

POSITION DESCRIPTION **TEMPLATE**

POSITION TITLE	NSLHD Staff Specialist in Child & Adolescent Psychiatry, Nurturing Connections: Caregiver-Child Relationship Program.
STAFFLINK POSITION NO.	TBC new position
COST CENTRE	260695
CLASSIFICATION	Staff Specialist
AWARD	Staff Specialists (State) award
REGISTRATION/LICENCE REQUIREMENTS	
VACCINATION CATEGORY	Category A
PRE-EMPLOYMENT SCREENING CHECKS	Working With Children and National Criminal Record Check
RESPONSIBLE TO	Clinical Director CYMHS; and The Coordinator PIMH
RESPONSIBLE FOR	Nil
PRIMARY PURPOSE OF THE ROLE	<p>The Nurturing Connections: Caregiver-Child Relationship Service aims to improve outcomes for children and families through evidence-based assessment and intervention for caregivers and their infants and young children. The team will work with caregivers who are pregnant or caring for a child up to age 4. The focus of intervention is on improving responsive caregiver-child relationships and the quality of family relationships; increasing strength, skills and competencies of caregivers and their children and improving caregiver capacity to manage mental health and psychosocial stressors.</p> <p>This is a new senior leadership role for an infant/child psychiatrist to join the NC team providing assessment, interventions and coordinated care for infants, children and their families and carers. The successful candidate will be primarily accountable for mental health services to infants and children under five years of age, and their families including parents experiencing non acute mental health difficulties. The role is divided into assessment and clinical care of infants, young children and their carers, collaboration with mental health clinicians; infant/child health clinician; peer worker and other clinicians within the NC service, clinical leadership through maintenance of service delivery, quality improvement activity directed towards increasing evidence-based practice and education, capacity-building and advocacy for infant and preschool mental health</p>
KEY ACCOUNTABILITIES <i>(Maximum of 8)</i>	<p>Key Accountabilities cannot exceed 3200 characters total</p> <p>Clinical</p>

	<ul style="list-style-type: none"> • Provide direct clinical service to infants, children and caregivers requiring a mental health response, depending on specific models of care with the Nurturing Connections program. • Attend relevant clinical management meetings, case reviews and other meetings, in relation to the mental health needs of infants, young children and their families. • Liaise with MDT, Service Lead and CYMHS Clinical Director to ensure coordinated mental health service delivery to the target group. • Provide clinical consultation to the NC team, other CYMHS/Mental Health/ Health staff as appropriate. • Participate as required in the psychiatrist on-call roster for NSLHD CYMHS and ensure availability by phone or pager when on duty or on-call. • Ensure that medical examinations and relevant investigations are completed according to NSW Health & NSLHD policy. • Ensure timely, comprehensive documentation/activity recording in the medical records and that relevant clinical and risk information is clearly communicated with other disciplines and relevant organisations. • Ensure that risk assessment tools are utilised according to policy • Work with Clinical Director and Manager to ensure that all clinical duties are covered when absent from duties
	<p>Responsibilities to patients</p> <ul style="list-style-type: none"> • Recognise the rights of people with mental disorders and/or mental health problems. • Maintain the privacy and confidentiality of patient information/ records. • Provide consultation to NC staff about the clinical management of patients and see these patients as appropriate. • Recognise the importance of providing and achieving a high level service.
	<p>Administrative Matters</p> <ul style="list-style-type: none"> • Attend orientation and mandatory training. • Attend management and business meetings. Submit all administrative paperwork in a timely manner. • Ensure all policy and procedures are followed and the appropriate use of allocated resources

