Role Description

Staff Psychiatrist in Youth Mental Health

Job ad reference:	MH559310		
Location*:	Caboolture	**Unit/Department:**	Metro North Mental Health, Caboolture Hospital
Status:	Permanent Part-time (32 hours p/f)	**Classification:**	L18–L27
Salary Range:	**(L18-L24)** $97.84 - $113.64 per hour **(L25-L27)** $117.00 - $124.05 per hour (plus superannuation and leave loading benefits)	**Closing Date:**	June 3rd 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 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 MNMH-RedCab.
- This role has a professional reporting line to the Director Medical Services, MNMH.
- This role will work directly with a multidisciplinary team.
- This role will work directly with clinical and non-clinical staff across MNMH.
- There are no finance and Human resources delegations

Headspace

Under *Better Care Together*, and consistent with the *Bilateral Schedule on Mental Health and Suicide Prevention: Queensland*, the Queensland Government has committed to support the employment of dedicated, specialist Mental Health, Alcohol and Other Drugs (MHAOD) Clinicians by Metro North Health to provide consultation liaison and clinical in-reach services to all *Headspace* centres in Queensland. In support and partnership with Headspace, the role of state funded MHAOD services is to provide a seamless service experience for adolescents and young people (12-25 years) with MHAOD needs referred to H*eadspace* Services, consistent with a no wrong door policy and providing the right service at the right time.

This initiative will support a more integrated service system that bridges gaps in care, reduces the missing middle, provides more timely access to specialist mental health treatment and care and strengths clinical pathways (referrals and transitions). A seamless consumer experience will be achieved by the MHAOD CL staff working across the historical (age related) service boundary between *Headspace*, child and youth mental health services and adult mental health services and whenever possible being physically co-located with *Headspace* Services.

The enhanced clinical service provision across 5 *Headspace* Centres will increase access and boost integration to multidisciplinary adolescent youth mental health services by providing advice, on-site specialist care and treatment and streamline transition of care between *Headspace* and Queensland's state-funded MHAOD services for adolescents and young people aged 12-25 years primarily across Metro North Health, this may include other Health Services as required.

Adolescents and young people aged 12-25 years (and their families/carers) referred to *Headspace* with MHAOD needs who would likely:

- benefit from additional specialist, multidisciplinary MHAOD consultation and liaison support within the *Headspace* model of care, or clinical assessment, treatment and care for more serious and complex MHAOD needs which cannot be met by the current *Headspace* model
- benefit from supported referral and transition to further/ongoing health treatment and care within Metro North Health

Key Accountabilities

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

- Provide assessment and treatment to consumers with mental disorders within Metro North Mental Health facilities.
- The Staff Psychiatrist may have primary responsibility with a specific service team and will be flexible to provide support to assist with leave cover.
- Assist the relevant Director and other senior staff in planning and implementing policy for the development of child and adolescent mental health services in the Hospital Health Service.
- Provide high quality specialist clinical leadership and oversight to the multidisciplinary team.
- Collaborate with the Director and service staff to promote and ensure that efficient, effective services are delivered in a timely manner.
- Provide clinical support advice and supervision of professional staff including registrars, nurses, and allied health staff.
- Participate in an after-hours on-call roster.
- Provide written reports as requested.
- Facilitate approved research, and conduct research, evaluation, and quality improvement.
- Design, implement, collaborate in/or facilitate approved educational programs for trainees, staff, and other agencies when appropriate.
- Provide ethical decision making in the achievement of organisational goals.
- 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 include the electronic entry and completion of documentation to meet legislative requirements, including *Mental Health Act 2016* documentation, admissions, discharges, and transfers.

Clinical Practice:

- Provision of specialist psychiatry services to headspace that includes a consultation-liaison and clinical in-reach model which supports the capacity of staff in headspace (i.e. resourced to respond to mild-moderate MHAOD issues), and to assess and respond to adolescents, young people and their families with more complex MHAOD presentations. This includes:
    - Engage in enhanced psychiatric consultation and liaison services and second opinions of adolescents and young people referred by the *headspace* centres.
    - Availability to conduct psychiatric assessments of adolescents and young people consistent with Comprehensive Care requirements.
    - Manage medication regimes and review physical observations of adolescents and young people in conjunction with the adolescent's or young person's MHAOD clinician, regular GP and/or other treating clinicians or specialists.

