

# **Position Description**

Position Title	Consultant Psychiatrist – Staff Specialist
Position Number	30100016
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
Classification Description	Medical Specialist Year 1-9
Classification Code	HM33 to HM41
Reports to	Clinical Director Mental Health Services
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

# Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

#### **Our Vision**

Excellent Care. Every Person. Every Time.

#### **Our Values**

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

### The Clinical Operations Division

The Clinical Operations Division encompasses acute, allied health, cancer and mental health services. We provide a wide range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person centred care in inpatient, outpatient, community, home and residential care settings.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's areas use the latest technologies to provide excellent care. Our world class Cancer Centre uses a multi-disciplinary, integrated approach to treat specific cancers. The Cancer Centre offers medical oncology, radiation oncology, specialist nurses, clinical trials and cancer research, palliative care, and a Cancer Wellness Program.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

Each year our onsite Specialist Clinics provide over 100,000 service events, we also see more than 60,000 people in our Emergency Department and welcome around 1700 babies into the world. The Clinical Operations Division assists with the admission of more than 50,000 patients into the hospital each year.

### The Mental Health Team

Bendigo Health Mental Health Services deliver evidence based treatments and patient centered care, underpinned by recovery oriented principles and values. We deliver treatment and care that is sensitive to gender and culture, informed by an understanding of responses to trauma, and responsive to the contexts of patients' lives and communities. We provide care and treatment in the most appropriate and least restrictive setting. We actively engage with patients, carers, families, nominated persons, General Practitioners and the broader community. We focus on the development of relationships that are collaborative and foster patient choice and self-determination, and will promote resilience. We support patients to pursue their own wellbeing by respecting their wishes as much as possible.

### The Position

This position requires the Consultant Psychiatrist to provide assessment and treatment to patients of Bendigo Health Adult Psychiatric Services and clinical leadership working within a multidisciplinary framework. The Consultant Psychiatrist will have opportunity to work across a range of possible services including but not limited to; Adult, Community and Inpatients.

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## **Responsibilities and Accountabilities**

- To be principally responsible for the diagnostic assessment of, and treatment planning for, patients managed by Bendigo Health Mental Health Services.
- To provide clinical supervision to Medical Officer/Registrar(s) assigned to work with you.
- To provide clinical leadership to the multidisciplinary team(s) in which you work.
- To work in close partnership with the manager of the team(s) in which you work, to ensure the functioning of the team(s) is optimal.
- To participate in the development of relevant mental health policies, procedures and guidelines.
- To ensure to provisions of the Victorian Mental Health Act 2014 are followed insofar as they are relevant to the responsibilities of this position.
- To maintain a current knowledge of modern practices and implement evidence based therapies.
- To participate in team/departmental meetings and other organisational meetings as required.
- To contribute as appropriate to activities and initiatives across Bendigo Health.
- To contribute to the training and development of medical and direct care staff in the Directorate.
- To maintain accurate records, and provide accurate statistics and reports as needed.
- To participate in service development as required.
- To participate in Quality Improvement activities and initiatives for Mental Health.
- Other duties as determined by the Clinical Director Mental Health Services to be consistent with the primary purpose of this position as identified above.

### Generic Responsibilities

**Code of Conduct** - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

**Occupational Health and Safety** - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

**Infection Control** - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

**Confidentiality** - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

**Quality Improvement** - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

**Diversity** – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

### **Key Selection Criteria**

#### **Essential**

- Fellowship of the Royal Australian and New Zealand College of Psychiatrists (FRANZCCP), or equivalent.
- Demonstrated high level skills and experience in contemporary Psychiatry practice (preferably in a range of settings).
- Demonstrated ability to provide leadership to a multidisciplinary team.
- Demonstrated knowledge of the provisions of the Mental Health Act 2014 which are relevant to your employment by Bendigo Health.

#### Desirable

- Understanding of the principles of an integrated case management system for service delivery.
- High level of interpersonal skills to effectively communicate with clients, carers and workers and liaise with a wide range of service providers and work efficiently in a multidisciplinary team.
- Ability to operate in an environment of change.
- Ability to work as part of a team as well as independently.
- A current Drivers Licence valid for use in Victoria.

# **Mandatory Requirements**

**National Police Record Check** A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

**Immunisation** As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

**Registration with the Australian Health Practitioners Regulation Agency** (AHPRA). The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

**Drivers Licence** A current Victorian driver's licence is required for this position.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.