



POSITION DESCRIPTION

Part 1 – Expectations	Employee
Attachments	Addendum A *Outlines the specifics of the allocated Directorate/Portfolio

About EACH

EACH provides an integrated range of health, disability, housing, counselling, and community mental health services across Australia. We offer a wide range of supports to assist members of our community to lead happier, healthier lives. Our staff are a collective workforce of over 1,700 paid employees and over 250 volunteers.

More information is available at: <http://www.each.com.au>

Our vision	Everyone has the power to live well.
Our purpose	Health and support services that improve lives and strengthen communities.
Our values and behaviours	<p>We care.</p> <p>We welcome you with empathy and hope.</p> <p>We believe making change is possible for everyone.</p> <p>We listen.</p> <p>We take time to understand you, your experiences, and your culture.</p> <p>We work with you and the people important to you, to build the right supports.</p> <p>We learn.</p> <p>We evaluate our actions and always seek to improve.</p> <p>We deliver.</p> <p>We have a 'can do' attitude and find ways to say 'yes'.</p> <p>We do what we say we're going to do.</p>



Expectation of Employees

A key focus of this position is to work collaboratively with their team members, their Directorate and across other Directorates.

They are responsible for leading delivery and/or community through their own contribution.

It is expected that all employees consistently model EACH's values and behaviors and ensure EACH's culture is inclusive, safe, and engaging.

Employee Responsibilities

Employees are responsible for:

- Assessing for quality, safety and risk and taking actions that keep myself, customers, community and staff safe
- Partnering with my team, others at EACH, our customers and community to achieve great outcomes
- Creating a safe, respectful and culturally appropriate space to foster growth, learning, belonging, health and wellbeing
- Contribute to tracking progress and outcomes to ensure alignment with EACH's goals and to reliably deliver on performance targets
- Working within the program/role guidelines and professional boundaries of my role
- Demonstrating behaviours at all times that align to EACH's leadership standards and recognises that you are an ambassador of EACH.

Quality:

EACH staff are required to participate in continuous monitoring and improvement and comply with legislation, professional standards and accreditation standards and any other governing laws that apply from time to time.

EACH staff must have and maintain the appropriate skills and knowledge required to fulfil their role and responsibilities. In addition, they must practice within the specifications of this position description, and where applicable within the agreed scope of practice.

Safety & Wellbeing:

EACH is committed to providing and maintaining a working environment for all staff that is safe and minimises risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by their acts or omissions at the workplace.

As an Employee you understand your responsibilities and accountabilities to yourself and others in accordance with OH&S legislation across the various jurisdictions and EACH's policies.



EACH Child Safe Commitment Statement:

EACH is committed to promoting and protecting the best interests of children and supporting a child safe culture. EACH has zero tolerance for child abuse. Everyone working at EACH is responsible for the care and protection of children and reporting information about suspected child abuse.

All children who come to EACH have a right to feel and be safe. EACH is committed to the safety and well-being of all children whether they are direct service recipients or indirectly linked to our services such as children of customers. The welfare of children and young people is our first priority. We create a child safe and child friendly environment where all children are valued and heard, are safe and protected."

Key Selection Criteria

Skills and Behaviours

- Acts in accordance with EACH's Behavioural and Performance Standards.
- Highly developed communication and interpersonal skills to competently establish and maintain effective working relationships with clients, staff and visitors.
- Demonstrated ability to work collaboratively and enthusiastically within a team to help foster a positive and progressive work environment.

Desirable Experience, Knowledge, and Qualifications

- Tertiary qualifications in a relevant discipline.
- Demonstrated ability in working collaboratively as part of a Team
- Appreciation and understanding of the Not-For-Profit sector and Health services is well-regarded.

