

Eastern Health

POSITION DESCRIPTION

Position Title:	Grade 2 Dietitian – Transition to Mental Health Practice program- Mental Health & Wellbeing Program (MHWP)
Award Classification:	Grade 2 Dietitian 2 year fixed term
Award / Agreement Name:	MEDICAL SCIENTISTS, PHARMACISTS AND PSYCHOLOGISTS (VICTORIAN PUBLIC SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2021 – 2025
Position Reports to:	Operationally: Mental Health Manager/Team Leader Professionally & Clinically: Director/Manager of Dietetics

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne’s largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs.



1. POSITION PURPOSE

This Transition to Mental Health position role is based in the mental health program, specifically designed to support clinicians with experience outside of clinical mental health to enter the mental health and wellbeing workforce and develop mental health practice capability. The positions are supported by a developed two-year program with a strong focus on growth learning, reflective practice, supervision and self-care. The positions are embedded in clinical settings, to enable learning and development in real-life practice related content in a positive and supported environment. Extensive learning and development opportunities are provided by the mental health allied health educator team including regular discovery days across the service, monthly professional development sessions and an individualised learning plan designed to work towards meeting targeted competencies for clinicians working in the mental health program.

Extensive learning and development opportunities are provided across the program by both the discipline specific Dietitian Educator, and the wider Multidisciplinary Allied Health Mental Health Education Team, including professional development sessions and an individualised learning plan designed to work towards meeting targeted competencies for dietitians working in the mental health & wellbeing program.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Health care excellence

- Undertake evidence based dietetic assessment for consumers experiencing mental ill health and disordered eating.
- Engage consumers and carers in the development and implementation of individualised plans designed to promote, foster and sustain personal recovery.
- Provide effective evidence-based interventions for consumers with mental health and co-occurring mental health and substance use conditions (dual diagnosis), forensic histories and/or other complexities.
- Participate in the multi-disciplinary group program including development of program content tailored to individual skill level and needs and evaluation of its effectiveness.
- Contribute dietetic expertise to the team clinical reviews, meetings, handovers and case conferences.
- Provide dietetic consultation and support to other services, teams and agencies as required to promote appropriate service delivery and patient care.
- Engage with and support community services and resources including in regional areas to facilitate effective community integration and referral.
- Participate in dietetics health promotion programs within the hospital and Eastern Health.
- Demonstration of relevant family violence practice according to allocated responsibility level in the mental health program workforce mapping tool. This aligns with the Multi-Agency Risk assessment and Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVIS) and Child Information Sharing Scheme (CISS) legislative requirements and related Eastern Health guidelines.

Leading in Learning

- Actively participate in the Transition to Mental Health Program as outlined in the transition to mental health allied health implementation plan for Eastern Health. This includes developing a comprehensive individual learning plan and actively working towards meeting the expected mental health competencies.
- Actively participate in supervised and reflective practice, lifelong learning and further development. This includes active participation in all program professional development sessions and individual and group supervision in the first 12 months.
- Engage in a broad range of professional development activities to ensure up to date skills and knowledge of contemporary recovery focused interventions in mental health.

- Provide leadership, guidance, support and supervision to other members of the multi-disciplinary team.
- Undertake supervision of students and junior staff members.

Leading in Research and Innovation

- Contribute to the development of appropriate structures, policies and procedures for effective multidisciplinary team functioning in line with government policy, legislation and Eastern Health's standards.
- Contribute to service improvement through involvement in continuous quality improvement activities, research and professional education activities as appropriate.

3. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected

standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria

11. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

*Vaccination against infectious disease is a mandatory requirement of this role.
An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.*

Signed: _____

Date: ____/____/____

Manager

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

Position Title:	Grade 2 Dietitian – Transition to Practice program- Mental Health & Wellbeing Program (MHWP)
Award Classification:	Grade 2 Dietitian
Award / Agreement Name:	MEDICAL SCIENTISTS, PHARMACISTS AND PSYCHOLOGISTS (VICTORIAN PUBLIC SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2021 – 2025
Position Reports to:	Operationally: Allied Health Manager Acute Inpatients – Mental Health and Wellbeing Program Operationally: Mental Health Manager/Team Leader Professionally & Clinically: Director/Manager of Dietetics

Essential

Essential

- Recognised tertiary qualification in Dietetics
- Eligible for membership of Dietitians Australia and the Accredited Practising Dietitian Program.
- Participation in Accredited Practising Dietitian program of DA or ability to demonstrate that equivalence to APD requirements is maintained on an annual basis.
- Hold a current Victorian driver's licence and Working with Children Check valid for employment purposes.

Experience, knowledge & skills

- Relevant theoretical knowledge, experience and skills in the provision of evidence-based dietetics assessment, intervention and treatment.
- Demonstrated ability to develop evidence based and innovative dietetic services
- Understanding of, and/or experience in delivering, recovery oriented mental health practice including eating disorders.
- Demonstrated experience in managing a complex caseload and comprehensive discharge planning using a client-centred approach.
- Knowledge of the Mental Health Act and other relevant legislation, policies, plans and strategic directions of public mental health services
- Demonstrated ability to skillfully engage consumers in the development and implementation of individualised plans designed to promote, foster and sustain personal recovery.
- A commitment to working with consumers from a wide range of cultural and social backgrounds and to providing services that are family and gender sensitive.
- Knowledge of the mental health sector, including roles and workings of mental health teams and relevant community resources and services to support people with mental illness.
- Proven ability and commitment to work collaboratively with consumers, carers, the multidisciplinary team and external agencies.
- Commitment to supervised and reflective practice, lifelong learning and further development.
- Computer literacy and embracing of health technologies and informatics.

- High level of self-awareness and emotional intelligence.
- Demonstrated high level interpersonal skills with consumers, their families and all health care professionals including effective conflict resolution and negotiation.

Desirable

- Student placement and/or work experience in a mental health setting. (Or awareness of key issues with mental health presentations and interest in learning about the clinical mental health and wellbeing sector within a complex health care system such as Eastern Health)

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 has recently been released. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au

