

**POSITION DESCRIPTION - Consultant Psychiatrist****Part 1 – Expectations for Your Role**

<b>Position</b>	Consultant Psychiatrist
<b>Service / Program</b>	Mental Health, Alcohol & Other Drugs
<b>Industrial Instrument</b>	Doctors - Medical Practitioners Award 2020
<b>Instrument Classification</b>	Specialist
<b>Reports to</b>	Operational Accountability to: Manager headspace Early Psychosis Clinical Accountability to: Clinical Director headspace Early Psychosis
<b>Effective Date</b>	March 2025

**Key Deliverables**

The Consultant Psychiatrist will work as an integral member of the Early Psychosis Service (Orygen EPPIC model) in the headspace Early Psychosis service in Tasmania.

The Consultant Psychiatrist will work closely with the Clinical Director, the Psychiatry Registrar, the headspace Early Psychosis Manager and the headspace Eastern Shore Manager as appropriate.

- **Clinical Care Leadership:** Lead the provision of clinical care for young people across Tasmania, from intake through to case completion.
- **Assessment & Treatment:** Conduct assessments, diagnoses, and treatments in collaboration with clients, families, and referring agents.
- **Discharge & Continuity of Care:** Plan and implement discharge planning to ensure continuity of care for young people and their families.
- **Legal Compliance:** Maintain patient records and ensure adherence to legal requirements under relevant legislation.
- **On-Call & Supervision:** Participate in an on-call roster and provide supervision to Psychiatry Registrars.
- **Clinical Leadership & Consultation:** Offer clinical leadership, supervision, and consultation to other clinical staff as needed.
- **Training & Development:** Contribute to staff training and development programs and participate in policy development.
- **Research & Quality Improvement:** Engage in research projects and service evaluations, contributing to quality improvement initiatives.

**Skills**

- **Team Leadership:** Proven ability to lead a multidisciplinary team, managing staff resources and ensuring high standards of practice through supervision, clinical review, training, and professional development.
- **Youth-Focused Care:** Commitment to providing the highest level of youth-focused care at all times.
- **Problem Solving:** Ability to problem solve in a complex, dynamic environment.



- **Evidence-Informed Practice:** Commitment to applying evidence-informed practices in clinical care.
- **Legislation Knowledge:** Knowledge of relevant legislation, including the Mental Health Act (2007) and the Children and Young Persons (Care and Protection) Act (1998).

### Experience and Knowledge

- **Youth Mental Health Experience:** Previous experience in youth mental health, particularly in clinical settings.
- **Psychosis Recovery:** Experience working clinically with young people and their families who have experienced or are recovering from psychosis.

### Qualification/Registrations/Licences

- **Fellowship (FRANZCP):** Fellowship of the Royal Australian and New Zealand College of Psychiatrists (FRANZCP).
- **Medical Registration:** Current registration as a medical practitioner with the Medical Board of Australia (AHPRA).
- **RANZCP Supervisor Accreditation:** Accredited RANZCP supervisor for registrars in training.
- **Background Checks:** Completion of a Criminal History Check and Employee Working With Children Check (or State equivalent) before employment, and the duty to disclose relevant information during employment.
- **Driver's License:** Current driver's license and ability to travel between Each locations when required.

### Physical Requirements

- **Mobility & Travel:** Ability to travel between Each sites.
- **Sitting/Standing:** Prolonged periods of sitting during consultations or standing during assessments and meetings.
- **Occasional Lifting:** Ability to lift and carry materials (e.g., documents or equipment) as needed.



## POSITION DESCRIPTION - Employee

### Part 2 – Expectations for Our Team

At Each, we are committed to improving lives and strengthening communities through a range of health, disability, housing, counselling, and mental health services. With a dedicated team of over 1,500 employees and 250 volunteers, we aim to create a positive impact, empowering individuals to live healthier, happier lives.

Our vision is for everyone to live well, and we strive for a healthier, more equitable future through innovation, advocacy, and community engagement.

We care. We listen. We learn. We deliver. Altogether better care.

#### Expectation of Employees

Employees are expected to work collaboratively with team members and other Directorates, contributing to both individual and community outcomes. They must model Each's values, ensuring an inclusive, safe, and engaging culture.

#### Employee Responsibilities

An Each employee is responsible for:

- Ensure quality, safety, and risk management to protect staff, customers, and the community.
- Collaborate with team members and stakeholders to achieve positive outcomes.
- Create a safe, respectful environment that fosters growth, learning, and wellbeing.
- Track progress and outcomes to meet Each's goals and performance targets.
- Work within professional boundaries and program guidelines.
- Demonstrate leadership behaviours and serve as an ambassador of Each.

#### Quality

Employees must engage in continuous improvement, comply with legislation and accreditation standards, and maintain the necessary skills and knowledge for their role.

#### Safety & Wellbeing

All Each employees are responsible for their own health and safety, as well as that of others, in line with OH&S legislation and Each's policies.

#### Child Safe Commitment

Each is dedicated to creating a child-safe environment, with zero tolerance for child abuse. Everyone is responsible for protecting and reporting any suspected child abuse, ensuring the safety and well-being of children involved with Each.

#### Inclusion and Diversity Commitment

Each is dedicated to an inclusive and diverse workplace where everyone is valued and respected. All staff are expected to promote inclusivity, embrace diversity, and foster a collaborative environment, ensuring a safe and supportive workplace for all.

#### Key Selection Criteria

##### Skills & Behaviours

- Adhere to Each's Behavioural and Performance Standards.
- Strong communication and interpersonal skills for building relationships.
- Collaborative team player with a positive attitude.

##### Desirable Experience, Knowledge, and Qualifications

- Relevant tertiary qualifications.
- Proven collaborative teamwork skills.



- Understanding of the Not-For-Profit and Health sectors.

Mandatory Competencies/Licences

- Criminal History Check and Employee Working with Children Check (as required).
- National Worker Screening Check (if required for the role).
- Entitlement to work in Australia

Expected Behaviours for all Each Staff

- Act in accordance with Each's Code of Conduct, policies, and service principles.
- Respond to family violence risk in line with the MARAM Framework.
- Promote a safety-first culture and adhere to health and safety policies.
- Ensure Each Great Care is put through its PACES (Person-Centered, Accessible, Connected, Effective and Safe).
- Support a zero-tolerance stance on abuse, neglect, and discrimination.
- Foster an inclusive, collaborative work environment, prioritizing customer needs.
- Contribute to teamwork, innovation, and continuous improvement.
- Engage in continuous learning and complete all mandatory training on time.