

Position Description

Position 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
Reporting to:	Head of Psychiatry, Women's Mental Health Service

About us

Located in Melbourne on the traditional lands of the Wurundjeri people of the Kulin Nation, the Royal Women's Hospital is Australia's first and leading specialist hospital for women and newborns. We offer expertise in maternity services, neonatal care, gynaecology, assisted reproduction, women's health and cancer services. We advocate for women's health in areas that have long been overlooked or stigmatised, including abortion, endometriosis, family violence, female genital mutilation, menopause, women's mental health, sexual assault and substance use in pregnancy.

Our vision, values and declaration

The Women's vision, values and declaration reflect our promise to our patients and consumers, and articulate our culture and commitment to our community and each other.

Our vision is '**Creating healthier futures for women and babies**'. Our values are:



Courage



Passion



Discovery



Respect

The Women's declaration reflects the principles and philosophies fundamental to our hospital, our people and our culture.

- **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**

Our commitment to inclusion

The Women's is committed to creating and maintaining a diverse and inclusive environment which enhances staff and consumer wellbeing, and nurtures a sense of belonging. We strongly encourage anyone identifying as Aboriginal and/or Torres Strait Islander to join us. We offer a range of programs and services to support First Nations employees. We invite people with disability to work with us, and we welcome anyone who identifies as linguistically, culturally and/or gender diverse, people from the LGBTQIA+ community and people of any age.

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About the division/department/unit

The Women's Social Model of Health Division is a newly formed function that reinforces our commitment to the social determinants of health. Whilst all services at the Women's ensure health equity for all women, the Social Model of Health Division brings together our multidisciplinary services and programs that specialise in providing care to women facing challenges that may adversely affect their health.

The Social Model of Health Division at the Women's has responsibility for ensuring the hospital's clinical and social support services are coordinated, aligned and leveraged to provide wrap around care for the women who need it most. In particular, the division has a focus on ensuring a woman's social, economic, cultural, environmental, geographic, and other factors are taken into account in her care plan with the overall aim of reducing health inequalities and addressing systemic inadequacies that affect health access and outcomes.

Informed by a strong evidence base, the Social Model of Health Division works to ensure the Women's can offer a continuum of care approach depending on the complexity of each woman's clinical presentation and social circumstance. The division plays a key role in guiding and supporting a number of specialist services as well as providing state-wide leadership and advocacy on a number of issues in this space.

This division brings together a number of established and critical clinical and social services including:

- Women's Mental Health Service
- Social Work
- Badjurr-Bulok Wilam our Aboriginal Health Liaison Service
- Family Accommodation
- Spiritual Care
- Women's Alcohol and Drug Service (WADS)
- Family and Reproductive Rights Education Program (FARREP)
- A range of highly specialised services focused on violence *against women*, including the Strengthening Hospital Response to Family Violence program, the Centre Against Sexual Assault service and the Sexual Assault Crisis Line
- The Cornelia Project, a new multi-agency service focused on providing an accommodation for up to one year, integrated health care and support to homeless mothers and babies.

With strong linkages and partnerships across the hospital and with several universities and research leaders, there is future scope to influence the research agenda across the Women's and elsewhere, and to draw upon the considerable in-house expertise to raise profile and awareness of this important work. 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. Some of the services with input either in a primary or secondary CL role, may include specialist Maternity services (eg WADS, Bagarook, MFM, FMU, Perinatal loss, preconception medication counselling clinics) and Gynaecology services (benign Gynaecology, Abortion Contraception Service, Public Reproductive service)

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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.

