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| **Organisation** | NSW Health |
| **Local Health District / Agency** | Northern NSW Local Health District |
| **Position Classification** | Staff Specialist |
| **State Award** | Staff Specialists (State) Award |
| **Category** | Specialist Medical & Dental Practitioner | Specialist | Psychiatry (SMDO) |
| **Website** | [www.nnswlhd.health.nsw.gov.au/](http://www.nnswlhd.health.nsw.gov.au/) |

# PRIMARY PURPOSE

Clinical Child & Adolescent Psychiatry services are focused on delivering excellent clinical care to children and young people and supporting their families in line with evidence-based practice.

Provide clinical services to young people and families within the NNSW LHD Specialist C&A Eating Disorder Service (EDS). Work collaboratively with other members of the EDS to develop and maintain an eating disorder service for young people and families. ll Provide leadership in the delivery of best practice clinical care across inpatient, community, and generalist hospital settings. Provide clinical consultation services within NNSW LHD and contribute to the teaching and training of medical students, graduates and other health care professionals, and to research, evaluation and quality improvement initiatives across the LHD.

Provide excellent clinical services to children, young people and their families as part of a multi-disciplinary team.

Participate in review and improvement activities as well as training and education to clinicians across multiple disciplines to achieve quality education and safe clinical practice.

**COVID-19 VACCINATION COMPLIANCY**

The Public Health (COVID-19 Vaccination of Health Care Workers) Order 2021 commenced on 26 August 2021. The Order establishes mandatory requirements for health staff and persons working in health settings to be vaccinated with a COVID-19 vaccine. Mandatory COVID-19 vaccination will now be required for all NSW Health staff.

# ESSENTIAL REQUIREMENTS

* Eligible for registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Specialist Psychiatrist, and/or overseas trained specialist eligible to be assessed by the Royal Australian and New Zealand College of Psychiatry (RANZCP) as substantially comparable.
* Valid unrestricted driver’s license for use in NSW/Australia
* Valid NSW Employee working with Children Check
* Responsibilities under WHS - Non-Supervisor

You must take all reasonable care for yourself and others and comply with any reasonable instruction, policies and procedures relating to work health safety and wellbeing.

# KEY ACCOUNTABILITIES

* Provide direct and timely clinical assessment and management of young people and families who are referred to the EDS ensuring there are effective mechanisms in place for oversight, monitoring and improving processes in clinical care.
* Provide consultation to the EDS and to NNSW LHD clinicians via outreach on the clinical management, treatment and discharge planning relating to eating disorders to improve patient outcomes.
* Undertake supervision and education within the clinical environment of junior medical staff and other relevant staff to foster safe clinical practice.
* Utilise information systems to enable informed decision making and care planning
* Communicate with staff and clinicians to ensure quality and continuity of care
* Actively participate in risk management, clinical governance, and quality programs to improve organisational processes and own practices.
* Comply with relevant legislation and regulations, NSW Ministry of Health policies and NNSWLHD procedures to assist in meeting Activity Based Funding, Commonwealth and State targets.
* Ensure robust patient reviews in line with local guidelines, and in keeping with the unit model of care are maintained and that documentation is accurately and contemporaneously completed to allow all staff to access and enact up to date treatment plans.

# KEY CHALLENGES

* Delivery of medical services within the EDS to ensure that the EADS provides agreed service delivery and meets relevant performance requirements.
* Applying evidence-based practice while dealing effectively and efficiently with a broad range of issues including interventions, education, and research.
* Participate in quality improvement activities including investigation and evaluation of adverse patient outcomes.

