

# Eastern Health

## POSITION DESCRIPTION

<b>Position Title:</b>	Senior Clinician Enhanced Eating Disorders (Family Therapy) Team Infant, Child and Youth Mental Health Service (ICYMHS) Mental Health and Wellbeing Program
<b>Award Classification:</b>	Grade 3- Social Work, Occupational Therapy, Clinical Psychology. Grade 4- Mental Health Nurse.
<b>Award / Agreement Name:</b>	Victorian Public Mental Health Services Enterprise Agreement 2021-2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021-2025
<b>Position Reports to:</b>	Line Report – Enhanced Eating Disorders (Family Therapy) Team Leader Professional report- ICYMHS Clinical Lead Allied Health (dependent upon discipline) or MHWP Director of Nursing

### 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. *‘Being part of Eastern Health is being part of a welcoming team of healthcare experts’* is achieved through Eastern Health’s strategic goal of HEALTHIER TOGETHER.



## **1. POSITION PURPOSE**

The Enhanced Eating Disorder Team (EEDT) was established at Eastern Health Mental Health and Wellbeing Program, Infant, Child and Youth Mental Health Service (ICYMHS) in 2020 to oversee and lead the continued development of the eating disorders service within ICYMHS, with a particular focus on providing effective evidence-based therapeutic interventions for young people presenting with an eating disorder. The primary focus of this role is to improve the outcomes for clients presenting with eating disorders.

The Senior Mental Health Clinician is a key leadership role within a multidisciplinary Enhanced Eating Disorders Team.

As a Senior Clinician, the incumbent will have considerable experience in the delivery of clinical mental health services and will manage an allocated case load, providing high quality mental health assessment, case management and clinical treatment and interventions for children, young people and families present with an eating disorder. Additionally, the position will undertake discipline specific specialist assessments and interventions with clients referred by members of the multidisciplinary team, where required.

As a senior clinician within the team, the incumbent will work to support the Team Leader and Team Consultant in provision of consistent and effective clinical and operational leadership within the multidisciplinary team. This will include supporting the ongoing strategic development and implementation of enhancements to the model of care for children, youth and families, ensuring practice is in line with contemporary, evidenced based treatments such as Family Based Therapy for Anorexia Nervosa, Multi-Family Therapy and Cognitive Behavioural Therapy for Eating Disorders and implementation of the recommendations of the Royal Commission into Mental Health Services. The incumbent will actively support the maintenance of a positive culture within the Enhanced Eating Disorders Team and broader ICYMHS service.

As a senior clinician, this role will additionally provide discipline specific supervision to other ICYMHS clinicians as allocated by the relevant discipline clinical lead ICYMHS/Director of Nursing MHWP. The role will also provide supervision and support to students, as directed by the Team Leader and relevant ICYMHS Clinical Lead/Director of Nursing MHWP.

As a Senior Clinician, the incumbent will have a commitment to ongoing professional development and supervision.

The Senior Clinician/Case Manager will report directly to the Enhanced Eating Disorders Team Leader, who in turn reports to the Clinical Director for clinical governance and to the ICYMHS Community Manager for operational management and financial governance. The position will be part of a high-quality service that is responsive to the needs of clients within the team and is supported by clinical, operational and discipline specific supervision, ongoing professional development and active participation in team and service planning and development. The position whilst located in Ringwood, may require the provision of services to other teams and programs within EH ICYMHS.

ICYMHS is committed to providing a clinical service that is accessible to all young people and families and there may be opportunity to provide an afterhours clinic or groups.

## **2. MAJOR DUTIES AND/OR RESPONSIBILITIES**

The Senior Clinician will be responsible for providing the following:

- In collaboration with young people, families/carers and other service providers, provide comprehensive mental health assessments, formulations, individual recovery planning and evidence-based interventions for people experiencing eating disorders (e.g. Family Based Treatment, CBT-E, SSCM and CCSW)

