

Austin Health Position Description



**Position Title: Mental Health Clinician Eating Disorders- SEDS
Team Leader**

Classification:	Chief Grade 3 Social work/ Occupational Therapy RPN 4- with over award Clinical Psychology P4.
Business Unit/ Department:	Child and Youth Mental Health Service (ICYMHS) Mental Health Division
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2021 – 2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 – 2025
Employment Type:	Full-Time
Hours per week:	38 (flexible start and finish times)
Reports to:	Eating Disorder Program Manager.
Direct Reports:	Eating disorder team
Date:	September 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 Role

Austin Health's new community-based eating disorders service model has the consumer and their families/carers at the centre of its design.

The multidisciplinary Specialist Eating Disorder service (SEDS) aims to ensure that consumers and their families and carers receive a coordinated and prompt service response and that the care provided within is enhanced by the specialist eating disorders team which includes allied health, dietetics, nursing and lived experience both carer and peer.

Seds has now been in operation for a successful 12-month period.

And we now have an exciting new initiative to embed into our eating disorder program.

Recently we received pilot funding for an In Home (outreach) Intensive Early Engagement and Treatment Service currently in the co design phase with consumers our lived experience workforce our external stakeholders e.g. CEED and EDV and our SEDS and community teams.

The SEDS Team Leader will be an integral member of the co design group for the new in-home /outreach model ensuring that the theory/design is translated into practice and integrated into our existing SEDS model.

Team Leader will also provide clinical and operational coordination in the provision of high quality, expert clinical assessment and planned treatment to children and young people with eating disorders (currently aged 0 to 18 years) and their families who are referred to Austin Health's ICYMHS.

Further Key components of the role involve the following: the provision of a secondary specialist triage system intaking referral enquiries from triage, the ward and others to facilitate the rapid allocation of referrals, wait list management, coordination of the weekly multidisciplinary assessment treatment and planning single session which includes the case manager, consultant psychiatrist and relevant members of the SEDS team, supporting the consumers during wait list management and capacity building the outpatient teams in specific Eating Disorder clinical treatments and approaches.

Ongoing service review and improvement, primary or secondary consultation, education and training that positively enhances the outcomes for clients with complex eating disorders.

About the Mental Health Division

ICYMHS provides tertiary mental health services to the north-eastern catchment of Melbourne (currently the local government areas of Banyule, Boroondara, Darebin, Nillumbik, Whittlesea, and Yarra). Young people eligible for the service are predominantly aged 0-18 years with only several teams currently available or those aged up to 25 years.

ICYMHS currently have two inpatient units (a child and an adolescent one), with future projects for residential programs - YPARC and Child and Family Centre.

At present there are outpatient community teams and a number of specialist youth outreach teams. There are also several specialist roles such as Senior Clinician (Infant and Child Specialist), Carer Consultant and the Mental Health and Wellbeing Network Coordinators. The Lived Experience Workforce is embedded with the ICYMHS directorate. Alongside ICYMHS which now includes the Under 18 Triage Team and the Autism Spectrum Disorder Assessment Program, are the Consultation and Liaison team.

Our community teams are based at the Heidelberg Campus of Austin Health, the Burgundy Street site and the Epping site. It is anticipated other teams will be located in the community in the future.

Purpose and Accountabilities

Role Specific:

Direct clinical/operational Care

- Is responsible for the day-to-day clinical functioning and leadership of the team with and the Program Manager. The role will include workload management, support of staff in clinical decision making, orientation and retention.
- Conducts the SEDS secondary triage for the new community-based referrals.
- Coordinates allocation of new referrals to the service into the outpatient teams for case management.
- Coordinates a single comprehensive multidisciplinary assessment and treatment planning session with the young person, family, case manager and the SEDS team. This involves a rigorous assessment of the clinical risk of each client and effective management of this risk through this intervention planning with the case manager and consultant.
- Coordinates wait list management, case monitoring, case reviews.
- Manages SEDS clinicians in undertaking home/alternative site visits as required, accompanying them as needed.
- Provides clinical supervision and secondary consultation to SEDS team members and Case Managers to ICYMHS staff as agreed.
- Demonstrate a clear understanding of and sophisticated practice in the principles of recovery-orientated, trauma-informed and family-centred, collaborative practice and expertise in engaging young people and their families within clinical settings and particularly pertaining to eating disorders and comorbid mental illness/disorders.
- Provides expert clinical knowledge to the team, case managers and others through communication, modelling, and teaching.
- Provides expert clinical advice in collaboration with the patient/family and MDT; actively communicate in the treatment decision making.
- Provides leadership and guidance regarding discharge planning, ensuring alignment with consumer goals
- Recognise scope and limitations of practice and seek advice from other experts where required.
- Coordinates delivery of parent and consumer group sessions such as support, therapeutic and education sessions.
- Is responsible alongside others for the implementation of monitoring and evaluation of the eating disorders service including the new pilot for home visiting.
- Leads others to develop skills in utilisation and interpretation of assessment

