JOB DESCRIPTION

Consultant Psychiatrist – hEP ACT

ABOUT UNITING

Our purpose: To inspire people, enliven communities and confront injustice.
Our values: As an organisation we are **Imaginative, Respectful, Compassionate** and **Bold**.

Uniting NSW.ACT is responsible for the social justice, community services and chaplaincy work of the Uniting Church in NSW and the ACT.

We provide care and support for people through all ages and stages of life, with a focus on people experiencing disadvantage and vulnerability. Our purpose is to inspire people, enliven communities and confront injustice.

We value diversity and always welcome everyone exactly as they are. We are **one of Australia's largest and most trusted Service Providers** for **Children, Youth and Family programs** which is made up of a team of **diverse, purpose-led people** who really are making a difference to the world around them.

Our Uniting Recovery program is a lead provider for many community service programs across Sydney which support people to lead fulfilling and independent lives through the delivery of services, education and training which are person-centred and recovery focused.

ABOUT THE ROLE

Role Purpose
The Consultant Psychiatrist will work as part of a multi-disciplinary team within the headspace Early Psychosis Youth Service within the ACT. The role will deliver high quality medical care for young people aged 12-25 who are experiencing an first episode of psychosis or are at ultra-high risk of developing psychosis, ensuring delivery of comprehensive interventions that are evidence-based, safe, effective, and of a high quality.

The headspace Early Psychosis Youth Service is funded by the Australian Government. The program commenced in 2014 and works to make a difference to the lives of young Australians who either have a first episode of psychosis or who are at ultra-high risk of developing psychosis. The model of care is based on the Orygen EPPIC model of care, backed up by training and fidelity inspections by Orgyen, in support of the national program.

There are 16 identified components of care, each documented to guide the program. Key principles are the reduction in duration in untreated psychosis through actions to find young people at risk as early as possible, reduce the risk of transition to full threshold psychosis, or to delay or attenuate the impact of such transition in those young people who are manifesting early clinical features indicating incipient risk of a first episode of psychosis, and then to provide the range of therapies and supports to try to ensure the young people achieve success in meeting their personal development needs. The model includes work with families and collaboration with relevant agencies. Youth and Family Peer Workers are integral to the program and advice is sought from young people and carers engaged in the program.

The Consultant Psychiatrist may collaborate with the other Consultant Psychiatrists of the headspace Early Psychosis Youth Services around Australia and Orygen Youth Health, in progressing improvements in the program, evaluation and research activities, where appropriate to the capacity of the ACT service.

The ACT service will have two clinical teams:

- Assessment and Treatment Team, providing intake, assessment and immediate care over extended hours on seven days;
- Continuing Care Team, providing ongoing care for up to 5 years.

Consultant Psychiatrists will carry a clinical load on one of these teams, as negotiated with the Operations Manager. Each team will have a Registrar training position.

ROLE KEY ACCOUNTABILITIES

You will be an integral member of the team through the following:

- Maintain a high standard of conduct and work performance based on Uniting's values to promote our reputation with key internal and external stakeholders.
- Ensure integration and collaboration across Uniting programs to deliver seamless and impactful end to end services with the customer at the centre.
- Actively engage and participate in the performance management framework and review processes at Uniting.
- Act in a manner which upholds and positively reflects the Uniting Code of Conduct and Ethical Behaviour.
- Contribute to a culture of openness, feedback and productivity.
- Model, communicate and act in ways that are consistent with our values of Bold, Respectful, Imaginative and Compassionate.
- Take care of the safety of yourself and others, working in a safe manner in accordance with policies, procedures and instructions (written or verbal) and in adherence to WHS policies and procedures.
- Actively contributes to a safe and supportive working environment that is inclusive of all staff by celebrating their nationality, cultural background, LGBTI status, abilities, gender and age.

As a Consultant Psychiatrist, your role specifically will:

- Provide clinical leadership, consultation, and direction for the team of multidisciplinary clinicians, taking carriage of the medical intervention component of a young persons care.
- Provide direct care to young people, particularly those with more complex needs
- Provide clinical supervision to psychiatry registrars working in the service according to the RANZCP rules and standards.
- Participate in various leadership, operational and clinical meetings and committees aimed at improving quality of care delivered to young people and their families.
- Participate in clinical consultation and decision making including providing guidance to staff regarding best clinical and medical management.
- Provide early intervention to minimise the impact of severe mental illness on the normal developmental trajectory of young people.
- Minimise the subjective distress of young people and their families associated with the experience of early onset of severe or complex mental health conditions.
- Screen and reduce the incidence of metabolic syndrome.

