

Position Description

Position Title	Consultant Psychiatrist - Child & Adolescent Mental Health Service (Fractional Specialist)
Position Number	30027273
Division	Clinical Operations
Department	Mental Health - CAMHS
Enterprise Agreement	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 - 2026
Classification Description	Medical Specialist
Classification Code	HN16 – HN59
Reports to	Clinical Unit Head, CAMHS
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 5,000 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 724 bed service that treats more than 57,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,700 new born babies in a year. In addition more than 17,000 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 – CAMHS Team

The team is part of Bendigo Health's Mental Health Department. Child and Adolescent Mental Health (CAMHS) is a community based, multidisciplinary team that works with children and adolescents 0 - 18 years who are displaying serious emotional, relationship, personal care or behavioural disturbances that impact on family and social relationships and/or their functioning in school or the workplace. While based out of JBC in Bendigo, CAMHS staff are also located at four regional locations across the Loddon-Campaspe, Southern Mallee region.

Services include:

- Assessment and referral to acute inpatient, residential and non-residential rehabilitation, and other generic health services
- Case management and individual and family therapy
- Crisis assessment and treatment
- Mental health education to carer and community groups
- Mental health promotion
- Consultation and liaison with other health workers and agencies, and outreach to smaller, more remote centres
- The Autism Disorders Assessment Service (ADAS)
- The CAMHS and Schools Early Action (CASEA) Program
- The Kids with Confidence program
- Infant mental health assessments

- Assessment and management at the Loddon Child and Family Health and Wellbeing Local Referral to CAMHS is through Bendigo Health's Regional Psychiatric Triage Service.

This position requires the Consultant Psychiatrist to provide assessment and treatment to patients of Bendigo Health Child Adolescent Mental Health Psychiatric Services and clinical leadership working within a multidisciplinary framework.

The Position

This position will provide clinical leadership and direction within Bendigo Health CAMHS and requires the Consultant Psychiatrist to provide assessment and treatment to patients of Bendigo Health Child and Adolescent Mental Health Service (CAMHS) working within a multidisciplinary framework.

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Responsibilities and Accountabilities

- To provide assessment and treatment to patients managed by Bendigo Health Child Adolescent Mental Health Services.
- Supervise the clinical work provided by case managers of Bendigo Health CAMHS and work collaboratively with the Team Leaders in each region.
- To provide clinical supervision to Medical Officer/Registrar/s assigned to work under your supervision.
- To participate in the development of relevant mental health policies, procedures and guidelines.
- To ensure to provisions of the Victorian Mental Health Act 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 as they relate to General Adult Psychiatry.
- Participate in team/departmental meetings and other organisational meetings as required.
- Contribute as appropriate to activities and initiatives across Bendigo Health.
- Contribute to the training and development of medical and direct care staff in the program.
- Maintain accurate records, and provide accurate statistics and reports as needed.
- Participate in service development as required.
- 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 (FRANZCP), 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.
- Membership of RANZCP Faculty of Child and Adolescent Psychiatry.

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.

Working with Children Check Bendigo Health has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Bendigo Health. As such you must maintain a valid working with children check. In addition you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Registration with Professional Regulatory Body; Australian Health Professionals Regulatory Agency (AHPRA) Current registration as a specialist with the Medical Board of Australia. 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.