



Position Description

Title	Perinatal / Consultation Liaison Psychiatrist
Department	Women's Mental Health Service
Classification	Consultant Psychiatrist
Agreement	AMA Victoria – Victorian Public Health Sector – Medical Specialists Enterprise Agreement 2022-2026
Responsible to	Head of Psychiatry, Women's Mental Health Service

The Royal Women's Hospital

The Royal Women's Hospital (the Women's) has provided health services to women and newborn babies in Victoria since 1856 and is now Australia's largest specialist women's hospital. The Women's is recognised as a leader in its field, with expertise in maternity services and the care of newborn babies, gynaecology, assisted reproduction, women's health and cancer services.

The Women's Vision and Values

The Women's believes that health equity for all women is more than a vision; it is the essence of who we are and what we do encompassing our values, role and purpose.

The Women's Vision is: *Creating healthier futures for women and babies.*

Our values are: *Courage, Passion, Discovery and Respect.*

The Women's Declaration

The Women's Declaration reflects the principles and philosophies so fundamental to the hospital that they are the foundation on which rests everything we do. This is a declaration of the Women's role, function, purpose and promise:

We are committed to the social model of health
We care for women from all walks of life
We recognise that sex and gender affect health and healthcare
We are a voice for women's health
We seek to achieve health equity

Strategic Directions

The Women's Strategic Plan 2022 - 2025 contains four strategic priorities and fourteen initiatives of strategic focus, to achieve our vision of *Creating healthier futures for women and babies.*

The Women's four strategic priorities are:

1. We provide leading care for women and newborns
2. We partner to create exceptional experiences every day
3. We are the best place to work, learn and contribute
4. We lead and partner to influence change

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Department/Unit Specific Overview

The Women's Mental Health Service (WMHS) provides mental health services to the Women's Hospital. Our major areas of activity are in these domains: clinical, education & training.

Clinical services cover each of the hospital's clinical streams, i.e. maternity services, gynaecology and women's cancer and neonatal services

Position Purpose

The Consultant Psychiatrist will contribute to the provision of an effective and efficient Consultation-Liaison and Perinatal Psychiatry service to meet the needs of women who are inpatients or outpatients of RWH who have mental health problems. The position is embedded within a strong multidisciplinary team model, working alongside other colleagues from the RWH Social Model of Health Division. There are opportunities to participate in service evaluation, program development and advocacy.

Responsibilities & Major Activities

- Provide assessment and/or treatment to women who are inpatients or outpatients of RWH who have mental health problems
- Provide supervision to registrars and other members of the Mental Health Team
- Work with other staff/units of RWH and provide advice, consultation and support to assist in the care of women with mental health problems
- Actively promote and participate in a multidisciplinary team approach to care, in conjunction with other colleagues in the Division of Social Model of Health.
- Participate in the development and delivery of education and training for staff at RWH regarding women's mental health
- Contribute to the development and provision of teaching in women's mental health for undergraduate and postgraduate students
- Participate in the development and updating of policies, guidelines and procedures relating to the provision of mental health services at RWH
- Participate in the development and implementation of clinical guidelines and processes based on evidence of best practice in Consultation-Liaison and Perinatal Psychiatry
- Participate in Quality Improvement activities and initiatives for the mental health service
- Participate in key team/service meetings and other organisational meetings
- Participate in any other projects allocated by the Head of Psychiatry.

Other responsibilities

- Be aware of and work in accordance with Hospital policies and procedures, including Occupational Health and Safety, Infection Control, Equal Employment Opportunity and Confidentiality.
- Be respectful of the needs of patients, visitors and other staff and maintain a professional approach to all interactions.
- Maintain accurate records and provide accurate statistics and reports as needed
- Maintain a current knowledge of modern psychiatric practice and implement evidence based therapies
- Participate in and meet the requirements of the RANZCP Continuing Education Program
- Provide support to the mental health service triage team from time to time as required

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Key Performance Indicators

Key performance measures are how you will be measured as meeting the responsibilities of the position listed above. These will be set with you as part of your Performance Development plan within the first six months of your appointment to the position.

- Provision of comprehensive, clearly documented assessment and care of women referred with mental health problems
- Supervision & mentoring of senior General & Consultation-liaison Registrars
- Active contribution to WMHS and other medical MDT meetings
- Development and use of appropriate referral pathways for women discharged from RWH to ensure continuity of care
- Active contribution to the development of clinical governance activities relating to the Women's Mental Health Service as allocated by the Head of Psychiatry
- Teaching of Maternity and Gynaecology staff as needed

Key Selection Criteria

Experience/Qualifications/Competencies

Essential Criteria

- Registration as a medical practitioner with AHPRA
- Fellowship of the Royal Australian and New Zealand College of Psychiatrists **OR** equivalent postgraduate specialist qualification **OR** Psychiatry Fellow at end of their training
- Experience in Consultation-Liaison Psychiatry & Women's Mental Health
- Experience working with a multidisciplinary team
- Experience in the development of effective working relationships with consumers and carers
- Knowledge of evidence-based guidelines relevant to the provision of Perinatal and Women's mental health services

Attributes

Embodies the Women's values of courage, passion, discovery and respect

- "Can do" and flexible approach
- Well-developed interpersonal skills
- Balancing competing and conflicting priorities
- Time management and prioritizing
- Professional demeanour

Organisational Relationships

The position reports directly to the Head of Psychiatry, Women's Mental Health Service but entails a range of other important relationships:

Internal relationships

- Director Division Social Model of Health
- Clinical Psychologists working within the Women's Mental Health Service
- Consultation-Liaison nurse or mental health clinician
- Other clinicians working within the Division Social Model of Health (social work, WADS, CASA, etc)
- Maternity & Gynecology teams

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External relationships

- Liaison with other clinicians working across the range of mental health services

Inherent Requirements

There are a number of critical work demands (inherent requirements) that are generic across all positions at the Women's. The generic inherent requirements for this position are detailed below. These may be added to with more specific inherent requirements, if required, by your manager and Occupational Health and Safety.

