

Role Description

Senior Staff Specialist or Staff Specialist - Psychiatry (Consultant Child and Youth Psychiatrist)

Job ad reference:	MH550253		
Location*:	Caboolture	Unit/Department:	Community Child & Youth Mental Health Services (CYMHS) Metro North Mental Health Metro North Hospital and Health Service
Status:	Permanent full time	Classification:	L25–L27 OR L18–L24
Salary Range:	\$244,204 - \$258,910 per annum (L25-L27) \$204,206 - \$237,196 per annum (L18-L24) (plus superannuation and leave loading benefits)	Closing Date:	Monday 3 rd June, 2024
Contact name:	Dr Naeem Jhetam	Contact number:	(07) 5316 5661
Online applications:	www.smartjobs.qld.gov.au		

* Please note: there may be a requirement to work at other facilities located across Metro North Health.

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

This role may be eligible for the Queensland Health Attraction Incentive under Scheme 1 Interstate/ International Candidates

Purpose of the role

Provide clinical leadership and speciality psychiatry services to CYMHS (Redcliffe & Caboolture) and to contribute to the overall development and quality of an integrated and recovery orientated Mental Health Service.

Context and Delegations

- This role reports directly to the Clinical Director, Metro North Mental Health-Redcliffe/Caboolture
- This role has a professional reporting line to the Director Medical Services, Metro North Mental Health (MNMH).
- This role will work directly with clinical and non-clinical staff across MNMH.

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's values:

- Provide clinical leadership to the team and ensuring the smooth, efficient and effective operation of the service.
- Provide clinical governance to the team including expert psychiatric care and advice to young people and their families of CYMHS.
- Provide professional leadership in the area of Mental Health within a multidisciplinary environment and clinical leadership in clinical meeting such as MDT care reviews.
- Psychiatric assessment, treatment and management of young people and their families.
- Liaison with clinician regarding treatment options and provide medication recommendations.
- Attend team review meetings and education sessions.
- Provide supervision, training and education to registrars, junior medical staff, medical students and the other professional staff in the team.
- Ensure compliance with the provisions of the *Mental Health Act 2016* is achieved.
- Maintain clear accurate clinical documentation including statistical and clinical data collection and data entry for CIMHA and ieMR.
- Provide written reports as required.
- Attend monthly departmental meetings with the locality Clinical Director.
- Report regularly on performance measures as required by the Executive Director, MNMH.
- MNMH has a commitment to best practice and requires all employees to be involved in quality improvement activities.
- Support and develop quality improvement and evaluation measures. Research activities are an integral part of this position and will be encouraged.
- Participate in the after-hours on-call roster and the ECT roster, as required.
- Participate in the performance appraisal and development process.
- Provide ethical decision making in the achievement of organisational goals.
- Exercise delegations in accordance with the Metro North Human Resource Delegations Manual.
- Comply with and utilise procedures, policies, regulations and standards which impact upon the position, including contemporary human resource management requirements and practices, such as workplace health and safety, equal employment opportunity and anti-discrimination policies.
- Provide such services as may be reasonably directed from time-to-time by your line manager, including any intra-department portfolios allocated from time-to-time as outlined above.

Staff are expected to be compliant with the timely and accurate input and collection of consumer related demographic information, diagnosis, outcomes collections and provision of service activity into appropriate applications. The data and information includes the electronic entry and completion of documentation to meet legislative requirements, including *Mental Health Act 2016* documentation, admissions, discharges and transfers.

Staff are expected to possess knowledge of, or have the ability to acquire knowledge of, relevant applications including:

- Electronic clinical systems e.g. Consumer Integrated Mental Health and Addictions Application (CIMHA), Wardview, Hospital Base Client Information System (HBCIS), Emergency Department Information System (EDIS) as relevant.
- Electronic education and training systems e.g. Talent Management System (TMS)
- Electronic incident reporting and consumer feedback systems e.g. Riskman
- Electronic operational management systems e.g. Panorama Necto
- Electronic payroll and rostering systems e.g. Workbrain, My HR
- Electronic recruitment management systems e.g. Springboard
- Electronic financial billing systems e.g. Practix

The role works within a Community Team of nursing and allied health professionals who provide intake assessment/triage, short term case management, and short term to long term treatment for children and families presenting with severe, complex and enduring mental health concerns. This role supports the team and consumers across their entire care journey within the service and provides clinical oversight and input to the individualised treatment plans that are developed. This role will supervise a registrar and sits within a team of Child and Adolescent Psychiatrists in Metro North along with CYMHS – ART Consultant, Youth Step-up Step Down Consultant, and RBWH Inpatient Adolescent Unit Consultants.