	<p>Quality and Research Activities</p> <ul style="list-style-type: none"> • Initiate and participate in appropriate research, quality assurance and risk management projects • Participate in accreditation processes • Participate in departmental Mortality and Morbidity meetings, Sentinel Event meetings, or peer review meetings and SAER teams as requested • Systematically review clinical performance of self and department • Participate in patient complaint reviews and responses
	<p>Supervision, Training and Education</p> <ul style="list-style-type: none"> • In consultation with Team Leader, provide clinical leadership and contribution to multidisciplinary staff supervision, training and education. • Supervise Junior Medical Staff to the standards required by the relevant training authority (includes prescribing, ordering of tests, general mentoring, documentation of patient care) • Take an active role in the teaching of medical students.
	<p>Professional Development, Continuing Education and Maintenance of Standards</p> <ul style="list-style-type: none"> • Meet the recertification and Continuing Professional Development standards of your College and Medical Board of Australia • Disclose your re-certification standing to the Hospital if asked • Develop and implement a professional plan which is reviewed and updated regularly in the annual performance appraisal • Evidence of Continuing Medical Education (CPD).
	<p>General Duties</p> <ul style="list-style-type: none"> • Contribute to the health needs of consumers, clinicians, staff, and the community by providing and maintaining high standard within CYMHS. • Maintain a standard of personal and professional conduct to ensure the confidence of colleagues and consumers • Comply with directives/duties as reasonably requested by the NC Manager and Clinical Director, CYMHS • Encourage a clinical environment that is dynamic and strives for best practice and innovation within CYMHS
<p>KEY CHALLENGES <i>(Maximum of 3)</i></p>	<p>Establishing a new role and program initiative including work to establish respectful, collaborative, and positive relations with Mental Health services and other perinatal and child focussed services, consumers, families/ carers and other key stakeholders. Ensuring continuing professional development of self, and education of NC team and wider services</p>

	Ensuring high quality delivery of psychiatric services, inclusive of psychosocial services, to provide psychiatry services whilst meeting relevant performance benchmarks (as guided by the model of care) expenditure and revenue targets	
	Working with a specialist client group requiring high level clinical judgement, theoretical knowledge and decisions based on current evidence while recognising the competing demands of adult and infant/child. Determining and recommending appropriate courses of action and interventions for parents with a prevention and early intervention focus for both the parent and infant while negotiating intra and inter-agency differences for the best consumer outcomes.	
KEY INTERNAL RELATIONSHIPS <i>(Maximum of 3)</i>	WHO	WHY
	Perinatal and Infant Mental Health Coordinator and NC MDT	Line manager for the team and clinical MDT providing care for NC consumers
	Medical Officers and other healthcare professionals, including Clinical Director and Service Director	Provide clinical leadership, teaching and patient management. Collaborate regarding patient care to deliver best practice and care
	LHD, Maternity, neonatal and Women's Health Network, Child Youth and Family Services and paediatric Services	Collaboration for care of consumers and families

KEY EXTERNAL RELATIONSHIPS <i>(Maximum of 2)</i>	WHO	WHY
	Non-Government Organisation Partners	Collaborative care for consumers and families.
	Consumers , their families and relevant parties (in accordance with legislation related to confidentiality and privacy)	To provide appropriate, high quality, patient centred care which meets the needs and expectations in line with CORE values
SELECTION CRITERIA <i>(Minimum of 3 maximum of 8)</i>	Consistently demonstrates behaviours that reinforce the CORE Values of our organisation; Collaboration, Openness, Respect and Empowerment. Demonstrates these behaviours with all stakeholders; colleagues, direct reports, as well as our patients and consumers, and those that care for them.	
	MBBS or equivalent, currently registered or eligible for registration with the Medical Board of Australia. Applicants must have Fellowship of the Royal Australian and New Zealand College of Psychiatry. Applicants expecting to be awarded their Fellowship within 3 months may be considered. If successful, the applicant will not be subsequently eligible to commence their appointment until after the relevant qualifications and requirements are formally completed	
	Advanced knowledge about assessment and treatment of infant and child, mental health problems and caregiver-child relational difficulties consistent with the senior nature of the position	
	Skills in managing complex mental health problems in infants/children and families in a multidisciplinary context and advanced skills in consultation at the individual, group and service level	
	Willingness to be involved in academic activities (teaching and research) and Experience in teaching psychiatry to medical, nursing and allied health students/staff, psychiatry trainees and others as required and a willingness for ongoing involvement in such activities	
	Skills in negotiating with a wide range of people and organisations including working with, and engaging consumers and carers	
	Familiarity with quality improvement processes	
	Current unrestricted NSW drivers' licence and willingness to travel across the LHD	

JOB DEMANDS CHECKLIST

The purpose of this checklist is to manage the risk associated with the position in relation to the occupant. It may be used to provide information about the position to a Health Professional required to perform a pre-employment medical assessment. Identification of possible risk can also assist with the development of a training plan for the occupant to ensure the risks are minimised.