**KEY RELATIONSHIPS**

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| **Who** | **Why** |
| CAMHS Clinical Director | Professional and operational leadership and management. Provide guidance, direction and feedback in relation to the delivery of quality patient care. |
| NNSW Eating Disorders Coordinator | Collaborate to implement the NNSW LHD Eating Disorders Service and Workforce Development Plan. |
| Patients/Clients, their families and relevant parties | To provide appropriate, high quality, patient centered care which meets needs and expectations in line with CORE values. |
| Medical officers and other healthcare professionals | Provide clinical leadership, teaching and patient management; collaborate regarding patient care to enable delivery of best practice and care. |
| Medical administration | Liaise over administrative, contractual, remuneration and other matters to assist with the provision of efficient and effective clinical services. |

**SELECTION CRITERIA**

1. Eligible for full registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Specialist Psychiatrist with Fellowship of the Royal Australian and New Zealand College of Psychiatrists (RANZCP) and/or overseas trained specialist eligible to be assessed by the College as substantially comparable, together with Child and Adolescent Advanced Training Certification.
2. Approved as a supervisor by the Royal Australian and New Zealand College of Psychiatrists.
3. Demonstrated recent clinical experience in Psychiatry at the role delineation of the service.
4. Demonstrated ability to work effectively as part of a multidisciplinary team, to provide team leadership.
5. Knowledge of and prior experience in the assessment, diagnosis and treatment of people with eating disorders using evidence-based interventions. In particular, knowledge of and/or experience in the use of FBT (Family Based Treatment) and CBT-E and an understanding of and commitment to the ***NSW Service Plan for People with Eating Disorders*** (NSW Health).
6. Demonstrated effective clinical communication using information technology and written, verbal and interpersonal skills and demonstrated commitment to teaching, continuing education, research and quality improvement.
7. Availability to participate in an on-call roster which covers Child and Adolescent Psychiatry.
8. Valid unrestricted driver’s license for use in NSW/Australia and willingness to travel in the course of employment, including overnight stays as required.

## OTHER REQUIREMENTS

### Professional Behaviour and Communication

All employees are required to achieve, uphold and model a high standard of professional behaviour and communication.

* Any conduct on your part, whether during or outside business hours, which has the capacity to affect or damage the professional reputation of NSW Health, or your ability to uphold that reputation or image, could lead to disciplinary action, including dismissal
* Appropriate professional behaviour incorporates all levels of interpersonal behaviour, including formal and informal communication with colleagues, patients and carers

All employees are responsible for:

* Complying with all current NSW Health and NNSWLHD policies, including the NSW Health Code of Conduct
* Complying with profession-specific Code of Ethics/Code of Professional Conduct and Scope of Practice

### Workplace Culture

Your workplace behaviours and practices are expected to:

* Proactively contribute to a positive, productive and safe workplace culture
* Adhere to the CORE values of Collaboration, Openness, Respect and Empowerment identified in the NSW Health Workplace Culture Framework

### Privacy

All employees are expected to comply with personal information protection principles and health privacy principles as per the NSW Health Privacy Manual for Health Information, NSW Health and NNSWLHD privacy policies and procedures, and relevant legislation:

* Privacy and Personal Information Protection Act 1998 (NSW)
* Health Records and Information Privacy Act 2002 (NSW)

### Performance

All employees will:

* Have a performance agreement with their manager, linking individual performance objectives and role requirements to corporate objectives
* Participate in an annual performance appraisal
* Be responsible, with the support of their managers, for proactively developing their own performance to meet expectations and achieve objectives
* Actively contribute to their performance management by having open and honest conversations with managers and colleagues and providing and receiving constructive feedback

### Quality Improvement

NNSWLHD complies with the National Safety and Quality Health Service Standards. All employees are expected to:

* Be aware of and comply with their responsibilities under the Standards
* Actively participate in quality improvement initiatives within their teams
* Participate in organisation-wide quality improvement activities as required

### Workplace Health & Safety

All employees have responsibilities under the Workplace Health & Safety Act of 2011. Signing this Position Description confirms you understand the responsibilities relevant to your role.

### Risk Management

All employees are expected to notify into the incident management system any incidents and patient complaints which occur in your own area (both clinical and corporate incidents).

All employees will:

* Identify and manage risks in your own area, and report risks to your manager which are beyond your capacity or authority to manage.