



Position Description

Title	CAMHS Registrar Inpatient Unit
Department	Integrated Mental Health Program (IMHP)
Agreement	HMO Agreement
Responsible to	Banksia Consultant and Unit Manager

The Organisation

The Royal Children's Hospital (RCH) in Melbourne is a leading provider of specialist public health services for children and adolescents. With a staff of over 3,500 and an annual operating budget of \$210m RCH has an international reputation as a centre of clinical excellence and is a state wide teaching, training and research paediatric hospital providing tertiary, secondary and primary infant, child and adolescent health services.

RCH is committed to a philosophy and practice of quality management to ensure the best possible services to patients. This entails an organisational structure which:

- Devolves decision making and accountability, within clearly defined delegations, to patient care providers as close as possible to the consumer
- Encourages and supports teamwork and coordination amongst staff
- Develops the participation of consumers and workers in the planning and evaluation processes.

RCH has a variety of research and academic partners including Murdoch Children's Research Institute (MCRI), The University of Melbourne, La Trobe University and RMIT University for teaching medical and postgraduate nursing students and for postgraduate study and medical research.

Further information on RCH is available at www.rch.org.au.

The Integrated Mental Health Program

The Vision of the Integrated Mental Health Program (IMHP) is of collaborative clinical practice with continuous learning and improvement - "Working together in learning partnerships for better mental health".

In order to contribute to a high-performing culture, MHS staff are expected to embrace the RCH values, to which everyone holds each other accountable. These RCH values of *Unity, Passion, Integrity, Excellence and Respect* are upheld in the MHS through the following behaviours:

Unity

- We build partnerships with our clients, their carers and community partners
- We advocate for our patients and their best interests
- We play our full part in a broad system of mental health care
- We are sensitive to our client needs and work with their strengths

Passion

- We are committed to improving the mental health and wellbeing of children
- We help troubled children to become all they can be
- We see our patients as persons and not as conditions
- We strive for learning and continual improvement in our service

Integrity

- We uphold professional, ethical and legislative codes of conduct
- We work in individually, culturally and developmentally appropriate ways
- We focus our resources efficiently and effectively
- We inform our consumers, carers and partners so we may work together

Excellence

- We strive for excellence in service delivery and clinical care
- We invest in ongoing evaluation, learning and clinical research
- We use evidence-based treatments and benchmark for best practice
- We share our knowledge with our hospital and community partners

Respect

- We hold ourselves to account for how we behave
- We respect individual and group differences such as culture, age and gender
- We do not demean, bully or deride
- We recognize and promote innovation and high performance.

The Program is developing integrated systems for children and adolescents with mental health and related issues across the organisation. This includes the development of strong relationships across CAMHS services and acute health services and with the community and consumers. The RCH MHS provides clinical services to children and adolescents age 0-15 years and their families/carers who reside in the RCH catchment and the Victorian rural areas of Barwon, Grampians and Glenelg.

The Integrated Mental Health Program is structured into three programs:

The Hospital Specialist Program supports and coordinates all hospital based services, as the RCH environment is best considered as a unique community. This clinical program has a Principal Specialist to provide clinical leadership, and work collaboratively with the program manager to build consistent clinical systems and strong clinical governance.

The Banksia Unit currently located at Footscray will move to the new hospital to be built at the Parkville site by 2011. The Hospital Consultation and Liaison team includes Emergency Department crisis response positions after hours. Hospital Specialist Clinic Programs include the Infant Program and the Neuro-Psychiatry program.

The Community and Specialist Program supports and coordinates the community MHS teams to ensure consistent practice in all the teams. There are four community teams servicing the Western Metropolitan Region located at Flemington, Sunshine, Hopper's Crossing and Broadmeadows, with community specialist programs including Autism Assessment, IMYOS (& MHIYSS) and a number of proposed specialist teams including Infant and Preschool (0-5years) and Complex Problems Clinic. This clinical program will have a Principal Specialist to provide clinical leadership, and work collaboratively with the program manager to build consistent clinical systems and strong clinical governance.

The Linkages Program incorporates Community Development (including Consumer Consultant, Koori Liaison and Festival for Healthy living); The Mental Health Promotion Officer; the Intake team; the Community Groups Program; and the CASEA (Conduct Disorder Prevention and Early Intervention Team). Its aim is to build a culture, practice and appropriate structures for collaborative care with community partners, and for family- centred child-focused clinical care.

The RCH setting links clinical service units with the Murdoch Children's Research Institute and the University of Melbourne, to support clinical research. The Psychology Service and Academic Child Psychiatry Unit have considerable experience in translational clinical science, research design, competitive grant application, data analysis, and practical clinical trials. The IMHP supports several active clinical research projects.

Position Objective

The Registrar is accountable for quality clinical service delivery to clients of RCH Banksia Adolescent Unit through the provision of psychiatric assessments, consultation and treatment during an episode of inpatient care, contributing to the functioning of the Banksia multidisciplinary team, and transition planning for the delivery of coordinated ongoing outpatient care.

POSITION REQUIREMENTS AND KEY RESULT AREAS:

Key result areas in line with the program goals include:

KEY RESULT AREA	MAJOR ACTIVITIES
<p>QUALITY CARE</p> <p>Ensure Clinical Care is delivered in a coordinated and effective manner</p>	<ul style="list-style-type: none"> • Liaise with CAMHS clinicians and other relevant professionals about referrals, transition to and from inpatient care, and post-discharge care in the community. • Conduct appropriate and timely assessments at admission, make a diagnosis and develop treatment plans, and record these in the case files, and complete discharge summaries on discharge. • Be responsible for the medical care of inpatients and medication management; and liaise closely with the consultant and inpatient team, to ensure effective case planning and coordinated care. • Participate in the after-hours on-call duty roster to provide CAMHS crisis response services to the Banksia Adolescent Inpatient Unit and RCH Emergency Department
<p>HUMAN RESOURCE MANAGEMENT</p> <p>Work collaboratively and efficiently in the multi-disciplinary environment to support evidence based clinical practice and ongoing professional development</p>	<ul style="list-style-type: none"> • Act as an agent for the consultant psychiatrist when required to support multidisciplinary team information sharing, decision-taking and case planning, and functioning to implement individualized care. • Participate in semi-annual performance review process to determine an appropriate self-development plan with the Consultant Psychiatrist. • Ensure that all activities are undertaken within the policy and procedure framework of RCH and the Mental Health Program.
<p>OPERATIONAL AND SERVICE DEVELOPMENT</p> <p>Contribute to achievement of service targets and shared vision of excellence within available resources</p>	<ul style="list-style-type: none"> • Contribute to the training, development and support of other members of the multidisciplinary inpatient team, as negotiated with the consultant and unit manager. • Provide consultation, education and support to other community agencies or services, at an appropriate level and frequency, consistent with the community plan prepared by the MHS Linkages Manager and with the needs of individual inpatients. • Support coordinated client care and accountability of clinical activities by documenting clinical services in the case record, completing reports and completing appropriate and timely outcome measurement and service statistics.
<p>RESEARCH & TRAINING</p> <p>Participate in learning and training opportunities to develop theory and practice skills in clinical psychiatry</p>	<ul style="list-style-type: none"> • Participate in regular clinical supervision and professional development commitments to reflect upon and enhance practice skills, in accordance with College training requirements. • Contribute to service improvement through active involvement in CQI activities, clinical research opportunities and professional development activities within RCH.

Reporting relationships

The Registrar reports directly to the Nurse Unit Manager (NUM) for management and administrative responsibilities and to the Banksia Consultant Psychiatrist for clinical care responsibilities and professional standards and training requirements. The NUM reports to the MHS Program Manager for operational management and financial governance.

