

Austin Health

Position Description



Position Title: Senior Nurse Clinician- Specialist Eating Disorders Program- SEDS

Classification:	RPN 4
Business Unit/ Department:	Child and Youth Mental Health Service (ICYMHS), Mental Health Division (MHD)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Employment Type:	Part-Time
Hours per week:	22.8 (Flexible hours)
Reports to:	Team Leader and Program Manager
Direct Reports:	nil
Date:	January, 2025

About Austin Health

Austin Health is recognised for high-quality, person- centered care. We are renowned for our specialist work in cancer, transplantation, infectious diseases, obesity, sleep medicine intensive care medicine, neurology, endocrinology mental health and rehabilitation.

We are the largest Victorian provider of training for specialist physicians and surgeons and internationally recognised as a Centre of excellence in hospital-based research.

Our services are delivered to patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognize 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.

Position Purpose

The Nurse Senior Clinician is an integral member of our SEDS team and reports to the Team Leader and Program Manager.

Key components of the role involve the following: providing clinical eating disorder physical health monitoring and assessment, triaging, participating in SSI's, providing treatment planning recommendations across physical and emotional health domains, and supporting ICYMHS case managers in their recovery work with families and young people fostering self-determination and hope. The nurse and the Seds team are expected to draw on the resources of people with a lived experience of mental illness.

The Nurse Senior Clinician also has a key role in participating and contributing to group and education opportunities for the eating disorder program, including psychological education sessions and family work.

About the Mental Health Division

The 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. Services are across Adult and Child and Adolescent and can be bed based or located in the community.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to consumer wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualized treatment and care.

About ICYMHS

ICYMHS sits under the Mental Health Division and provides a tertiary mental health services to infants, children and adolescents across the north-eastern catchment of Melbourne (currently local government areas of Banyule, Nillumbik, Darebin, Whittlesea, Yarra and Boroondara).

It is an exciting time for Austin as the ICYMHS directorate will be expanding in response to the recommendations of the Victorian Royal Commission into Victoria's Mental Health Services (2021). Young people eligible for the service are predominately aged 0-18 years with only several teams available for those aged up to 25.

ICYMHS currently have two inpatient units -Child and Adolescent, and a Child and Family Residential Program, with a future project for a YOUTH residential program – YPARC.

At present there are several community teams which cover infant and child and a number of specialist youth outreach teams. There is a ICYMHS Triage Team and emerging CATT service.

There are also several specialist roles and teams that support the work of ICYMHS

such as Child Specialist, Aboriginal Mental Health Liaison workers and an AOD practice lead alongside an expanding Lived experience workforce embedded in the ICYMHS directorate.

Teams are based at Epping, Burgandy Street, MacLeod and on the Austin campus Heidelberg site.

Local program description.

SEDS

The position offered sits within the Child and Youth Mental Health Service (ICYMHS) directorate and is located within the Specialist Eating Disorder Service (SEDS).

SEDS provides expert clinical assessment, formulations and treatment recommendations to children and young people with eating disorders (aged 0- 25 years) and their families who are referred to Austin Health's ICYMHS.

The service aims to ensure that consumers and their families and carers receive a coordinated and prompt service response for those identified and that the care provided within our service is enhanced by this multidisciplinary team which includes allied health, dietetics, nursing and lived experience both carer and peer.

The SEDS team supports the case managers sitting within the community teams with their experience, knowledge and practice wisdoms. Its service does not case manage.

A new In Home (outreach) Intensive Early Engagement and Treatment Service currently in the co design phase is due to commence in March 2025

Purpose and Accountabilities

Role Specific:

Direct Comprehensive Care

- Demonstrate a clear understanding the principles of recovery-orientated, trauma-informed and family- centered practice particularly pertaining to eating disorders and comorbid mental illness/disorders.
- Can expertly engage young people and their families within clinical and outreach settings.
- Undertakes comprehensive eating disorder assessment, risk formulation and management for children, young people and their carers/families with an emphasis on supporting them and through the initial assessment process ensuring timely access to treatment.
- Undertake physical assessment of young person and effectively manage this risk by communicating necessary action to relevant people including family/carers, paediatricians, case manager, GP etc.

