



**The Royal
Melbourne
Hospital**

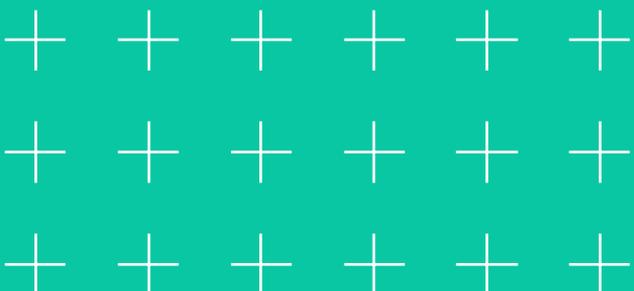
**Advancing
health
for everyone,
every day.**

**Join The Royal
Melbourne Hospital's
NorthWestern Mental
Health Service**



Position Description

**Eating Disorders Senior Clinician
Child & Youth**





About The Royal Melbourne Hospital

As one of Victoria's largest public health services, the Royal Melbourne Hospital (RMH) provides a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs. We are a designated state-wide provider for services including trauma, and we lead centres of excellence for tertiary services in several key specialties including neurosciences, nephrology, oncology, cardiology and virtual health.

We are surrounded by a Parkville Precinct of brilliant thinkers, and we are constantly collaborating to set new benchmarks in health excellence - benchmarks that impact across the globe. While the work we do takes us in inspiring new directions; caring for each other, our patients and consumers is as essential to who we are, as any scientific breakthrough we make.

Our people of more than 10,000 strong, embody who we are and what we stand for. We're here for when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing and for delivering excellence together, always.

Our Vision

Advancing health for everyone, every day.

The Melbourne Way

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

Our Priorities

The RMH Strategic Plan: **Towards 2025 Advancing health for everyone, every day** is our plan for the future — one which we are committed to achieving together.

This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability



Position Description

| | |
|------------------------------------|---|
| Position Title: | Eating Disorders Senior Clinician Child & Youth |
| Service: | Executive Support Unit |
| Location: | Royal Park Campus, Parkville |
| Reports To: | Manager, CEED |
| Enterprise Agreement: | Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2017–2021 |
| Enterprise Agreement: | Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2016–2020 |
| Enterprise Agreement: | Victorian Public Mental Health Services Enterprise Agreement 2016–2020 |
| Classification: | RPN4, SW3, OT3, P3, AK3 |
| Immunisation Risk Category: | Category B |
| Date of Review: | June 2021 |

Position Purpose

The purpose of the Eating Disorder Senior Clinician role at CEED is to support clinicians and leaders of Victoria's specialist mental health system, and other health providers / agencies to provide excellent care for people experiencing eating disorders and their families, through the provision of secondary case consultation, education and training, resource development and service development support.

In addition CEED is implementing key strategies to:

- Enhance the system of care for children & adolescents with eating disorders (implementation of multi-family therapy for adolescent anorexia nervosa in Victorian CAMHS; develop & maintain state-wide eating disorders carer lived experience expert consultation);
- Foster early identification and help-seeking.

Department Description

The Victorian Centre of Excellence in Eating Disorders (CEED)

CEED's Vision: Victorians will have access to a world-class system of care for the treatment of eating disorders.

The Victorian Centre of Excellence in Eating Disorders (CEED) is a state-wide program of Victoria's specialist mental health system, managed by NorthWestern Mental Health, part of Melbourne Health. CEED's long term work and commitment is to support the building of a high quality, comprehensive, stepped system of care for eating disorders in Victoria.

CEED uses a service development framework and utilises clinical case consultation, workforce capability development, clinical resource development, and service development strategies to work with, and support Victoria's specialist mental health service, acute health, and Tier 1 and 2 services to improve care responses for people experiencing eating disorders and their families.



Key Accountabilities – Position Specific

Under the direction of the CEED manager and as part of the CEED team, provide clinical services in the following areas:

Clinical Case Consultation:

- Provide primary and secondary case consultation services with a high level of clinical expertise in the assessment, treatment and delivery of targeted interventions to consumers with eating disorders and their family/carers. Consultation may occur in collaboration and conjunction with the CEED Carer Consultant
- Establish and/or provide group case consultation with clinicians of Victoria's mental health services
- Promote case management, liaison and linkage between clinicians and agencies that provide support to people with eating disorders and comorbid illnesses
- Promote evidence-based clinical management and guidelines for eating disorders
- Utilise discipline-specific skills as appropriate and as required by consumers, their family/carers and CEED
- Participate in the evaluation of clinical case consultation and research processes of CEED

Professional Development and Training:

In conjunction with CEED Manager and team -

- Plan and coordinate education and training programs for Victoria's health clinicians
- Lead / co-facilitate training of core CEED trainings (e.g. FBT-AN, CBT-E, CBT-GSH, SSCM) and other service specific trainings
- Arrange and oversee organizational aspects of the specific training being facilitated, with the CEED administration team
- Seek and arrange partnerships in training and service development
- Undertake training evaluation as appropriate and indicated

Service Development:

In conjunction with CEED manager and team -

- Facilitate and participate in the development, implementation and monitoring in eating disorders policy, procedures and planning across the state and in specific regions
- Advise services on new treatment programs and best practice standards
- In collaboration with Victoria's mental health services, identify issues impacting on clinical service delivery, major trends and strategic directions
- Provide critical feedback to the mental health services in regard to mental health service provision for clients with eating disorders
- Review and plan for the service development requirements of mental health, primary care and specialist eating disorder services across the regions and state in relation to eating disorders

Key Relationships

Internal

- CEED Manager
- CEED Clinical & admin team
- Training organisations of NWMH

External

- CYMHS/CAMHS & AMHS Directors & Managers
- Inpatient & outpatient teams of mental health services & MHCSS
- Medical teams - paediatric & adult medicine



Selection Criteria

Formal Qualification(s) & Required Registration(s):

- Occupational Therapists:
 - Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
 - An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.).
- Psychologists:
 - Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia (or eligibility to enter a registrar program as a clinical, forensic or clinical neuro psychologist with the Psychology Board of Australia where relevant).
- Registered Psychiatric Nurses:
 - Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
 - Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.
- Social Workers:
 - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.
- Dietitians
 - A degree in Nutrition and Dietetics accredited for eligibility for full membership of the Dietitians Association of Australia
 - Accredited Practising Dietitian (APD) status.

Essential:

- At last 5 years' clinical experience in the mental health field
- Significant experience in provision of evidence-based treatment for children, adolescents or youth experiencing eating disorders
- Experience in the provision of education and training for health professionals
- Experience in providing clinical case consultation, clinical supervision or mentoring of health professionals

Desirable:

- Family therapy skills and training
- Experience in specific programs and interventions for people experiencing eating disorders eg day program, group interventions, family or carer interventions
- Experience in curriculum development and delivery of training to mental health practitioners in evidence-based treatments and interventions for child, adolescent and youth eating disorders
- Project management skills with ability to prioritise and manage time effectively
- Experience and proven competence in the delivery of clinical services to consumers of Victorian mental health services
- Experience and knowledge in the development &/or utilization of web-based online communication, training and treatment programs
- Knowledge, experience and confidence in implementing specific service improvement projects or activities in a healthcare setting
- An understanding of the health care system in Victoria
- An understanding of the policies and procedures associated with the 2014 Victorian Mental Health Act and other relevant legislation



Required Capabilities

The Capability Development Framework applies to all The RMH employees and describes the capabilities that are needed to meet our strategic goals.

Below is a list of capabilities and the attainment level required in this position.

| <i>Capability Name</i> | <i>Attainment Level</i> |
|---|-------------------------|
| Organisational savvy | Mastery |
| Communicating effectively | Mastery |
| Building relationships | Mastery |
| Patient and consumer care | Mastery |
| Working safely | Mastery |
| Utilising resources effectively | Mastery |
| Innovation, continuous improvement and patient safety | Mastery |
| Adaptability and resilience | Mastery |
| Integrity and ethics | Mastery |
| Delivering results | Mastery |
| Analysis and judgement | Mastery |
| Developing and managing skills and knowledge | Mastery |

Health, Safety and Wellbeing

The RMH aims to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors to the RMH.

RMH employees have a responsibility to:

- Maintain an understanding of individual responsibility for patient safety, quality and risk and contribute to organisational quality and safety initiatives;
- Take reasonable care for their own safety and wellbeing and that of anyone else that could be affected by their actions;
- Speak up for the safety and wellbeing of patients, consumers, colleagues and visitors and escalate any concerns that have or could impact safety;
- Accept responsibility for ensuring the implementation of health and safety policies and procedures and cooperate with the RMH in any action it considers necessary to maintain a safe working environment which is safe and without risk.

RMH Employees in supervisory/management roles have, in addition to the above, responsibility to:

- Ensure all health, safety and wellbeing procedures are in place and maintained in their work areas;
- Ensure risk management activities are undertaken and effective risk controls are in place;
- Make sure that training needs for all employees are identified and undertaken as required;
- Ensure incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.

The RMH Key Performance Indicators

RMH employees are measured through successful:



- Demonstration of RMH values and behaviours, being a role model for living the values;
- Completion of mandatory training activities including training related to the National Standards;
- Participation in the RMH and Division/Service specific business planning process (if required);
- Achievement of RMH and portfolio specific KPI targets as they apply to areas of responsibility;
- Participation in and satisfactory feedback through the annual performance review process; and, where applicable, ensure direct reports have individual development plans including an annual review;
- Ability to provide a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Ability to operate within allocated budget (if required).

Clinical Governance Framework

RMH employees have a responsibility to deliver Safe, Timely, Effective, Person-Centred Care (STEP) by:

- Fulfilling roles and responsibilities as outlined in the Clinical Governance Framework;
- Acting in accordance with all safety, quality and improvement policies and procedures;
- Identifying and reporting risks in a proactive way in order to minimise and mitigate risk across the organisation;
- Working in partnership with consumers and patients and where applicable their carers and families;
- Complying with all relevant standards and legislative requirements;
- Complying with all clinical and/or competency standards and requirements and ensuring you operate within your scope of practice and seek help when needed.

Equal Opportunity Employer

The RMH is an equal opportunity employer. We are proud to be a workplace that champions diversity; we are committed to creating an inclusive environment for all people. Our goal is for our people to feel safe, included and supported so that they can be at their best every single day.



Acceptance

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please PRINT IN CAPITALS)

Date (day/month/year)