information.

- Facilitates multidisciplinary care planning processes to achieve clinical outcomes and complex discharges.
- Provides expertise in management of complex situations and generates alternative course of action.
- Is responsible for implementation and maintenance of the Austin Health Eating Disorders registry.
- Complete a high standard of accurate and timely clinical documentation and data entry in a timely and efficient manner and in accordance with ICYMHS / MHD and relevant professional / mental health sector statutory requirements. .
- Undertake roles and other duties as directed appropriate to your experience and training that are necessary for the efficient functioning of the ICYMHS service.

Support of Systems

- Appropriately use information and communication systems that support the effective and efficient clinical and administrative operation of the position and safe and effective care.
- Provide expert primary, secondary and tertiary consultation and support to other mental health clinicians about their current cases, with respect to eating disorder diagnoses, including the ICYMHS child and adolescent inpatient units as requested by relevant Managers as well as external agencies/providers.
- Contribute to the development of improved pathways of care for young people within the mental health program experiencing severe and complex eating disorders.
- Promote the program at Austin Health through participation in education forums, conferences and other approved opportunities that arise.

Education and Training

- Facilitate staff learning through development of cross discipline relationships and networks.
- Provide mentorship/ coaching of other staff for career development.
- Actively participate in area of expertise by presenting at conferences, forums.
- Utilise and maintain professional practice portfolio to plan for future continuing education, professional development and employment goals for self and others.
- Identify and implement strategies to support staff with their learning needs.
- Provide targeted consultation and education to Mental Health clinicians and students across Austin Health's ICYMHS regarding contemporary and evidence-based eating disorder assessment and treatment (individual and group) including telehealth options.
- Provide education and secondary consultation to community organisations to increase early detection of eating disorders and timely referral to ICYMHS together with Mental Health Promotion Officer staff or other specialist staff.
- Actively participate in under- and post-graduate training of professionals within ICYMHS / MHD.
- Contribute to evidence-based information distribution through the education of others, sharing of relevant clinical literature and leading critical analysis discussions.
- Actively participates in operational, clinical and professional supervision and performance development and review processes.
- Seek out and attend relevant professional development and training, ensuring up-to-date knowledge of best practice in mental health and eating disorders.
- Participate in both internal and external continuing education programs and

demonstrate a commitment to improving professional performance and development to satisfy Continuing Professional Development requirements. health program experiencing severe and complex eating disorders.

Professional Leadership

- Work collaboratively with key stakeholders (e.g. but not limited to, Paediatrics, CL, EPS, Adult Mental Health Service, Body Image and Eating Disorders Recovery Service (BETRS) and the Victorian Centre for Excellence in Eating Disorders (CEED)).
- Establish systems and processes to ensure excellence and accountability in delivery of safe, effective healthcare.
- Practice high-level communication and leadership skills consistently.
- Work collaboratively and successfully with the lived experience workforce, empowering them in their roles and learning from them to improve the practices of self and others.
- Demonstrate excellent interpersonal and negotiation skills, supporting the management of the most complex cases in ICYMHS, interagency case meetings and discharge planning.
- Provide direction and leadership in eating disorder assessment and treatment alongside the Consultant Psychiatrist for eating disorders.
- Contribute to the development of evidence-based practices, policies and procedures to inform the provision of service delivery, education and consultation activities.

