

## Part 1 - Consultant Psychiatrist Early Psychosis Service

This document explains the work of the Consultant Psychiatrist as part of the multi-disciplinary headspace Early Psychosis Team and the outputs they will need to deliver

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

### About the headspace service

headspace is funded by the Australian Government through Primary Health Tasmania under the Promoting Better Mental Health – Youth Mental Health Initiative.

The objectives of **headspace** are to improve access for young people to mental health and related services, and to ensure better coordination between such services, by:

- Providing holistic services through **headspace** sites; increasing the community’s capacity to identify young people with mental ill-health and related problems as early as possible.
- Encouraging help-seeking by young people and their family.
- Providing evidence-based, high-quality services delivered by well-trained professionals; and providing a mechanism for service coordination and integration within communities and at a federal and state/territory government level.

- headspace provides service to young people aged 12-25 years old, and their family/carer network that is youth & family friendly, and operates in line with the vision and values of headspace National & EACH, whilst meeting National certification under the headspace Trade Mark License Deed.

## Program Overview

The overall aims of the headspace Early Psychosis (hEP) service are:

- To detect early those young people who are at risk of experiencing a first episode of psychosis, or have experienced a first episode of psychosis.
- To 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 who seek and have a need for care.
- To restore the normal developmental and functional trajectory of those young people who are at risk of, or experiencing a first episode of psychosis, as early as possible.
- To minimise the impact of a first episode of psychosis on the family system through the provision of education, support and care.

## 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.

- Lead the provision of clinical care for young people across Tasmania from intake through to case completion.
- Conduct assessments, diagnoses, and treatments in consultation with clients, families, and referring agents.
- Plan and implement discharge planning and ensure continuity of care for young people and their families.
- Maintain patient records and fulfill legal requirements under the relevant legislation.
- Participate in an on-call roster and supervise Psychiatry Registrars.
- Provide clinical leadership, supervision, and consultation to other clinical staff as needed.
- Contribute to staff training and development programs and participate in policy development.
- Engage in research projects and service evaluation, including quality improvement programs.

## **Qualifications and skills**

- Previous experience in youth mental health.
- A proven ability to lead a multidisciplinary team: manage staff resources and ensure high standards of practice through staff supervision, clinical review, training and professional development activities.
- Striving for the highest level of youth-focused care at all times.
- Ability to problem solve in a complex and ever-changing environment.
- A commitment to evidence-informed practice.
- Knowledge of relevant legislation such as the Mental Health Act (2007) and the Children and Young Persons (Care and Protection) Act (1998).

## **Highly desirable skills and experience**

- Experience working clinically with young people (and their families) who have experienced or are recovering from Psychosis.

## **Mandatory qualification/s, competencies and/or licences**

- Fellowship of the Royal Australian and New Zealand College of Psychiatrists (FRANZCP).
- Current registration as a medical practitioner with the Medical Board of Australia (AHPRA).
- Accredited RANZCP supervisor for registrars in training.
- Completion of a 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.
- Current Drivers Licence and ability to travel between EACH location when required.



<b>Position Description</b>	<b>Employee</b>
<b>Attachments</b>	<b>Addendum A</b> *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>

<b>Our vision</b>	Everyone has the power to live well.
<b>Our purpose</b>	Health and support services that improve lives and strengthen communities.
<b>Our values and behaviours</b>	<p><b>We care.</b></p> <p>We welcome you with empathy and hope.</p> <p>We believe making change is possible for everyone.</p> <p><b>We listen.</b></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><b>We learn.</b></p> <p>We evaluate our actions and always seek to improve.</p> <p><b>We deliver.</b></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>



## Position Summary

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.

## Key Deliverables

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.