

ORGANISATIONAL OVERVIEW

Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Preston Prevention and Recovery Care
- Preston Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health:

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health:

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

Essential:

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.



POSITION DESCRIPTION

Position Title:	Consultant Psychiatrist
Business Unit/Division:	Adult Bed Based Services, Mental Health Division
Award Agreement:	Medical Specialists Enterprise Agreement 2022-2026
Classification:	HN16-HN59
Employment Type:	Part Time, fixed term
Reports to:	Head of Unit / Clinical Director, Adult Bed Based Services,
Date Prepared/Updated:	June 2026

ROLE STATEMENT

As a member of Mental Health Division of Northern Health, the Consultant Psychiatrist will provide high quality and timely professional treatment and care, will work collaboratively with all NH divisions and external partners and will be engaged in service development and contribute to the development of strategic direction and innovation to achieve best outcomes for our consumers and their families and carers, as well as, developing best practice across NH divisions. The role will be engaged in quality and safety, teaching and research activities.

The Consultant Psychiatrist will participate in a performance appraisal, review of mandatory training and scope of practice annually with the area Head of Unit / Director.

This position will contribute and be part of the clinical leadership in their division as well as across the health service. The successful applicant is expected to actively contribute to the development, implementation and monitoring of the clinical services plan. The Consultant Psychiatrist will work in partnership with the relevant program managers and with the other mental health services in the program to strongly promote safe, effective and efficient high quality, coordinated care for patients and their families / carers. The Consultant Psychiatrist will take a leadership role in working closely with the various internal and external health providers to ensure best clinical outcomes for our service users. The Consultant Psychiatrist is expected to participate in supervision and training of psychiatry trainees and other junior doctors including those on the specialist pathway of the RANZCP as well as contribute to medical student teaching. The role is also encouraged to conduct clinical research. The Consultant Psychiatrist will be delegated the power, duty and functions of the Authorised Psychiatrist under section 329(1) of the Mental Health Act for clinical service provision.

Extended work hours may be required in some circumstances. The Consultant Psychiatrist may participate in the On-call roster and / or ECT roster. The Consultant Psychiatrist will be employed within the service and may be required to undertake alternative duties within the Mental Health Division at a range of different locations, if necessary.

All employees:

Quality, Safety, Risk and Continuous Improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.

- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza

Key Relationships

Internal

- Divisional Director Mental Health
- Heads of Unit, Adult Bed Based and Community Based Services
- Consultant Psychiatrists/Registrars in the division
- Consumer & Carer Consultants
- Chief Medical Officer
- Director Medical Services
- Chief Operating Officer
- Medical Workforce Unit
- Operations Directors, Program Managers and Divisional Directors
- Northern Health Clinical School
- Research Staff
- Education Staff

External

- Local MHCSS
- Universities
- Research partners
- General Practitioners
- NWMH shared programs
- Office of Chief Psychiatrist
- Mental Health Complaints Commission
- Mental Health Tribunal

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Leadership

- Demonstrates clinical Leadership with proven ability to exercise sound judgment and provide leadership in professional standards, ethics and a commitment to research and innovation.
- Understands current and relevant medical workforce issues.

Strategic and Project Management Leadership

- Participate in discussions regarding ways to improve Mental Health Services and planning and supervision of relevant projects within the unit.

Organisation-Wide Contribution

- Actively participate in education of medical students, HMOs and other medical staff within the organisation.

Diversity and Inclusion

- To recognise and appreciate individual differences and actively promotes respect and inclusion within the workplace.
- Be culturally sensitive when working within a diversified community.

Innovation and Culture Change

- To promote communication and collaboration between staff from different sectors within the Division of Mental Health e.g. medical, nursing, pharmacists and allied health to achieve the best care outcomes for our patients.
- Enhance cooperation and collaboration between various medical units within the hospital
- Be supportive in academic research activities within unit as well as health service.

SELECTION CRITERIA**Qualifications, Registrations and Qualities:**

- Fellowship of the Royal Australian and New Zealand College of Psychiatrists (FRANZCP)
- An equivalent qualification which is substantially comparable to the FRANZCP may be considered
- Medical registration with the Medical Board of Australia under the Australian Health Practitioner Regulation Agency (AHPRA)
- Be able to demonstrate knowledge and experience in all aspects of psychiatry.
- Demonstrated clinical and leadership expertise consistent with the role in a Mental Health Service.
- Effective communication, consultation and negotiation skills including the ability to work effectively with multidisciplinary teams, internal and external agencies and stakeholders, and consumer and carer groups.
- Skill and experience in education and training of medical students, postgraduate students and other junior medical staff.
- Knowledge of current relevant State and Commonwealth Government policies in mental health care delivery in the broader community context.
- Sound understanding of mental health legislation.

Desirable

- Knowledge and experience in teaching and research.
- Knowledge of the National Safety and Quality Health Service Standards
- Current Victorian drivers licence.

Employee Declaration

I have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: