

Position Title:	Psychiatric Registrar Clinical Director – Psychiatry and Clinical Director Greater Shepparton, Strathbogie & Moira Adult and Older Adult Local Mental Health and Wellbeing Service (GSSM Local)
Operationally reports to:	Chief Medical Officer
Professionally reports to:	Mental Health
Department:	Community Care and Mental Health
Directorate:	H0255
Cost centre:	Hospital Registrar Year 1 – 6+ (HM25 - HM30)
Code & classification:	Upon completion of probationary and qualifying period and annually or as requested
Performance review:	Doctors in Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026 and its successors, and GV Health Policies and Procedures (and as varied from time to time)
Employment conditions:	

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura and Rushworth. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services across the Goulburn Sub-Region within the Hume Region.

The *Goulburn Valley Health Strategic Plan 2024-26* provides the direction for GV Health with key elements summarised below.




GV Health is committed to ensuring that all staff are fully immunised against COVID-19, and where mandated, against Influenza. Therefore, employment within GV Health is conditional upon evidence of having been vaccinated.

OUR PURPOSE

Improving community wellbeing through high quality health services, outstanding care and learning.

OUR VALUES AND BEHAVIOURS

Our culture is made up of our CREATE values and behaviours, through which we commit to delivering ongoing quality healthcare for our community. Our CREATE values and behaviours are the foundations for our strategic pillars, and for achieving our goals.

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| <p> Compassion</p> <ul style="list-style-type: none"> • We treat others with kindness and respect; • Our deep connection to the community enhances our care for patients; • We support the whole patient journey; • We are understanding of each other. | <p> Respect</p> <ul style="list-style-type: none"> • We respect the patient’s voice and their choices; • We celebrate diversity and are proud of multiculturalism; • We respect differences of opinions; • We respect the input of different disciplines and areas of expertise. | <p> Excellence</p> <ul style="list-style-type: none"> • We are encouraged to grow professionally and personally; • We are leaders in what we do; • We invite feedback and are always striving to do better; • We connect patients to further care and information. |
| <p> Accountability</p> <ul style="list-style-type: none"> • We are responsible for our actions; • We are courageous in our decision making and grow from our mistakes; • We deliver what we promise; • We don’t compromise on our standards. | <p> Teamwork</p> <ul style="list-style-type: none"> • We are a multi-skilled workforce and we pool our resources together; • We mentor and support one another; • We take a collaborative approach to care; • We are approachable. | <p> Ethical behaviour</p> <ul style="list-style-type: none"> • We hold ourselves to high standards; • We rigorously uphold professional boundaries in our regional setting where patients may be friends or family too; • We value and respect our patient’s privacy and trust; • We stand up against unsafe practice. |



CREATE Outstanding

CREATE Outstanding encompasses foundation elements of the *Goulburn Valley Health Strategic Plan 2024-26* to link GV Health’s purpose, values and our Culture of Care with fundamental organisational systems and processes. GV Health is striving to achieve CREATE Outstanding in every interaction with the people services are provided for as well as how staff work with each other.

ABOUT THE SERVICE/PROGRAM

Greater Shepparton, Strathbogie & Moira Adult and Older Adult Local Mental Health and Wellbeing Service (GSSM Local)

A key recommendation made in the Royal Commission into Victoria’s Mental Health System final report was the establishment of Local Adult and Older Adult Mental Health and Wellbeing Service across Victoria. The new service stream, now known as Mental Health & Wellbeing Locals (Locals Services) are an important part of Victoria’s reformed mental health and wellbeing system.



The GSSM Local service is delivered through a consortium comprising of Wellways (lead agency) Goulburn Valley Health and APMHA HealthCare.

Wellways: is a respected Australian mental health, wellbeing and carer service that comprises of teams of wellbeing workers, clinical consultants, support workers, peer workers and counsellors who are dedicated to ensuring all the people they serve have opportunities to fully participate in the community. Wellways have more than 40 years’ experience working with individuals, families, carers and the community to identify their needs and goals and attain a great life in their community.

APMHA HealthCare: is a Not-For-Profit company which has evolved from the Victorian Primary Mental Health Alliance Pty Ltd who were established in 2015. Their focus primarily revolves around primary mental health care within a Stepped Mental Health framework. They provide intake, triage, secondary consultation and clinical and psychological services for a variety of funders through nominated program streams by a diverse and experienced professional workforce across Australia.

Working Together - How We Will Deliver Services

The GSSM Local will operate 7 days a week, with extended operating hours to support a flexible and responsive service. The GSSM Local will provide easy to access, high quality assessment, treatment, care and support to people aged 26 years and over experiencing mental illness, psychological distress or drug and co-occurring substance use or addiction issues. The GSSM Local will focus on those whose needs cannot be met by primary and secondary mental health and alcohol and other drug providers alone and who do not require intensive or ongoing care from Area Mental Health Services.

The Local Service model will provide integrated clinical support, care and wellbeing support to participants and their family members or carers. It is community-led and integrated through partnership that shares



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power, creating a responsive, flexible and helpful service This model aims to improve the capacity of individuals to engage in our community and develop resilience to any situations of future psychological distress.

Mental Health and Wellbeing Locals are free, voluntary, and easy to access, with no referral required. Importantly, these new services will be delivered on the basis of 'how can we help?' and a 'no wrong door' approach, focused on giving choice and control over how the participant wants to receive support. This will make it easier for the participant to access the support they need, closer to home and family, carers, and support networks.

Commitment to Reconciliation

The GSSM Local acknowledges that Aboriginal and Torres Strait Islander people have not always been well-served by mental health and disability organisations, and that their social and emotional wellbeing has been impacted by generations of trauma, injustice and deprivation. As partner organisations we recognise our responsibility in addressing these issues of injustice, inequality and stigma as part of ensuring our services are both welcoming and helpful for people and their families. As part of our commitment to reconciliation we are working to create culturally aware and safe services for First Nations Community Members.

ROLE STATEMENT:

The Registrar reports directly to Clinical Director GSSM Local.

The Registrar will be part of the GV Health RANZCP Psychiatry Training Program on rotation to GSSM Local during their Stage II or Stage III training in psychiatry. The Registrar is expected to work with the staff of GSSM Local to provide assessment of people seeking help from GSSM Local for their psychological distress and/or mental illness and develop a shared formulation and provide a jointly agreed treatment, care and support. It is expected that the Registrar will gain experience and develop expertise in engaging with and assessing people with high prevalence mental health conditions, including the ability to discern whether the person has a mental illness or not. The Registrar is expected to develop skills in providing psychotherapies and judicious use of medications in the treatments under the supervision of the Clinical Director, GSSM Local. The Registrar is expected to develop skills in collaboration, leadership, research and education provision with other stakeholders. This includes participation in reflective practice sessions or Balint sessions where available.



GOULBURN VALLEY AREA MENTAL HEALTH & WELLBEING SERVICE (GVAMHWS)

GVAMHWS is a department of GV Health which provides an innovative range of services for people suffering from or at risk of serious mental health problems requiring short- and long-term support and care. GVAMHWS caters to the need of a population of more than 150,000 people in North-Central Victoria extending from the outer fringes of metropolitan Melbourne in the south, up to the Murray River in the north. The services are provided to the municipalities of Mitchell, Murrindindi, Strathbogie, City of Greater Shepparton and Moira. GVAMHWS aims to provide consumer/carer focused and culturally sensitive practice for people living within the region. GVAMHWS is affiliated with the Rural Clinical School at the University of Melbourne in Shepparton to provide teaching for medical student. The service has an active academic and research environment with regular structured teaching activities. In the past eight years, our staff have published more than 35 papers in national and international peer reviewed journals.

TRAINING IN PSYCHIATRY WITH GVAMHWS

GV Health is currently accredited by Royal Australian and New Zealand College of Psychiatrists (RANZCP) for Stage I & II training (Basic Training) and Stage III (Advanced Training) in General Adult Psychiatry, Psychiatry of Old Age, Consultation Liaison Psychiatry, Addiction Psychiatry and Child & Adolescent Psychiatry. Our psychiatry training program is designed to facilitate and provide all the training and educational needs as per RANZCP requirements. The service places priority to training endeavouring to maintain an environment that is conducive and encouraging for the trainees to achieve their individual educational and career goals.

Subspecialties:

Adult Mental Health Service

This service is provided to people aged between 16-64 years of age. The service extends across community and bed-based services. Community Services provide assessment, acute care and case management from teams based at Monash Street Shepparton and Beta Street Seymour. Step-up/step-down treatment, care and support is provided Prevention and Recovery Care (PARC) (10 units) and longer-term rehabilitation and recovery at Specialist Residential Rehabilitation Program (SRRP) (10 beds). Wanyarra, the inpatient psychiatry unit is located on the GV Health Campus in Shepparton. It has 20 beds, 15 for adults and 5 for older adults.

Locations: Shepparton, Seymour. Wanyarra is located in Shepparton.

Aged Persons Mental Health Service

This service provides assessment, treatment, case management, acute inpatient care and psychogeriatric nursing home (Grutzner House) care for eligible people aged ≥ 65 years (or < 65 years if the person has an aged related condition).

Locations: Shepparton & Seymour. Grutzner House in Shepparton.

Child and Adolescent Mental Health Service

The Child and Adolescent Mental Health Service (CAMHS) primarily provide specialist community-based mental health services to infants, children, and youth aged 0-18 years and their families/carers.

The CAMHS provides leadership and clinical governance to several specialist programs including:

- Infant and Early Childhood Mental Health Clinic (0-5 years)
- Neurodevelopmental Psychiatry Clinic (0 to 18 years)
- Early Psychosis Service (12-25 years)
- Youth Justice (12-25 years)
- Homelessness Youth Dual Diagnosis (12- 21 years)
- Perinatal and Emotional Mental Health (PEHP) program
- Shepparton headspace (12-25 years)

Locations: Shepparton & Seymour.



Consultation Liaison Psychiatry (CLP)

CLP service provides CL services for inpatients referred by other specialties including Rehabilitation Service, Medical, Surgical, Oncology, and Obstetrics. The CLP outpatient clinic at GV Health offers long term follow up for patients with various chronic medical conditions and specialist psycho-oncology clinic at GV Health Oncology department. In addition, there is dedicated out-patient clinic at Rumbalara Health Service, the local aboriginal health service to provide input for people of indigenous origin suffering from physical and mental health comorbidities including longitudinal follow-up of patients with chronic physical illness.

Location: Shepparton

Mental Health Triage & Access Team

This arm of GVAMHWS is an interface between itself and other agencies both internal and external to GV Health. It provides phone and in-person triage, urgent assessment and acute treatment, care and support in the community for the short-term. Mental Health Triage clinical governance is provided by the Consultation Liaison Psychiatrist, while Access Team has a Consultant Psychiatrist and Psychiatry Registrar within the team.

Location: Shepparton

Addiction Psychiatry

GVAMHWS has collaborated with Addiction Medicine services delivered through Goulburn Valley Alcohol and Drug Services (GVADS). The trainee works across GVADS, the community team of the Adult Mental Health Program in Shepparton and the CLP service (primarily the Pain Clinic).

Location: Shepparton.

Hospital Outreach Post-suicide Engagement (HOPE):

HOPE is a multidisciplinary team (MDT) that includes lived experience workers, carer consultant, clinicians and consultant psychiatrist. HOPE was established to provide enhanced support and assertive outreach for people leaving an emergency department or medical ward following treatment for an attempted suicide, serious planning or intent. Shepparton HOPE has expanded this scope to include referrals from general practices and Rumbalara Health Service. It provides intensive, person-centred support that is tailored to the unique needs and circumstances of the individual. Treatments offered include pharmacotherapy and a variety of psychotherapies such as psychoeducation, brief intervention, Acceptance and Commitment Therapy (ACT), Interpersonal Psychotherapy (IPT), supportive psychotherapy, Cognitive Behaviour Therapy (CBT) and brief dynamic psychotherapy with support provided via regular supervision for psychotherapy sessions such as psychotherapeutic experience. The team works regularly with carers and families and collaborates with other agencies and stakeholders associated with the consumer.

Locations: Shepparton & Seymour

The Womens' Recovery Network (WREN)

WREN is a public-private mental health partnership to provide specialist comprehensive trauma informed and wellness focused service for women, or those who identify as women, who present with severe mental health illness and trauma. The Shepparton spoke of this statewide service includes a combination of inpatient care and bed substitution also called Hospital in the Home (HITH). There are 5 beds in total with 2 inpatient beds at Ramsay Clinic Shepparton and 3 Hospital in the Home (HITH) where they are managed in their homes. The configuration of these 5 beds in Shepparton spoke can vary, with upto 4 inpatient beds at Ramsay Clinic Shepparton if required and available and remaining as bed substitution or HITH. The team has a multidisciplinary work force including lived experience workforce, nurse practitioner, psychiatry registrar and consultant psychiatrist. Also integral to the functioning of the team is collaboration between disciplines and across different services and agencies.

Location: Shepparton



KEY RESPONSIBILITIES, ACTIVITIES AND DUTIES:

- Perform history taking, mental status and risk assessment, diagnosis and provide care for the patients.
- Able to work within the multidisciplinary teams focusing on performing their duties within the systems framework for clinical care.
- The day-to-day assessment and management of the patients in their rotational placements.
- Coordinate and document admission, management and discharge planning of patients admitted to the inpatient unit.
- Discharge planning, including preparation of a discharge summary and other components of handover of care between teams.
- Completion of necessary legal paperwork required under the Mental Health & Wellbeing Act 2022, and attendance at Mental Health Tribunal hearings as required.
- Appropriate documentation of clinical and all other activities relevant to their role.
- Seek timely supervision from clinical supervisors regarding patient care.
- Provide supervision for Junior Medical Staff as and when required.
- The position involves duties performed both in working hours and during out-of-hour on-call duties.
- Be competent to use telehealth facilities for providing patient care.
- Active participation in various meetings including multi-disciplinary meetings relevant to their placement.
- Ensure focus on Occupational health and safety whilst working for the service.
- Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas

1. Provide quality and safe clinical care for consumers

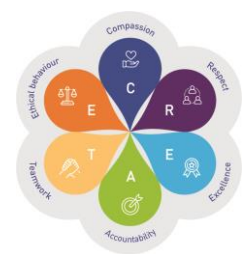
- Ensure consumers, families/representatives or carers are provided with timely information and are involved in decision making about their care planning and treatment
- Accept accountability for own actions and seek guidance when a situation exceeds experience and/or knowledge
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure
- Comply with best practice healthcare standards, legislation, and GV Health's Clinical Governance Framework and clinical practice guidelines
- Consumer feedback and complaints are responded to appropriately to ensure that issues are resolved and quality and safe clinical care is provided
- Maintain accurate and current clinical records ensuring documentation meets professional and legal standards
- Promptly report vital consumer observations that are outside the normal range as per clinical guidelines
- Ensure an effective discharge from hospital or services that reflects the needs of the consumer.

2. Develop and maintain collaborative relationships with all disciplines

- Collaborate and communicate with all members of the health care team to achieve desired consumer outcomes
- Respect the decisions and actions of others
- Contribute to interdisciplinary team meetings and clinical education sessions to facilitate consumer care goals.



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3. Support and participate in evidence-based programs to evaluate and improve the quality of consumer care and outcomes

- Maintain current knowledge of clinical practice
- Actively participate in identifying where improvements can be made to the quality of consumer care
- Participate in clinical audits, research, process redesign and accreditation against healthcare standards to ensure ongoing clinical practice improvement and the quality of consumer care.

4. Commit to ongoing professional development of self, other employees and the profession

- Maintain and demonstrate regulated clinical skills and competencies by undertaking professional development and completing mandatory training as defined by GV Health
- Undertake credentialing and review of scope of practice and work within these
- Improve performance by seeking feedback, setting goals and participating in annual performance reviews
- Support the development of others by acting as a resource to colleagues and participating in orientation and preceptoring of new employees and supervising students
- Provision of appropriate supervision to less experienced clinical employees
- Participate in committees and professional groups and disseminate relevant information to other health care professionals.

RANZCP PSYCHIATRY TRAINING RELATED ACTIVITIES

<https://www.ranzcp.org/Pre-Fellowship.aspx>

- These are mandatory of registrars enrolled in Victorian Psychiatric Training Program.
- Keep updated with RANZCP psychiatry training related information including but not limited to curriculum, training program, their obligations, etc.
- Engage in recommended formal psychiatry course.
- Focus on topical reading, participating in conferences/workshops, attending CME programs and preparation activities for exams and psychotherapy to gain competence in psychiatry.
- Attend formal educational and training courses as guided by supervisors to gain additional clinical skills relevant to their placement.
- Show ongoing efforts and reasonable progress towards attaining Fellowship of RANZCP.

QUALITY, SAFETY, RISK and IMPROVEMENT

- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines
- Maintain a safe working environment for yourself, your colleagues and members of the public
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce
- Contribute to organisational quality and safety initiatives
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public
- Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements.

OTHER REQUIREMENTS FOR ALL CLINICAL EMPLOYEES:

- Where relevant collaborate with consumers and the community in the development, implementation and review of health service planning, policies and quality improvement activities
- Demonstrate sensitivity, empathy and respect for the customs, values and spiritual beliefs of others at all times
- Assist with the supervision of students where appropriate
- Understand and act in accordance with the GV Health Code of Conduct, values and relevant policies, procedures and guidelines
- Comply with the principles of Patient and Family Centred Care
- Promote GV Health as a quality regional health care provider

KEY PERFORMANCE INDICATORS:

- Registration is maintained and working within scope of practice
- Attendance and active participation at meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process
- The Registrar will have one session equivalent of working time available to attend to their training needs including attending the RANZCP authorised psychiatry course.
- The Registrar will have to attend regular supervision by the nominated supervisor for the rotation on a weekly basis. It is essential that Registrar also completes the competency tasks and gets formative feedbacks from the Supervisors
- The Registrar should maintain a log book of their regular activities
- The Registrar should get the tasks/forms signed off by the Supervisor.



- The Registrar should contact the local site coordinator of training and regularly review their progress in the training process.
- Any other requirements of the Registrar should be discussed with the supervisors and the local site coordinator of the training program.

Other Position Requirements

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required.

GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

KEY SELECTION CRITERIA:

Mandatory

- Commitment to the GV Health Values of *Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour*
- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Medical Practitioner
- Registered with RANZCP as a psychiatry trainee.
- Effective communication and interpersonal skills, including the ability to relate positively and appropriately with patients, colleagues and others
- Past experience as medical practitioner in psychiatry
- Educational or training experience in field of mental health
- Ability to undertake roles and responsibilities as mentioned in job description
- Valid Driver's Licence.
- Evidence of full immunisation against COVID19 and Influenza
- Satisfactory National Criminal History Check prior to commencement of employment
- Satisfactory Victorian 'Employee' Working with Children Check prior to commencement of employment
- Completion of a Commonwealth of Australia Statutory Declaration prior to commencement of employment



Inherent Requirements

GV Health has a duty of care to all employees. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or the safety of others.

The role may require the following tasks among other things:

Consumer Care Role	
<ul style="list-style-type: none"> ▪ manual handling (pushing, pulling equipment) ▪ general consumer handling and clinical duties ▪ sitting, standing, bending, reaching, holding ▪ pushing pulling trolleys and equipment ▪ working alone ▪ general clerical, administration work, computer work ▪ use of personal protective equipment and handling ▪ operating equipment ▪ handling general and infectious waste ▪ participating in shift work and on-call 	<ul style="list-style-type: none"> ▪ Exposure to substances and hazardous materials ▪ working at other locations may be required ▪ dealing with anxious or upset consumers or members of the public ▪ driving a motor vehicle

Reviewed by	Clinical Director Psychiatry
Issued	August 2024
Reviewed	August 2025

I acknowledge:

- That I will observe child safe principles and expectations for appropriate behaviour toward and in the company of children.
- That GV Health has a zero tolerances of child abuse and all allegations and safety concerns will be treated very seriously. For more information refer to GV Health’s Child Safety Standards procedure.
- That I have read and fully understand the Position Description and Inherent Physical Requirements of the position.
- I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.
- I understand that the information provided is a general outline and may not encompass every aspect of the position.
- GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- I understand that this is separate to the Employment Agreement that I will sign, outlining the terms and conditions of my employment.

Accepted by: _____ /_____/_____

(Print Name)