Each position should be assessed at the site as to the incumbent's (or future incumbent's) OHS responsibilities specific to the position. This form is to be completed in consultation with the manager/supervisor of the position being recruited for.

Infrequent: intermittent activity exists for a short time on a very infrequent basis
 Occasional: activity exists up to 1/3 of the time when performing the job
 Frequent: activity exists between 1/3 and 2/3 of the time when performing the job
 Constant: activity exists for more than 2/3 or the time when performing the job
 Repetitive: activity involved repetitive movements
 Not Applicable: activity is not required to perform the job

Physical Demands	Frequency
Sitting - remaining in a seated position to perform tasks	Frequent
Standing - remaining standing without moving about to perform tasks	Frequent
Walking - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Frequent
Running - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Infrequent
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks	Occasional
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks	Occasional
Kneeling - remaining in a kneeling posture to perform tasks	Infrequent
Squatting / Crouching - Adopting a squatting or crouching posture to perform tasks	Infrequent
Leg / Foot Movement - Use of leg and / or foot to operate machinery	Not applicable
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, steps	Occasional
Lifting / Carrying - Light lifting & carrying: 0 - 9 kg	Infrequent
Lifting / Carrying - Moderate lifting & carrying: 10 - 15 kg	Infrequent
Lifting / Carrying - Heavy lifting & carrying: 16kg & above	Infrequent
Reaching - Arms fully extended forward or raised above shoulder	Occasional
Pushing / Pulling / Restraining - Using force to hold / restrain or move objects toward or away from the body	Infrequent
Head / Neck Postures - Holding head in a position other than neutral (facing forward)	Occasional
Hand & Arm Movements - Repetitive movements of hands and arms	Frequent
Grasping / Fine Manipulation - Gripping, holding, clasping with fingers or hands	Occasional
Work At Heights - Using ladders, footstools, scaffolding, or other objects to perform work	Not applicable
Driving - Operating any motor powered vehicle	Frequent

Sensory Demands	Frequency
Sight - Use of sight is an integral part of work performance e.g. Viewing of X-Rays, computer screens	Constant
Hearing - Use of hearing is an integral part of work performance e.g. Telephone enquiries	Frequent
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals	Infrequent
Taste - Use of taste is an integral part of work performance e.g. Food preparation	Not applicable
Touch - Use of touch is an integral part of work performance	Infrequent
Psychosocial Demands	Frequency
Distressed People - e.g. Emergency or grief situations	Frequent
Aggressive & Uncooperative People - e.g. drug / alcohol, dementia, mental illness	Frequent
Unpredictable People – eg dementia, mental illness, head injuries	Frequent
Restraining - involvement in physical containment of patients / clients	Infrequent
Exposure to Distressing Situations - e.g. Child abuse, viewing dead / mutilated bodies	Frequent
Environmental Demands	Frequency
Dust - Exposure to atmospheric dust	Not applicable
Gases - Working with explosive or flammable gases requiring precautionary measures	Not applicable
Fumes - Exposure to noxious or toxic fumes	Not applicable
Liquids - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	Not applicable
Hazardous substances - e.g. Dry chemicals, glues	Not applicable
Noise - Environmental / background noise necessitates people raise their voice to be heard	Infrequent
Inadequate Lighting - Risk of trips, falls or eyestrain	Infrequent
Sunlight - Risk of sunburn exists from spending more than 10 minutes per day in sunlight	Infrequent
Extreme Temperatures - Environmental temperatures are less than 15C or more than 35C	Infrequent
Confined Spaces - areas where only one egress (escape route) exists	Occasional
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground	Infrequent
Inadequate Housekeeping - Obstructions to walkways and work areas cause trips and falls	Occasional
Working At Heights - Ladders / stepladders / scaffolding are required to perform tasks	Not applicable
Biological Hazards - e.g. exposure to body fluids, bacteria, infectious diseases	Infrequent