision to staff as part of performance development programs.
- 1.10. Promotes and participates in the education and continued professional development of staff in the mental health service and related areas.

2. LEADERSHIP

- 2.1. Participates as a senior member of the service management team.
- 2.2. Represents the Kimberley on the WACHS Mental Health Leadership group and actively participates in that group to plan, develop, implement and evaluate Area wide strategic initiatives.
- 2.3. Works in partnership with the Regional Manager (Mental Health) to provide clinical leadership to the service, identifying and developing strategies to address priorities.
- 2.4. Participates in developing service strategic and business plans and supports strategies to achieve their outcomes.
- 2.5. Works to improve health outcomes for Aboriginal people impacted by mental health conditions, alcohol and other drug use disorders and unresolved trauma.
- 2.6. Evaluates training and development requirements of the service.
- 2.7. Provides advice to the WACHS Kimberley Executive Director, Regional Manager Mental Health and others about regional mental health services and associated issues.
- 2.8. Participates in recruitment and selection processes.
- 2.9. Supports consumer, carer and peer worker involvement in the planning, delivery and evaluation of the mental health service.
- 2.10. Promotes awareness in the community of mental health issues through education, training and promotion activities.
- 2.11. Performs duties in accordance with WACHS-region and program specific policy and procedures.

3. SAFETY AND QUALITY

- 3.1. Acts as the point of clinical accountability for the service, providing clinical leadership for all regional staff.
- 3.2. Implements an effective clinical safety, quality and risk management system.
- 3.3. Fosters the development and implementation of research relevant to mental health service delivery in rural and remote areas of WA and to the specific needs of the region.
- 3.4. Monitors standards of care, work priorities, policies and processes.
- 3.5. Participates in performance management of staff when required.
- 3.6. Acts as the point of clinical accountability for the service, providing clinical leadership for all regional staff.

4. OTHER

- 4.1. The Director Clinical Services – Mental Health participates in regional reporting processes with the Regional Medical Director.
- 4.2. Provides representation on professional bodies and state-wide committees as required.
- 4.3. Other duties as directed by line manager or their delegate.



Work Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

Essential

- 1 Eligible for registration by the Medical Board of Australia.
- 2 Fellowship of Royal Australian and New Zealand College of Psychiatrists (or equivalent).
- 3 High level interpersonal, oral and written communication skills, with the ability to effectively communicate with Aboriginal consumers and their family members who engage with mental health services.
- 4 Highly developed communication, negotiation and conflict resolution skills.
- 5 Demonstrated leadership skills and ability to manage people effectively.
- 6 Highly developed strategic planning, conceptual and analytical skills.
- 7 Relevant clinical and managerial experience in community based mental health service delivery.
- 8 An understanding of mental health service planning and its application in a remote environment.
- 9 Current C Class drivers Licence and an ability and willingness to travel including overnight stays away from home.
- 10 Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, people management and service delivery.

Desirable

- 1 Knowledge of or experience working with Aboriginal people impacted by mental health conditions and have an understanding of the related practical and emotional issues of working with Aboriginal consumers with comorbidity mental health /alcohol and drug disorders and unresolved trauma.

Appointment Allowances and Pre-requisites

Where applicable – District Allowance, Annual Leave Travel Concession, one week additional annual leave for above the 26th parallel, airconditioning subsidy.

Appointment is subject to:

- Evidence of registration by the Medical Board of Australia must be provided prior to commencement
- Evidence of Fellowship of Royal Australian and New Zealand College of Psychiatrists (or equivalent) must be provided prior to commencement
- Completion of training for Mandatory Reporting of Child Sexual Abuse
- 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
- Evidence of a current C or C-A Class driver's licence or other specialised licence class
- Ability to travel within the region as required including overnight stays

WA Country Health Service – KIMBERLEY

16 August 2023

REGISTERED

