Psychiatrist

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
PSYCHIATRIST I	4476	B32	$135,577 - $229,295
PSYCHIATRIST II	4477	B33	$149,134 - $252,224
PSYCHIATRIST III	4478	B34	$164,048 - $277,446
PSYCHIATRIST IV	4479	B35	$180,453 - $305,191
PSYCHIATRIST V	4481	B36	$198,499 - $335,710

GENERAL DESCRIPTION

Performs psychiatric work involving assessing medical and physiological history and psychological and behavioral factors to determine the cause(s) of psychological disorders, developing plans for psychiatric treatment, and administering specialized psychiatric and medical treatments and procedures.

EXAMPLES OF WORK PERFORMED

Examines, assesses, and diagnoses psychiatric patients.

Assesses medical and psychiatric problems, determines and prescribes psychiatric and general medical treatment, and prescribes changes in treatment as needed.

Develops, recommends, and administers the type and degree of specialized psychiatric and medical treatments and procedures needed.

Conducts psychiatric research and monitors trends and activities in treatment options through the review of publications and research to increase the understanding of various psychiatric diagnoses.

Consults and provides guidance to treatment program staff, and consults with psychiatric staff in community mental health programs.

Presents difficult cases to a clinical conference for advice or decision.

Designs evaluation tools to ensure quality control of state programs.

Organizes and evaluates institutional and outpatient treatment programs.

Reviews patient records and files to determine the progress, effectiveness, and appropriateness of treatment services offered.

Updates and maintains patients’ medical records to document condition and treatment orders.

Provides professional oversight and guidance to other occupations or support staff to ensure compliance with and adherence to regulatory standards and established procedures.

May perform medical procedures as medical staff privileges permit.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level V may also perform work listed within the previous levels.

Note: *Factors that may distinguish between levels include the degree of independence in performing the work, the complexity of the work, the scope of responsibility, and the employee's related experience. Other factors may include the complexity and responsibility of assigned caseloads, specialization of practice, and type of practice setting. Employees at the journey level generally manage more routine or standard caseloads using foundational psychiatric and/or medical knowledge, while escalating unusual or complex cases to more experienced employees. Journey-level employees (levels I-II) may independently perform the full range of work listed in the examples above or may assist others in more complex work.*

PSYCHIATRIST I: Performs moderately complex (journey-level) psychiatric work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

PSYCHIATRIST II: Performs complex (journey-level) psychiatric work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Consult with treatment program staff and recommend the type and degree of specialized psychiatric and medical treatments and procedures needed.
- Review evaluation tools to ensure quality control of state programs.
- Recommend psychiatric research and prepares reports.

Note*: Senior-level employees (levels III-V) may perform the full range of work identified in the levels preceding their own, and/or may oversee or coordinate that work for others. Senior-level employees may have more complex or specialized caseloads or have additional management or supervisory authority. Factors that may distinguish between senior levels include the scope of responsibility, oversight, and authority; and the nature, complexity, scope, and impact of the work performed. Other factors may include the employee's practice specialization and the type of practice setting.*

PSYCHIATRIST III: Performs highly complex (senior-level) psychiatric work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Advise staff on unusual or difficult psychiatric problems, new and investigatory psychiatric medications, and appropriate treatment techniques.
- Serve as treatment team lead.

PSYCHIATRIST IV: Performs advanced (senior-level) psychiatric work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Develop policies and programs to ensure quality control of state programs.
- Monitor quality of psychiatric care to identify issues and present changes to recovery plan.
- Consult with healthcare professionals to develop psychiatric interventions, identify factors that may impact care, and make recommendations for improvement.

PSYCHIATRIST V: Performs highly advanced (senior-level) psychiatric work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Provide psychiatric and medical treatment oversight, direction, and guidance in strategic operations and planning of program or department.
- Advise executive leadership in areas of complex psychiatric initiatives and work with internal and external stakeholders to achieve program goals.
- Review clinical practice of providers through peer review proceedings and provide written opinions and recommendations as appropriate.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in psychiatric work. Graduation from an accredited college of medicine with a degree as a doctor of medicine (MD) or a doctor of osteopathic medicine (DO). Completion of an accredited psychiatric residency program.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of psychiatric principles and methods; general medicine methods and procedures; and the principles and practices in the development, implementation, and documentation of individualized care and treatment plans.

- Skill in the care and treatment of patients, in the use of medical and psychiatric diagnostic and treatment tools and equipment, in conducting psychiatric research, and in the use of a computer and applicable software.

- Ability to examine, diagnose, and treat medical and mental disorders; to interpret psychological diagnoses and analyses; to communicate effectively; and to provide guidance to others.

Additional for Psychiatrist III – V levels

- Ability to supervise the work of others and to direct psychiatric activities.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be licensed as a physician by the State of Texas in accordance with Texas Occupations Code, Chapter 155; and Title 22, Texas Administrative Code, Chapter 161.