- Direct intensive clinical case management for young people and their families, presenting with an eating disorder.
- Clinical primary and secondary consultation and support to the broader ICYMHS teams in their provision of effective evidence-based practice
- Delivery of Multi Family Therapy for anorexia nervosa group program
- Delivery of Collaborative Carer Skills Workshops
- Contribute to the design and implementation of evidence-based interventions that meet the clinical, educational and vocational needs of clients/consumers with an eating disorder
- Support an effective collaboration with key stakeholders such as the Paediatric Eating Disorders Team, Psychiatric Consultation and Liaison, Adult Mental Health Service, Body Image and Eating Disorders Recovery Service (BETRS) and Centre for Excellence in Eating Disorders
- Contribute to the ongoing development and implementation of enhancements to the model of care, ensuring practice is in line with contemporary, evidenced based mental health models of care and current Victorian State Government initiatives, including the Recovery Framework.
- Provide service co-ordination, consultation and ongoing feedback to referring agents and other relevant agencies through case liaison, preparing high quality assessment, review and discharge reports and communicating with external agencies.
- Respond to crisis situations and urgent clinical problems by participating in the crisis response system with other team members.
- Provide specialist discipline specific assessment, and/or treatment for clients and their families referred from within the team and provide consultation to team members regarding case related discipline specific matters.
- Adhere to and comply with relevant legislation and policy frameworks.
- Participate in the research and evaluation activities of the Enhanced Eating Disorders Team.
- Provide consultation, (primary, secondary and tertiary) education and support to other community agencies or services, at an appropriate level and frequency, in consultation with the EEDT Team Leader and coordinated with the Community Engagement Plan.
- Contribute to the development of service policies and procedures, and to support effective multidisciplinary team functioning.
- Provide support to the team leader, as directed, including the completion of non-clinical tasks related to ensuring the compliance of the team in meeting KPI's.
- Actively support the maintenance of a positive culture within the team and broader ICYMHS Service

### **3. SAFE PRACTICE AND ENVIRONMENT**

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#).

#### **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.

### **Our commitment to Diversity, Equity & Inclusion**

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please [click here](#).

## **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.*

*Healthcare workers are strongly recommended to follow COVID vaccination recommendations provided in the [Australian Immunisation handbook \(based on ATAGI advice\)](#). Seasonal vaccination against influenza is a mandatory requirement of this role and employment is conditional on this being up to date prior to 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

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#### Essential

The successful applicant will have a minimum of 5 years' clinical experience in public tertiary child and youth mental health and particular experience and skills in the practice of community-oriented service delivery alongside one of the following qualifications:

##### *Occupational Therapist:*

- Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency
- A minimum of at least 5 years' experience as a qualified/fully registered occupational therapist

##### *Social Work:*

- Holds a degree qualification in Social Work that has been approved by the Australian Association of Social Workers (AASW) for membership as a Social Worker.
- Maintains compliance with the AASW Continuing Professional Development Policy in order to meet the Eastern Health Allied Health credentialing standard. Accreditation as a Mental Health Social worker is an advantage.
- A minimum of at least 5 years' experience as a qualified/fully registered Social Worker

##### *Mental Health Nursing:*

- Registered as a Nurse with the Australian Health Practitioner Regulation Authority with approved/endorsed postgraduate qualifications in Psychiatric Nursing.

- Minimum of four years post qualification clinical experience in child and youth public mental health.

*Clinical Psychologist:*

- Full registration or eligibility for full registration as a Psychologist by the Psychology Board of Australia (PBA).
- Hold a Masters or Doctoral coursework qualification in Clinical Psychology that has been approved by the Psychology Board of Australia.
- Registration endorsement or eligibility for endorsement in the Approved Area of Practice of Clinical Psychology.
- Hold approved Supervisor status with AHPRA.
- A minimum of at least 5 years' experience as a qualified/fully registered psychologist

**The successful applicant will have the following knowledge and skills:**

- Demonstrated ability in clinical leadership and supervision of clinical practice within a multi-disciplinary team. Senior clinician with clinical experience in adolescent/young adult Mental Health, and particular experience and skills in the practice of collaborative community-oriented practice. This includes assessment, treatment, and consultation with individual clients and their families as well as broader systemic and community interventions.
- Demonstrated ability in providing clinical care and evidence based interventions for young people and their families at with an eating disorder presentation.
- Demonstrated ability to implement collaborative treatment programs for Children, Young People and their families experiencing significant and complex mental health difficulties.
- Demonstrated ability in clinical leadership within a multi-disciplinary team and supervision of clinical practice.
- Demonstrated ability to work both independently and interdependently as a member of a multidisciplinary team, with evidence of excellent conflict resolution skills.
- Compliance with the code of ethics and legal requirements of the profession.
- High level communication, both written and verbal, demonstrated high level of interpersonal skills with consumers, their families and all health care professionals.
- Demonstrate understanding and work within the principles of recovery oriented mental health practice.
- Sound knowledge of the relevant legislation and frameworks for recovery-oriented practice pertaining to working in mental health and with young people and families.
- Thorough knowledge of relevant documentation related to the Mental Health Services and other strategic directions with clear relevance to access and community engagement.



- Commitment to ongoing professional development.
- Current Victorian driver's licence
- Current Working with Children's Check

#### **Desirable**

- Post Graduate Qualifications in Family Therapy
- Experience in the delivery of family therapy-based interventions with young people experiencing complex mental health problems, or
- Experience in the treatment of people presenting with severe eating disorders
- Experience in the delivery of group-based interventions
- Experience in delivery of parent therapy

#### **Aboriginal & Torres Strait Islander Candidates**

*Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. 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](mailto:Aboriginal.Workforce@easternhealth.org.au)*