Mandatory Competencies and/or Licences

- Completion of an acceptable Criminal History Check and Employee Working with Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced.
- A cleared National Worker Screening Check prior to commencement of employment (if required for the role – not applicable to all roles)

Expected behaviours for all EACH Staff

- Acts in accordance with EACH's Code of Conduct, policies and procedures and is demonstrably committed to EACH's vision, mission, values, and service principles.
- Responds to family violence risk in line with their role and responsibilities and in accordance with the Multi-Agency Risk Assessment and Management (MARAM) Framework and related Frameworks.
- Promotes a 'safety first' culture and acts in accordance with EACH Health, Safety and Wellbeing Policy and management system.
- Ensures EACH Great Care is put through its PACES (Person-Centred, Accessible, Connected, Effective and Safe).
- Promotes and supports a zero-tolerance culture that recognises all people have the



right to live their lives free from abuse, neglect, violence, discrimination and exploitation and acts upon EACH's commitment to recognise, raise and respond to any deviation from a person's human rights.

- Fosters and promotes an inclusive and collaborative work environment where all employees, volunteers and customers feel welcomed, respected, valued and enabled and proud to fully participate, irrespective of their individual differences in background, experience and perspectives. Demonstrates a customer focus by prioritising the needs and outcomes of internal and external customers.
- Demonstrates teamwork and collaboration and positively contributes to group activities.
- Contributes to innovation and continuous improvement and openly shares information and knowledge to enable optimal outcomes for customers.
- Be curious, reflective, and open to continuous learning and new ways of working.
- Successfully completes all mandatory training in a timely manner, to support the delivery of high quality, safe and effective service delivery.



Part 2 – Addendum, Consultant Psychiatrist

This document explains the work of the Consultant Psychiatrist and the outputs they will need to deliver.

Position:	Consultant Psychiatrist
Directorate / Service / Program:	Mental Health & AOD
Industrial Instrument Name:	Medical Practitioners Award 2020
Instrument Classification:	Senior Specialist
Reports to:	Clinical Operational Manager Head of Psychiatry
Effective Date:	August 2024

Position Description

This role sits within a Consultation Liaison Psychiatry framework in line with current service provision models in Victoria. The role will provide enhanced levels of clinical consultancy within the service whilst operating under the existing clinical governance structures of EACH Mental Health & AOD service.

The key objective of this role is to:

- Work with a multidisciplinary team using consultation and shared care approaches in order to deliver the best possible outcomes for clients.
- Provide expert secondary clinical consultation to mental health clinicians. This can include, but not limited to diagnostic clarification, case formulation and treatment recommendations.
- Complete primary assessments as required.
- Liaise with Public Mental Health Services and other providers when required to assist in service navigation for clients.
- In conjunction with the Team Manager, Senior Clinical Coordinators and Clinical Lead, deliver a collaborative and integrated approach to clinical care and ensure services are best practice and evidenced based.



Key Deliverables

- Work in partnership with the Team Manager, Senior Clinical Coordinators and Clinical Lead.
- Ensure expert quality provision of evidenced based health care.
- Provide expert secondary clinical consultation and advice to staff on diagnostic clarification, case formulation and treatment recommendations.
- Provide expert psychiatric assessment, formulation and management (including investigations, treatment and monitoring).
- Ensure all relevant documentation and service activity tasks are completed in a timely manner.

Qualifications and skills

- Advanced clinical skills in client assessment, formulation, diagnosis, risk management, and treatment provision
- Ability to demonstrate leadership skills and experience.
- Ability to demonstrate skills in multidisciplinary work and the development of effective working relationships with consumers and carers.
- Ability to demonstrate aptitude for and expertise in service development.
- Knowledge of the National Standards for Mental Health Services and the relevant Mental Health Act legislation.
- Ability to work collaboratively with all stakeholders, including clients, family, GPs, schools, government agencies, private practitioners etc.
- Highly developed interpersonal, verbal and written communication skills, problem solving and negotiation skills
- Ability to demonstrate knowledge and experience in all aspects of psychiatry, and with substantial experience and expertise in clinical practice
- Significant experience in working with diverse and vulnerable groups of people.
- Clinical skills and experience in working with a range of presentations inclusive of physical health, sexual health, mental health and AOD
- Demonstrated ability to work independently and as part of a team.
- Registration as a medical practitioner with the Australian Health Practitioner Regulation Agency
- Fellowship of the Royal Australian and New Zealand College of Psychiatrists or equivalent.
- Valid Employee Working with Children Check
- A current unrestricted Driver's Licence.
- Current Police Check

Physical Requirements:

- Able to work remotely and sit at a computer for up to 8 hours per day
- Able to travel to EACH locations when required