- Actively support the early identification and streamlined referrals between the *headspace* centres and Queensland Health MHAOD services for adolescents and young people requiring a 'step up' or 'step down' in clinical care, including the transitions of care of adolescents and young people across HHS boundaries when required.
- Apply professional clinical evidence that supports continuous improvement of local service delivery.
- Supporting and building the capacity and competency of headspace staff to respond to more complex MHAOD needs.
- Contribute to the development of clinical practice procedures and protocols as required.
- Regular attendance at Medical Education and quality meetings, including Mortality & Morbidity and Peer Review Meetings.

Supervision, education and training

- Foster an environment of education, quality improvement, evidence-based practice and reflective feedback and learning.
- Provide expert/specialised education, consultation, and training for the multidisciplinary teams across the 5 headspace centres located within the Metro North Mental Health catchment.
- Provide regular oversight and teaching to medical and other professional staff within the team and deliver education through training seminars and tutorials to other clinical staff.
- Participate in the induction, training, and professional development of all medical staff within the team.
- Participate in the Junior Medical and International Graduate Training Programs as per the standards set out by the RANZCP and other approved organisations, including weekly supervision of registrars / Principle House Officers (PHOs). Regular attendance at Medical Education and quality meetings, including Mortality and Morbidity, and Peer Review Meetings.
- Set the tone and standards to support optimal clinical placements for medical students to achieve their educational objectives

Communication / Team Participation

- Liaison with treating headspace and MHAOD clinicians, GP's, specialists, hospitals, private practice practitioners and community case managers of adolescents and young people referred by the headspace centres.
- Provide expert advice/consultation and work collaboratively with treating headspace and MHAOD clinicians to provide multi-disciplinary assessment and intervention for adolescents and young people and their families/carers.
- Provide specialist psychiatry knowledge and skill into team training and continuing professional development activities to contribute to the knowledge and skills of the multi-disciplinary teams across the headspace centres.
- Develop, implement, and evaluate within headspace quality activities in clinical management and mental health practice to continually improve the care of adolescents and young people and their families/carers accessing the service

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, Kyra PFM, Hospital Based 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, MyHR
- Electronic recruitment management systems e.g., Springboard
- Electronic financial billing systems e.g., Practix

Staff are expected to possess knowledge of, or have the ability to acquire knowledge of, principles of patient-centred care, recovery-focussed care and trauma-informed care.

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.

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
• Interpersonal savvy • Manages conflict • Communicates effectively • Balances stakeholders	• Collaborates • Develops talent • Values differences • Builds effective teams	• Customer / patient focus • Demonstrates self-awareness • Manages ambiguity • Being resilient	• Cultivates innovation • Action oriented • Drives results • Drives vision and purpose	• 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 difference 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**.
- Appointment to this role requires proof of qualification and specialist registration or eligibility for specialist registration in Psychiatry with the Medical Board of Australia. Candidates who have completed all assessment tasks for completion of their specialist registration with only time left in training to complete can also be considered.
- Fellowship of the Royal Australian and New Zealand College of Psychiatry53. However, applicants who have a reasonable expectation of fellowship by the end of the calendar year are also encouraged to apply (noting the above registration requirements).
- Certificate of Child and Adolescent Psychiatry from RANZCP, or a desire to complete the certificate.
- Certified copies of your qualifications are required to be provided with your application.
- 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 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.
- 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.
- MBBS or equivalent qualification registrable with the Australian Health Practitioner Registration Authority (APHRA), Medical Board of Australia.
- This position is required to work all shifts in accordance with the unit roster and participate in the “on call” after hour’s roster.
- Appointment as an Authorised Mental Health Practitioner (AMHP) under the Mental Health Act 2016 is highly desirable. If not an AMHP, then willingness to undertake and complete the requirements for the appointment.
- The incumbent is required to operate a motor vehicle. As driving may be a significant task in the delivery of this position’s objectives, proof of a current 'C' Class licence must be provided.
- Computer literacy skills.
- **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