- Rigorously assess the clinical medical and psychological risk of each client and effectively manage this risk through planning and intervention in conjunction with Consultant Psychiatrists and ICYMHS teams.
- Effective liaison and consultation with internal and external stakeholders, including clearly communicated handovers. Effectively liaise with relevant CYMHS teams to facilitate rapid allocation of cases and reduction/monitoring of risks.
- Provide high quality, evidence-based clinical assessment for children and adolescents with eating disorders at an individual or group level as indicated by clinical need within available resources by self and others in the ICYMHS outpatient teams.
- Provide high-quality and evidence-based family and/or carer support including group programs in an outpatient setting or through telehealth as appropriate.
- Maintain a high standard of accurate and timely clinical documentation and data entry in a timely and efficient manner and in accordance with CYMHS / MHD and relevant professional / mental health sector statutory requirements.
- Provide initial assessment and treatment to complex cases as well as a shared co-therapy role with ICYMHS community team case managers in a small number of complex presentations as indicated.
- Undertake roles and other duties as directed appropriate to your nursing experience and training that are necessary for the efficient functioning of the ICYMHS service and work from other locations if directed.

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 Team Managers as well as external agencies/providers.
- Contribute to the development of staff skills to identify, plan and implement evidence-based risk prevention strategies.
- 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.
- Actively contributes to the development and review of policies and practice guidelines in line with their area of clinical expertise.

Education and Training

- Provide targeted consultation ICYMHS regarding contemporary and evidence-based eating disorder assessment and treatment (individual and group) including support of telehealth options.
- Provide professional supervision to ICYMHS staff as agreed.

- Provide education and secondary consultation to community organizations 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 participate 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.

Professional Leadership

- Provide expertise, liaison and collaboration at first contact with ICYMHS triage to manage acuity, flow and priority of eating disorders referrals into the service and easy access to care.
- Work collaboratively with key stakeholders including Austin Health 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).
- 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 CYMHS, 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.
- Comply with relevant professional, child and mental health sectors' legislative and statutory requirements.

Research and Quality:

- Maintain up to date awareness and practice of safety risks, safe practice policy and procedures of the service and relevant legislation to ensure that risks to consumers, carers, families, staff and the community are minimized.
- Maintain up to date knowledge of and adhere to safety and other procedures within 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. Support ICYMHS performance approach and culture that is safe, healthy and productive with focus on continuous improvement.
- Instigate 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 of research and evaluation processes and quality improvement activities.
- Identify best practice research to address gaps in nursing practice.

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Pulse).
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks.
- Comply with the Code of Conduct and uphold our values and diversity and inclusion commitments.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member if unable to rectify yourself.
- Comply with Austin Health mandatory training and continuing professional development.
- Maintain a safe working environment for yourself, colleagues and members of the public by following organizational safety, quality and risk policies and procedures.

Selection Criteria

Mandatory Qualifications

- Relevant professional post graduate qualification in psychiatric/mental health nursing or equivalent and current registration with AHPRA.
- 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:

- Must meet minimum years of clinical experience in nursing for a senior role.
- Demonstrated expert level of knowledge/experience of child- and family-centered care, recovery- centered care and collaborative clinical practice (particularly in relation to young people with eating disorders).
- 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/FT, 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 (at a senior clinician level).
- 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.
- 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.

Desirable but not essential:

- Experience working as a nurse senior clinician in a community mental health service eating disorder program.
- 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).
- Dual diagnosis competency or a willingness to undergo specialised training.
- Advanced training in relevant areas, for example: developmental psychiatry; child, adolescent or youth mental health, adverse childhood events/childhood trauma, child or adult psychotherapy.
- Clinical experience in running single-session interventions.
- Experience of case management 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

Applications from Aboriginal and Torres Strait Islanders are strongly encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website:

<http://www.austin.org.au/careers/Aborigineemployment/>

Manager Signature	
Employee Signature	
Date	