Research and Quality

- Maintain an awareness and practice of safety issues, the safe practice policy and procedures of the service, and relevant legislation to ensure that risks to consumers, carers, families, staff and the community are minimised.
- Be aware of and adhere to safety and other procedures within ICYMHS, MHD and sites you visit.
- Participate in the development, implementation and evaluation of community-based programs, clinical incident reviews, etc., as appropriate.
- Contribute to ICYMHS operational activities, service planning, research and evaluation activities so that the ICYMHS performance and culture is safe, healthy and productive with a view to continual improvement.
- Contribute to appropriate research or evaluation studies following ethical practice guidelines and contributing to the sharing of outcomes either through education opportunities or conference-type presentations or academic publications.
- Contribute to the development and implementation research and evaluation processes and quality improvement activities.
- Contribute to ICYMHS operational activities, service planning, research and evaluation activities so that the ICYMHS performance and culture is safe, healthy and productive with a view to continual improvement.
- Comply with relevant professional, child and mental health sectors' legislative and statutory requirements.
- Participate in the development, implementation and evaluation of community-based programs, clinical incident reviews, etc., as appropriate.

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

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 centred 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.
- Adheres to and complies with relevant legislation i.e. Mental Health and Wellbeing Act 2022 and the Children, Youth and Families Act 2005 and the Child Wellbeing and Safety Act 2005.

Selection Criteria

Mandatory Qualifications

- Relevant professional qualification in a health-related discipline (social work, occupational therapy, clinical psychology or psychiatric nursing) and current registration with the relevant professional board, Association or College.
- Must meet minimum years of clinical experience for a grade 3 role according to the Enterprise Agreement.
- Psychologists: Registration with a specialist endorsement in Clinical Psychology or Forensic Psychology
- Registered Nurse registered with the Nursing and Midwifery Board of Australia
- Social Workers must be eligible for membership with the Australian Association of Social Workers (AASW).
- A current Victorian Driver's License (without restrictions), and ability to drive a work vehicle.
- A current Working with Children's Check (without restrictions).

Essential Knowledge and Skills

- Demonstrated expert level of knowledge of child- and family-centred care, recovery centred care and collaborative clinical practice (particularly in relation to young people).
- Substantial understanding together with solid experience and skills in delivering evidence-based assessment and treatment of eating disorders (i.e. Family Therapy for Eating Disorders/FBT, Specialist Supportive Clinical Management (SSCM) and/or Cognitive Behaviour Therapy – eating disorders (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.
- Sound knowledge of relevant legislations including but not limited to the Mental Health Act 2014; the Child, Youth and Families Act 2005; and the Privacy Act 1988.
- Demonstrated cultural sensitivity when working with young people and families/carers/staff with diverse backgrounds and identities and those with lived experience of mental illness.
- Ability to work independently, with initiative and collaboratively with others from a range of professional backgrounds and levels of experience to deliver consultations, service initiatives (on time and on budget), seeking out guidance from CYMHS leadership where relevant.
- Excellent interpersonal, communication (written, verbal and non-verbal), organisational and negotiation skills.
- A sound understanding of information technology including office and clinical systems, risk management reporting and ability to provide accurate, accessible and timely written records of clinical work, as required by MHD standards of documentation.
- Training in clinical supervision (relevant to discipline or area of practice) and experience in providing high quality supervision to other clinical staff with excellent feedback.
- Demonstrate ability to enhance positive team dynamics and functioning through leadership, influence and partnership.

Desirable but not essential:

- A Masters of Family Therapy from an Australian recognised academic institution.
- Experience in the delivery of group-based interventions, particular carer education and support programs for people with eating disorders (e.g. Nourishing Parents Groups or Collaborative Carer Skills Workshops, Multifamily Group Program).
- Sound knowledge of the MARAM framework, implementation plan and hold an intermediate level of training or be working towards this.
- Clinical experience in running single-session interventions.
- Post-graduate training in relevant areas, for example: developmental psychiatry; child, adolescent or youth mental health, adverse childhood events/childhood trauma, child or adult psychotherapy.
- Dual-diagnosis competency or a willingness to undergo specialised training.
- Demonstrated commitment to evidence-based practice, research and quality improvement activities in a clinical setting.
- Experience of cases involving the National Disability Insurance Scheme.

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	