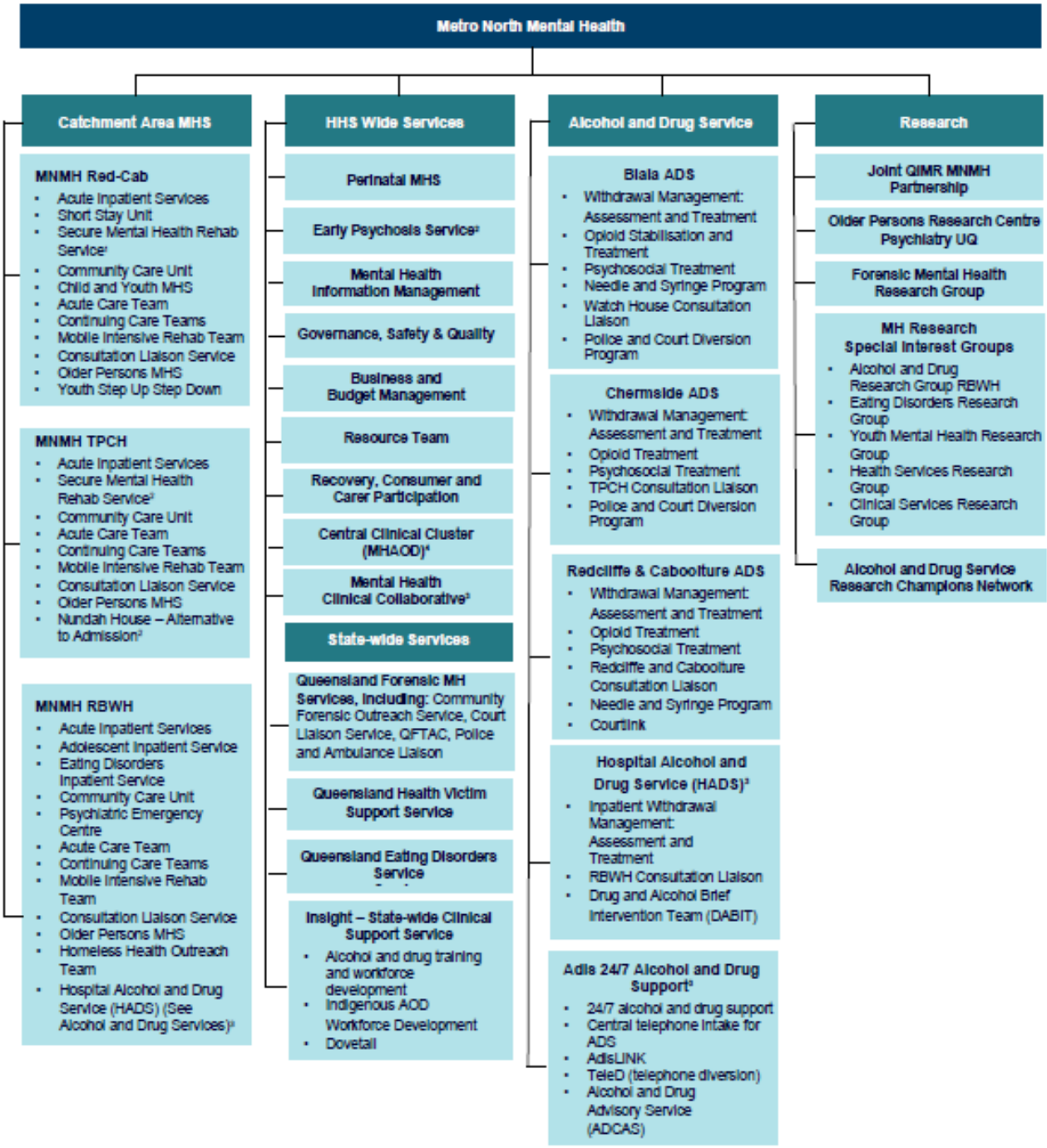
Please provide the following information to the panel to assess your suitability:

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’.*
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.