Key responsibilities

- Provide comprehensive psychiatric assessment and treatment to women receiving inpatient and outpatient care at the Royal Women's Hospital (RWH).
- Deliver clinical supervision to psychiatry registrars and other members of the Mental Health Team to support high-quality care and professional development.
- Collaborate with multidisciplinary teams across RWH, offering expert consultation and guidance to support the care of women with complex mental health needs.
- Promote and actively contribute to a multidisciplinary, social model of health approach in partnership with colleagues within the relevant division.
- Develop and deliver education and training programs on women's mental health for RWH staff.
- Contribute to undergraduate and postgraduate teaching in women's mental health.
- Participate in the development, review, and updating of policies, protocols, and procedures related to mental health service delivery at RWH.
- Support the implementation of evidence-based clinical guidelines and models of care in Consultation-Liaison and Perinatal Psychiatry.
- Engage in quality improvement initiatives to enhance service delivery and patient outcomes within the mental health service.
- Attend and contribute to team, service, and organisational meetings.
- Undertake additional projects and responsibilities as delegated by the Head of Psychiatry.

Other responsibilities

- Comply with Hospital policies and procedures, including Occupational Health and Safety, Infection Control, Equal Employment Opportunity, and Confidentiality.
- Demonstrate respect for patients, visitors, and staff, maintaining a professional approach in all interactions.
- Maintain accurate clinical records and contribute to the provision of data, statistics, and reports as required.
- Maintain up-to-date knowledge of contemporary psychiatric practice and implement evidence-based therapies. Participate in and meet the requirements of the RANZCP Continuing Professional Development (CPD) program.
- Provide support to the Mental Health Service triage team as required.

Key Performance Indicators (KPI's)

Key performance measures will be used to assess achievement of the responsibilities outlined above. These will be developed in consultation with the incumbent as part of the Performance Development Plan within the first six months of appointment.

- Delivery of comprehensive, timely, and clearly documented psychiatric assessments and management plans for women referred with mental health concerns.

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- Provision of effective supervision and mentoring to senior General and Consultation-Liaison Registrars.
- Active and constructive participation in Women's Mental Health Service (WMHS) and other multidisciplinary team (MDT) meetings.
- Development and utilisation of appropriate referral pathways to support safe discharge and continuity of care for women transitioning from RWH services.
- Contribution to clinical governance activities, including quality improvement initiatives, audits, and service development projects as delegated by the Head of Psychiatry.
- Provision of education and teaching to maternity and gynaecology staff as required.

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
- Professional demeanour
- Positive and flexible approach.
- Ability to manage time and key activities.
- Ability to work in an atmosphere of change.
- Embodies the Women's values of courage, passion, discovery and respect
- Balancing sometimes competing and conflicting priorities
- Time management and prioritising

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
- Liaison with stakeholders within the Parkville medical precinct.

Inherent requirements

Inherent requirements are the essential tasks and activities that must be carried out in order to perform this role, including with adjustments. The Women's is committed to providing workplace adjustments that support all people to work with us. We welcome you to discuss any adjustments with the manager of this role during the recruitment process or at any time during your employment, as we acknowledge and understand circumstances can change. You can also request a copy of our workplace adjustments procedure for more information.

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

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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

Employee awareness and responsibilities

- Employees are required to be aware of, and work in accordance with, hospital policies and procedures
- Employees are required to identify and report incidents, potential for error and near misses, to improve knowledge systems and processes and create a safe environment for staff and patients.
- Employees agree to provide evidence of a valid employment Working with Children Check and provide complete details for the Women's to undertake a Nationally Coordinated Criminal History Check (NCCHC)
- Our vision is a future free from violence and discrimination in which healthy, respectful relationships are the norm. The Women's expects all staff to contribute to a culture that promotes and supports diversity, equity, respect and inclusion.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to women.

Vaccination requirements

As this role has direct physical contact with patients and clinical environments, employees are required to be vaccinated against or demonstrate immunity to influenza, COVID-19, whooping cough (pertussis), hepatitis B, chicken pox, MMR (measles, mumps, rubella) and may include hepatitis A, and complete screening for tuberculosis.

Employment with the Women's is conditional upon the provision of satisfactory evidence of vaccination and/or screening, and we may withdraw an offer of employment if the required evidence is not provided at least five business days prior to the intended start date.

Declaration

By accepting this position description electronically I confirm I have read, understood and agreed to abide by the responsibilities and accountabilities outlined.

Developed date: July 2026

Developed by: Dr Juliana Loming, Acting Head of Psychiatry

Date of next review: July 2027

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the royal women's hospital
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