- Enable both symptomatic and functional recovery from severe mental illness.
- Provide responsive and seamless access to the service for young people and their families/significant others.
- With the Operations Manager, provide oversight and direction in regard to the delivery of clinical interventions and bio-psycho-social assessments.
- Complete psychiatric assessment, clinical care planning, delivery and review including treatment and discharge options for referrals to the service.
- Actively contribute to creating a team culture and performance that is based on hope, optimism and a recovery framework for young people and their families/significant others.
- Ensure that medical treatments delivered are of a high standard and consistent with evidence-based practice.
- Work with young people, their families/significant others and relevant service systems to respond appropriately to mental health and developmental needs.
- Provide consultation, liaison and connections to other mental health and/or support services to ensure comprehensive whole-of-person care.
- Supervise the service Registrar according to RANZCP requirements.
- Participate in the medical coverage of the service through on-call and other rosters for professional development (eg Journal Club, Complex Case Meetings).
- Liaise with the mental health services of Canberra Health Service to encourage collaboration and collegiate relationships, and to help resolve any conflicts that may arise, in coordination with and advice from the Operations Manager.
- Actively participating in continuous quality improvement initiatives and preparation for accreditation and fidelity reviews.

Desirable:
Experience in, or management of, an early psychosis team.

ABOUT YOU IN THE ROLE

As a staff member of Uniting, you will celebrate diversity and welcome all people regardless of lifestyle choices, ethnicity, faith, sexual orientation or gender identity.

Your directorate: Communities
You'll report to: Operations Manager

YOUR KEY CAPABILITIES

Individual leadership

- **Improving performance** - Works with others and offers suggestions to find ways of doing the job more effectively.
- **Owning the job** - Takes ownership for all responsibilities and honours commitments within their own role and strives to achieve goals with a "can-do" attitude to levels of excellence.
- **Perseverance** - Remains committed to completing the job in the face of obstacles and barriers.
- **Timeliness of work** - Sets achievable timeframes and works to complete projects, tasks and duties on time.

Business Acumen

- **Organisational Operation** - Displays awareness of Uniting's business objectives and understands how personal objectives relate to those objectives.
- **Organisational Objectives** - Has broad awareness of Uniting's vision and values and how they apply to issues in the team.
- **Develops and Grows the Business** – Understands team and organisational goals and works collaboratively with Team Members to achieve organisational goals.
- **Makes Sound Decisions** – Analyses problems, seeks input from relevant people and then takes appropriate action to implement the most effective solution in a timely manner.

QUALIFICATIONS & EXPERIENCE

Qualifications:

- Registration as a medical practitioner with the Australian Health Practitioner Regulation Agency (AHPRA).
- Fellowship of the Royal Australian and New Zealand College of Psychiatrists, or equivalent postgraduate specialist qualification.
- Current Australian Driver's Licence.

Experience:

- You will have excellent written and verbal communication skills, be organised, systematic, thorough, accurate and disciplined.
- You will be continuing to develop in your area of expertise and be expected to provide innovative ideas to solve problems in your discipline. It is expected that you will possess good skills at navigating a complex organisation, forging relationships, and managing through influence rather than direct authority as required.
- Extensive clinical medical experience within the mental health field in acute and community settings, ideally with young people and their families who have experience Early Psychosis.
- Substantial experience and demonstrated skill in crisis intervention and management of people in the acute phase of a mental illness.
- Substantial knowledge of the evidence base for the biopsychosocial treatments and demonstrated capacity to be innovative in clinical approaches with people which have, or are at risk of, severe mental illness.
- Specific knowledge and understanding of the developmental stages of young people and the impact that a severe mental illness has on development.
- Demonstrated ability to engage with young people, their families and/or significant others.
- Highly developed and demonstrable interpersonal communication, consultation and negotiation skills including the ability to work effectively with multidisciplinary teams, internal and external agencies and stakeholders.
- Sound understanding of ACT mental health legislation and any other relevant ACT or federal legislation, plus knowledge of the National Standards for Mental Health Services.
- Ability to use relevant Information Technology and electronic recording systems and data management tools to maintain documentation of clinical care as required.

Employee Name:	Insert employee name	Manager's Name: Title	Insert manager's name Insert manager's title

Date:	Insert date	Date:	Insert date
Signature:		Signature:	