Service Programs Mental Health Directorate



1 Accepts consumers from Redcliffe, Caboolture and Sunshine Coast catchments
2 Accepts consumers from TPCH and RBWH catchments
3 State-wide service
4 Includes Central Queensland, Sunshine Coast Mental Health Services
5 Prison MHS and the High Secure Inpatient Service are managed by West Moreton HHS

Queensland Government

Effective date: June 2020. Review date: June 2022

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

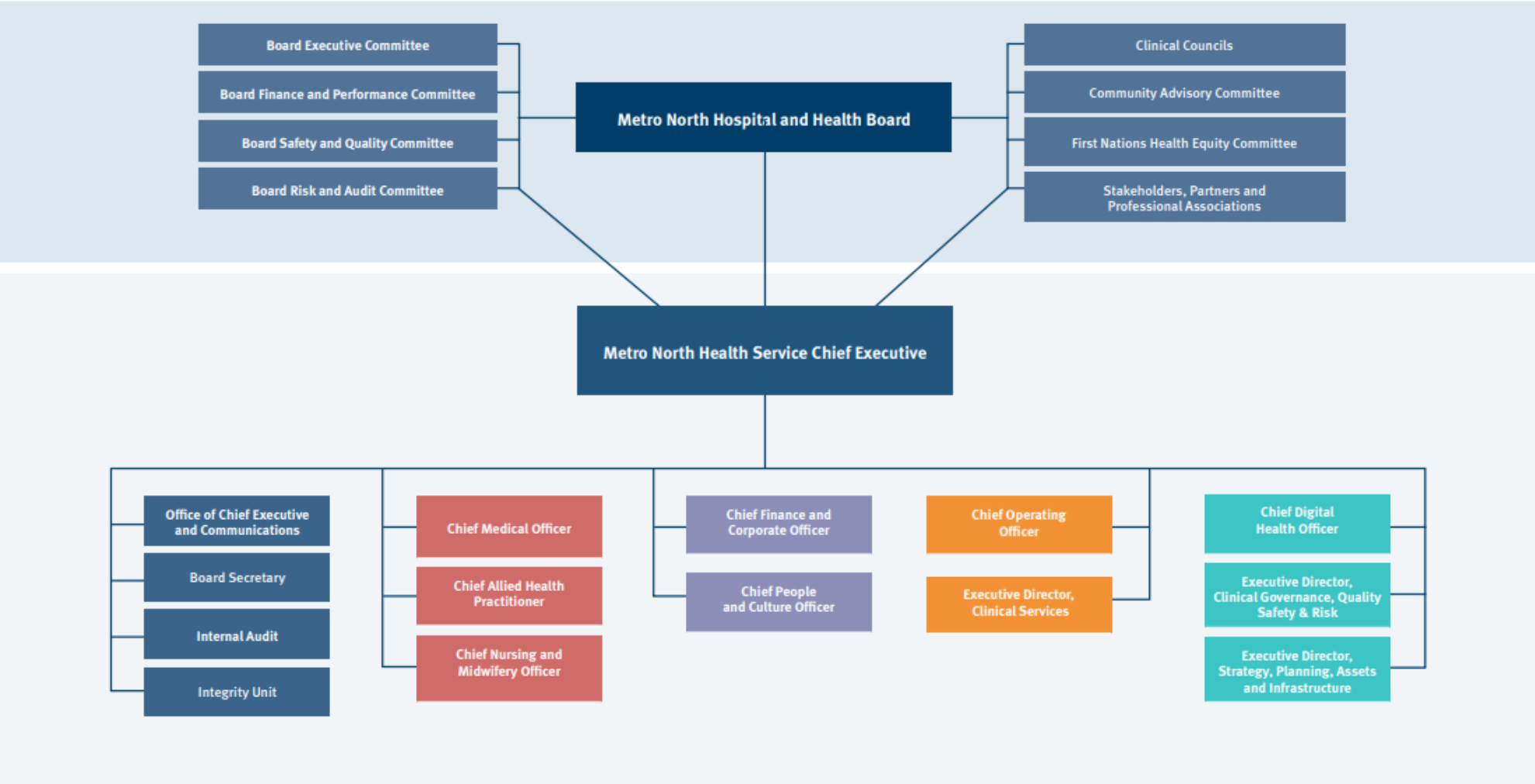
All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

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: https://www.forgov.qld.gov.au/__data/assets/pdf_file/0033/185919/lobbyist-disclosure-policy_0.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.
- The Queensland Health Workforce Attraction Incentive Scheme may apply for this role. This includes:
    - Interstate or international transfer payment of up to $20,000 (pro-rata of FTE appointment – 50% paid on commencement and on completion of 12 months)

Metro North Health **Executive Structure**



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Effective date: 11/2022