

Austin Health Position Description



Position Title: Eating Disorders Clinician

Classification:	Registered Psychiatric Nurse Grade 3 Allied Health Grade 2
Business Unit/ Department:	North East Continuing Care Service (CCS)
Work location:	Austin Health [<input type="checkbox"/>] Heidelberg Repatriation [<input type="checkbox"/>] Royal Talbot [<input type="checkbox"/>] Other [<input checked="" type="checkbox"/>] Community
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020 - 2024
	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 - 2025
Employment Type:	Full-Time
Hours per week:	38hrs (+ ADO)
Reports to:	CCS Manager
Direct Reports:	N/A
Financial management:	Budget: N/A
Date:	November 2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

About the Mental Health Division

Austin Health Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

The Mental Health Division incorporates three areas:

- Adult and Older Adult Mental Health Services
- Infant, Child and Youth Mental Health Services, and
- Mental Health Specialty Services

Local Area Description:

The North East Continuing Care Service (NE CCS) is a team within the Adult and Older Adult Mental Health Services

Austin Health has launched a new community-based eating disorders service model designed with the consumer and their families/carers at the centre.

The multidisciplinary Specialist Eating Disorder Service (SEDS) provides specialist care to enhance care provided by Case Managers in the Adult and Older Adult Mental Health community service, North East Continuing Care Service.

NECCS utilises a multidisciplinary approach in delivering specialist clinical care for adult clients with severe or complex mental health diagnoses. Consumers' Outcome Measures (Life Skills Profile, HoNOS and Phase of Care) indicate they are currently or are at risk of recurrent acute/crisis episodes and frequent periods of hospitalisation without more specialised, therapeutic interventions.

The service currently operates within business hours

Purpose and Accountabilities

Role Specific:

- The Eating Disorder Clinician will provide direct clinical care to registered consumers of the service & also undertake a capacity building role to support mental health clinicians to better support their consumers and the complexities of an eating disorder diagnosis.
- Demonstrate a clear understanding of and sophisticated practice in the principles of recovery-orientated and trauma-informed, collaborative practice and expertise in Eating Disorders and comorbid mental illness/disorders
- Undertake a clinical case load as per the teams' requirements. Due to the capacity building and training specific responsibilities, caseloads will be allocated accordingly
- Deliver evidenced based eating disorder focused assessments and interventions that support consumers and their families/carers
- Work closely with clients GP to monitor medical stability and symptom severity in conjunction with psychiatry medical officers - assess needs to escalate care accordingly - including accessing hospital treatment
- Monitor consumers symptom severity, severity of functional impact, level of motivation/readiness to engage in support/treatment
- Support the SEDS Coordinator to complete a single comprehensive multidisciplinary assessment and treatment planning session with the client, their identified carer/supports and wider care team.
This includes a rigorous assessment of the clinical risk of each client and effective management of this risk through care coordination with the case manager and regular treating team
- Actively support consumer access to the National Disability Insurance Scheme
- Provide evidenced-based mental health treatment delivered in the community ranging from self-help and brief interventions to longer episodes of care, in conjunction with medical monitoring and treatment, nutritional intervention and coordinated access to a range of services and transition support as needed
- To liaise with relevant area mental health services, GPs, NDIS and other community stakeholders in the coordination of supports when preparing consumers for discharge
- Participate in team and discipline specific supervision activities.
- Provide timely provision of all service activity data (Rapid and Outcome Measurement) include contact data entry
- Participate in weekly clinical reviews
- Provide assertive outreach to community to better facilitate care provision and engagement
- Participate in annual Performance Review and Development program
- Employees may be redeployed within the Mental Health Division
- Undertake in other duties that may be required as may arise in the course of employment period

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

People Management Roles:

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives.
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs.
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements.

Selection Criteria

Essential Knowledge and skills:

- Must meet minimum years of clinical experience for the profession according to the relevant Enterprise Agreement, specifically in mental health
- Substantial understanding together with solid experience and skills in delivering evidenced-based assessment and treatment of eating disorders (i.e. Family Therapy for Eating Disorders/FBT, Specialist Supportive Clinical Management (SSCM) and/or Cognitive Behavior Therapy – eating disorder (CBT-e) or Dialectical Behaviour Therapy (DBT)) and for a range of co-morbid mental health issues
- Knowledge of, and experience in delivering a range of crisis intervention and management strategies
- Significant experience of intensive case management and systems work
- Demonstrated experience and ability in community-based assessment and management of people with substantial and prolonged mental illness
- A thorough working knowledge of the Mental Health & Wellbeing Act (2022), the Carer Recognition Act (2012), Child Youth and Family Act (2005), MARAM Framework and Chief Psychiatrist Guidelines
- Proven ability to liaise and consult with relevant family members/carers, as well as a broad range of health professionals and community agency
- A positive approach to ongoing self-education and skill development

- A flexible, innovative team-oriented approach to service delivery
- A positive approach to change and diversity

Desirable but not essential:

- Experience within an Acute Psychiatry setting/Eating Disorders Unit/high paced inpatient environment
- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#).

Document Review Agreement

Manager Signature	
Employee Signature	

Date	
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