Physical Demands	Frequency
Shift work – rotation of shifts – day, afternoon and night	N/A
Sitting – remaining in a seated position to complete tasks	Frequent
Standing – remaining standing without moving about to perform tasks	Occasional
Walking – floor type even, vinyl, carpet,	Occasional
Lean forward / forward flexion from waist to complete tasks	Rare
Trunk twisting – turning from the waist to complete tasks	Rare
Kneeling – remaining in a kneeling position to complete tasks	N/A
Squatting / crouching – adopting these postures to complete tasks	N/A
Leg / foot movement to operate equipment	N/A
Climbing stairs / ladders – ascending and descending stairs, ladders, steps	Rare
Lifting / carrying – light lifting and carrying less than 5 kilos	Rare
– Moderate lifting and carrying 5–10 kilos	N/A
– Heavy lifting and carrying – 10–20 kilos.	N/A
Push/Pull of equipment/furniture – light push/pull forces less than 10 kg	N/A
– moderate push / pull forces 10–20 kg	N/A
– heavy push / pull forces over 20 kg	N/A
Reaching – arm fully extended forward or raised above shoulder	
Head / Neck Postures – holding head in a position other than neutral (facing forward)	N/A
Sequential repetitive actions in short period of time	
– Repetitive flexion and extension of hands wrists and arms	Occasional
– Gripping, holding, twisting, clasping with fingers / hands	Occasional
Driving – operating any motor-powered vehicle with a valid Victorian driver's license.	N/A
Sensory demands	Frequency
Sight – use of sight is integral to most tasks completed each shift	Prolonged / Constant
Hearing – use of hearing is an integral part of work performance	Prolonged / Constant
Touch – use of touch is integral to most tasks completed each shift.	Prolonged / Constant
Psychosocial demands	Frequency
Observation skills – assessing / reviewing patients in /outpatients	Prolonged / Constant
Problem Solving issues associated with clinical and non-clinical care	Prolonged / Constant
Attention to Detail	
Working with distressed people and families	Prolonged / Constant
Dealing with aggressive and uncooperative people	Occasional
Dealing with unpredictable behaviour	Frequent
Exposure to distressing situations	Occasional

Definitions used to quantify frequency of tasks / demands as above

Prolonged / Constant	70–100 % of time in the position
Frequent	31–69 % of time in the position
Occasional	16–30% of time in the position
Rare	0–15% of time in the position
Not Applicable	

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Employee Responsibilities and Accountabilities

- Be aware of and work in accordance with Hospital policies and procedures, including:
 - Code of Conduct
 - Confidentiality
 - Data Accountability Framework
 - Infection Control
 - Occupational Health and Safety
 - Patient Safety
 - Performance Development Management
 - Respectful Workplace Behaviours
 - Risk Management
- Be respectful of the needs of patients, visitors and other staff and maintain a professional approach in all interactions, creating exceptional experiences
- Undertake other duties as directed that meet relevant standards and recognised practice.
- Our vision is a future free from violence in which healthy, respectful relationships are the norm. The Women's expect all staff to contribute to a culture that promotes gender equity, respect and a safe working environment.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to Victorian women.
- Data integrity is an essential element of clinical and corporate governance and a key performance indicator for the Women's. The management of data influences and directly affects patient care, patient decisions, and ultimately the quality and reputation of our service delivery.

As a consequence all staff are responsible and accountable to ensure that (within their area of work):

- Data recording and reporting, (including RWH external reporting) is timely, accurate (ie error free) and fit for purpose
- Data management system policies and control processes are complied with on all occasions
- Where data issues and/or problems become apparent these matters are immediately referred and reported to supervisors/managers.
- Agree to provide evidence of a valid employment Working with Children Check and provide the necessary details for the Royal Women's Hospital to undertake a national Police check
- The Women's expects staff to identify and report incidents, potential for error and near misses and supports staff to learn how to improve the knowledge systems and processes to create a safe and supportive environment for staff and patients.
- Contributes to a positive and supportive learning culture and environment for health professional students and learners at all levels

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Staff Vaccination Requirements

COVID 19 Vaccination

Provide evidence that they have received a full COVID-19 Vaccination or provide evidence from a medical practitioner certifying that an exception applies related to a contraindication to the administration of the COVID-19 vaccination. This includes employees in all roles at the Women's Hospital. This requirement is in line with the directions pursuant to section 200 (1)(d) of the Public Health and Wellbeing Act 2008 (Vic).

Influenza Vaccination

In line with the Health Services Amendment (Mandatory Vaccination of Healthcare Workers) Act 2020, some health care workers are now required to have their flu vaccination to work in health care. Evidence of vaccination is required.

As this role fits into category A or B of the departments risk ratings, applicants will be required to have been vaccinated against influenza. Evidence of vaccination is required.

As this role fits into category C of the departments risk ratings, applicants are strongly encouraged (although not required) to be vaccinated against influenza.

Statutory Responsibilities

- OHS Act 2004
- Freedom of Information Act 1982
- The Victorian Public Sector Code of Conduct
- Registration with Australian Health Practitioner Regulation Agency (AHPRA)
- Mental Health Act 2014

Declaration

I have read, understood and agree to abide by responsibilities and accountabilities outlined in this position description.

Developed Date: November 2025

Developed by: Acting Head of Psychiatry

Date of next Review: November 2026

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