Key relationships

The Registrar works primarily within the Banksia Inpatient Unit, but may have opportunity to participate in outpatient clinics to deliver an integrated and multidisciplinary service to clients and their families. They will participate in team meetings, supervision and quality activity as appropriate, and attend teaching seminars and training opportunities as required. They will work collaboratively with other team clinical and administrative staff to implement the strategic directions of the service.

Basic and Advanced Training

Most IMHP registrars are employed in six-month Basic Training positions in Paediatrics (RACP) or Psychiatry (RANZCP). The Child Psychiatry experience, supervision and teaching provided will allow trainees to meet the basic training requirements of their respective Colleges. A training program is arranged within the IMHP which includes case presentation, formulating tutorials, group supervision and seminars. This includes an introduction to Family Therapy, as well as supervised appropriate clinical experience within a community or inpatient setting.

One or two-year Advanced Training positions in Child and Adolescent Psychiatry are also available. AT positions are suitable for RANZCP trainees and RACP trainees who are completing a Dual Fellowship or seek a Certificate of Training in Child and Adolescent Psychiatry. These trainees will attend weekly seminars and specialist supervision at 'mindful' centre for research and training in developmental health - <http://www.mindful.org.au/>

Entry to this accredited training program requires applicants to meet the following requirements:

1. Psychiatry Registrars who have completed the RANZCP requirements for basic training.
2. Psychiatrists who have completed the RANZCP training or an overseas equivalent and who wish to pursue further sub-specialty training in child psychiatry.
3. Paediatric Registrars who have completed RACP basic training or paediatricians who seek at least 12 months training in child and adolescent mental health.
4. Obtain an appropriate registrar position in a specialist Child and Adolescent Mental Health Service.

It is anticipated that Advanced Trainees will provide a more sophisticated and effective level of performance in assessment, diagnosis, care planning, clinical service delivery, consultation and education. It is also anticipated that they will be actively involved in teaching, quality improvement activity, evaluation and research projects within the service. Advanced trainees towards the end of their course may be expected to take up some consultant roles under supervision.

KEY SELECTION CRITERIA:

- i. Current Registration in Victoria as a medical practitioner.
- ii. At least one-year postgraduate clinical psychiatry experience for developmental psychiatry trainees (six month posts)
- iii. FRANZP (psychiatry) or FRCP (paediatrics) equivalent and commitment to postgraduate training in child and adolescent mental health for advanced child and adolescent psychiatry trainees (two-year posts).
- iv. Demonstrated ability to work both independently and interdependently as member of a multidisciplinary team.

Other Relevant Skills, Knowledge and Experience

It will be an advantage if the applicant can provide evidence of the following criteria:

- i. Interest or experience in research and program evaluation.
- ii. Post-graduate training / supervised experience in Family Therapy or Child Psychotherapy
- iii. Experience in group therapy interventions.
- iv. Commitment to ongoing professional development in the clinical and service development domain

OTHER RELEVANT INFORMATION

Training Requirements

- 1. Developmental Psychiatry registrars will normally be part of the Western Region Psychiatry Training Program, attached for a six-month Child Psychiatry placement, and are expected to attend appropriate academic sessions in psychiatry.
- 2. Paediatric trainees will normally be part of the RCH Paediatric Training Program and may be attached for a 6 month or 12 month individually tailored placement.
- 3. Medical Officers will be expected to participate in an individually tailored training course in Child and Adolescent Psychiatry.
- 4. Advanced Child and Adolescent Psychiatry trainees will normally participate in the 2 year Victorian Training Course in Child and Adolescent Psychiatry (Mindful)

SIGNED:

EMPLOYEE:
 NAME
 SIGNATURE
 DATE:

SUPERVISOR
 NAME:
 POSITION
 SIGNATURE
 DATE:

Developed: April 2007
 Developed by: Director IMHP
 Reviewed & Updated: August 2009
 Date of next Review: August 2010