About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Health Equity and Racism



Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people's health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.





It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

Our Vision

Excellent healthcare, working together, strong and healthy communities.

Metro North Health Values and their corresponding Lominger™ competencies:

				
Respect	Teamwork	Compassion	High performance	Integrity
<ul style="list-style-type: none"> • Interpersonal savvy • Manages conflict • Communicates effectively • Balances stakeholders 	<ul style="list-style-type: none"> • Collaborates • Develops talent • Values differences • Builds effective teams 	<ul style="list-style-type: none"> • Customer / patient focus • Demonstrates self-awareness • Manages ambiguity • Being resilient 	<ul style="list-style-type: none"> • Cultivates innovation • Action oriented • Drives results • Drives vision and purpose 	<ul style="list-style-type: none"> • Decision quality • Ensures accountability • Courage • Manages complexity

About Metro North Mental Health

Metro North Mental Health (MNMH) provides mental health and alcohol and other drug services that support people who have severe and complex needs or are in crisis. The service supports the recovery of people with mental illness through the provision of recovery focused services and consumer and carer services in collaboration with primary and private health providers and Non-Government partners.

Care is delivered to people of all ages in the community, in the hospital and in specialist residential settings. The services for people experiencing mental illness include a range of specialist assessment, treatment, rehabilitation and recovery services that also consist of emergency, consultation liaison, forensic, substance use disorders, eating disorders, community mental health and inner-city homeless services.

For people experiencing substance use disorders, MNMH provides access to evidence-based treatments including opioid maintenance, substance withdrawal management, and counselling. For people experiencing substance misuse issues, there are a range of harm minimisation and brief intervention services.

How you will be assessed

You will be assessed on your ability to demonstrate the following values within the context of the “Key Accountabilities”. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times.
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services.
- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients.
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health’s vision and purpose to exceed expectations of our patients and stakeholders.
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard.

Mandatory qualifications/professional registration/other requirements

- The successful applicant must have Scope of Clinical Practice (SoCP) awarded by a Metro North Health Credentialing and SoCP Committee appropriate to the role. Information presented for application may be presented to the Committee during the selection process and all appointments are subject to maintenance of SoCP within the Clinical Skills Capability Framework for the facility in which the clinical work is to be undertaken. **This process must be completed prior to commencement.**
- Registration with the Medical Board of Australia as a Psychiatrist or working towards.
- Fellowship of the Royal Australian and New Zealand College of Psychiatrist or equivalent post-graduate specialist qualification or eligible for registration as a Specialist in Psychiatry with the Medical Board of Australia or awaiting registration/working towards.
- Certificate of Child and Youth Psychiatry from RANZCP or working towards completion.
- A University appointment would be highly desirable.
- While not mandatory, a research degree and / or post graduate doctorate (PhD) would be desirable.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)
 - Pertussis (whooping cough)
 - Hepatitis B
 - Tuberculosis
- All staff are appointed to the Metro North Mental Health service may be required to work across practice settings and/or participate in shift work providing extended services. Clinical movement across other similar positions in the mental health service is a service-wide expectation and is actively supported.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- This position is required to work all shifts in accordance with the unit roster and participate in the 'on call' after hour's roster.
- All staff appointed to MNMH may be required to work across practice settings and/or participate in shift work providing extended services.
- Timely completion of RANZCP Supervisor training.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.

How to apply

Please provide the following information to the panel to assess your suitability:

1. **A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under "*How you will be Assessed*" within the context of the "*Key Accountabilities*"
And
2. **Your current CV or Resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or Resume.

Instructions on how to apply

- Submit your application online at www.smartjobs.qld.gov.au by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Health is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

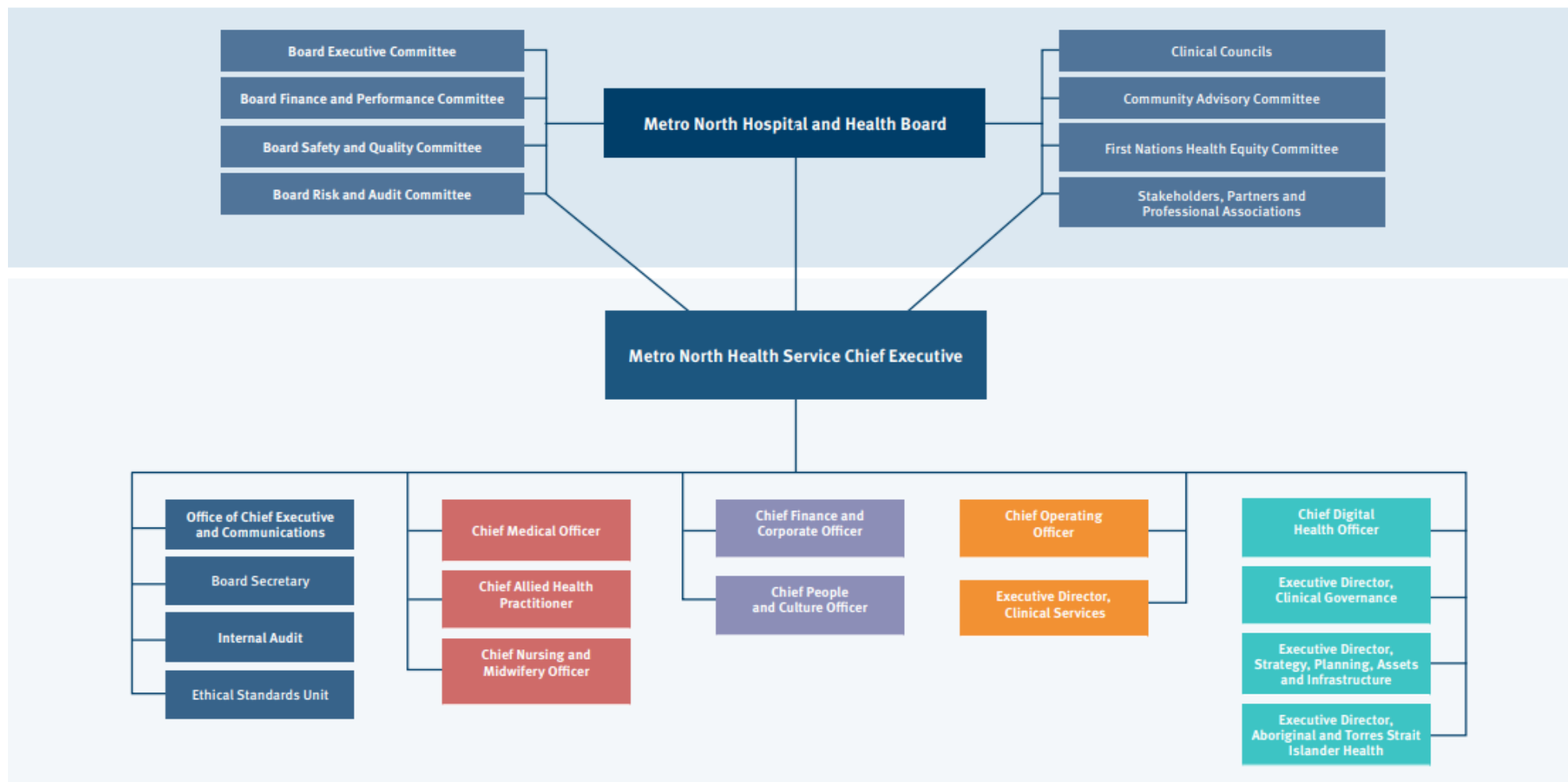
All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:
<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

Metro North Health Executive Structure



Metro North Mental health Service Programs

Service Programs : Mental Health Directorate



Effective date: Nov 2023 Review date: Nov 2025