

## POSITION DESCRIPTION – Alfred Health

<b>DATE REVISED:</b>	13 May 2019
<b>POSITION:</b>	Dietitian Senior Clinician, Alfred CYMHS Eating Disorder Program
<b>AWARD/AGREEMENT:</b>	Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement 2017 – 2021
<b>CLASSIFICATION TITLE:</b>	Dietitian Grade 3
<b>DEPARTMENT/UNIT:</b>	Alfred Child & Youth Mental Health Service (CYMHS)
<b>CLINICAL PROGRAM:</b>	Alfred Mental & Addiction Health
<b>DIVISION:</b>	Operations
<b>REPORTS TO:</b>	Eating Disorder Program Coordinator, Alfred CYMHS
<b>CLINICALLY ACCOUNTABLE TO:</b>	Head of Alfred CYMHS
<b>OPERATIONALLY ACCOUNTABLE:</b>	CYMHS manager through the Eating Disorders Program Coordinator, Alfred CYMHS
<b>WORKS IN COLLABORATION WITH:</b>	Staff, clients, their families, community service providers, primary carer services, consumer and carer groups, other health professionals and service networks

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## ALFRED HEALTH

Alfred Health is the main provider of health services to people living in the inner southeast suburbs of Melbourne and is also a major provider of specialist services to people across Victoria. The health service operates three outstanding facilities, The Alfred, Caulfield, and Sandringham.

Further information about Alfred Health is available at [www.alfredhealth.org.au](http://www.alfredhealth.org.au)

## OUR PURPOSE

To improve the lives of our patients and their families, our communities and humanity.

## OUR BELIEFS

Our staff are expected to demonstrate and uphold the beliefs of Alfred Health:

- Patients are the reason we are here – they are the focus of what we do
- How we do things is as important as what we do.
- Respect, support and compassion go hand in hand with knowledge, skills and wisdom. Safety and care of patients and staff are fundamental
- Excellence is the measure we work to everyday. Through research and education, we set new standards for tomorrow.
- We work together. We all play vital roles in a team that achieves extraordinary results.
- We share ideas and demonstrate behaviours that inspire others to follow.

## **ALFRED MENTAL & ADDICTION HEALTH - PROGRAM, DEPARTMENTS & UNITS**

The Alfred's Department of Mental & Addiction Health delivers a range of psychiatric services: Adult Psychiatry comprises an inpatient unit (IPU), including a Statewide psychiatric intensive care service (APICSS), and a consultation-liaison service at the Alfred Hospital; a sub-acute Prevention & Recovery Care Unit (PARC) in South Yarra; and continuing care, rehabilitation, crisis assessment, homeless, and mobile support & treatment services in locations in Prahran (The Alfred), South Yarra (Waiora Clinic) and St. Kilda (St Kilda Road Clinic & Alma Road CCU). Alfred Mental & Addiction Health is responsible for the operation of services which focus on people with a severe mental illness residing in the Inner South Eastern area of Melbourne.

**The single most important goal of Alfred Mental & Addiction Health is to create an environment that facilitates clinical recovery, supports individual recovery efforts and strives to minimise service system barriers to the recovery process.**

### **ALFRED CHILD & YOUTH MENTAL HEALTH SERVICE (CYMHS)**

Alfred CYMHS is one component of the Department of Mental & Addiction Health at Alfred Health. We are a community based service providing comprehensive assessment, treatment and case management to infants, children, adolescents and young people up to the age of 25 years of age presenting with behavioural, emotional, psychiatric or developmental difficulties.

CYMHS provides clinical services in partnership with a wide range of service providers to achieve the best possible outcomes. Alfred CYMHS is committed to active participation by families and young people in evaluating and improving our services.

#### **Eating Disorders Program**

Alfred CYMHS outpatient teams have been providing collaborative, needs adapted family based treatment for eating disorders for many years. This is a pragmatic and agnostic, evidenced based outpatient treatment that aims to restore the health and weight of the young person as a priority. By utilising and maximising the strengths and resources of the family, parents are typically empowered to fight the eating disorder for their child and assist them to get back to life and restore their wellbeing. In this treatment approach, hospitalisation of the young person is limited to managing medical safety and instability, is short term and works towards allowing the young person to return to the care of their family. This outpatient treatment is clinic based and whilst clinicians can provide some coaching to families in between sessions, the contact is usually weekly. The dietitian meets all new families as part of the consulting team in each First Family Meeting.

#### **Brief Intensive In-Home Treatment**

Brief Intensive In-Home Treatment is provided by an outreach team including a mental health clinician, dietitian and family peer worker and aims to support the ongoing clinic based treatment families are undertaking. This is a "step up" intervention for families in order to avoid hospital admissions and improve treatment outcomes in the community.

The in-home work allows a family to have more in-depth assistance with their current concerns and for in-situ work to be done with the family on specific goals relating to eating and managing meal times. Typically, key 'working points' are identified as part of the team's attendance into the family home, to assist the family and the referring clinician to achieve some further therapeutic gains and enable greater success in the clinic based treatment setting. It is an outreach (in home) intervention available from Monday to Friday, that provides a time limited (2- 4 week), goal-orientated treatment package. The 'in home' nature allows for ample opportunities to seek alternative ways of responding and managing the eating disorder in the 'real world' of family life. It aims to be flexible to best meet the needs of families; as such the intervention is tailored for each case and reviewed regularly throughout the intervention.

#### **POSITION SUMMARY**

This position is a 12-month maternity leave cover to deliver dietetic support, advice and consultation to young people, families and clinicians involved with various components of the CYMHS Eating Disorder Program. This position would

be participating as part of the IGBT outreach team, providing meal planning assistance at home to families, as well as supporting families involved in the clinic based treatment. Where possible the dietitian could also provide direct care to young adults accessing the service for assistance with eating difficulties. In addition, the dietitian would be playing a key role in participating in the other group and education components of the eating disorder program, including psychoeducation sessions and multi-family therapy.

### **DUTIES AND RESPONSIBILITIES (PRIVILEGES)**

- Provide nutritional support, education and consultation to families, parents and young people with an eating disorder who are accessing treatment at Alfred CYMHS.
- Provide education and consultation to other clinicians and teams
- Develop information resources around nutrition and eating disorders for families and clinicians at Alfred CYMHS
- Contribute to the development of the iGBT model
- Collect data and complete documentation to support the evaluation of the program
- Participate in and co-facilitate education and group programs as required
- Support workforce development needs of clinicians working in the eating disorder program
- Complete required administrative and documentation requirements of clinical staff
- Assist in the general review and evaluation of the program.
- Participate in regular supervision which includes presentation of case reviews, review of caseload; self-reflection, and identification of needs
- Share skills and resources and participate in staff meetings, peer support, team building and other activities

### **KEY CAPABILITIES**

#### **Specific to this role:**

- Experience working as a dietitian in a community mental health setting
- Experience and knowledge of eating disorders
- Demonstrated understanding of clinical management of eating disorders in the child and youth mental health setting.
- Demonstrated capacity to work independently and as part of a multi-disciplinary team
- Highly developed communication and interpersonal skills.
- Have the confidence and resilience to work with family stress and crisis
- Ability to consult and collaborate with relevant clinical and non-clinical staff to achieve positive outcomes for young people and families.
- Excellent time management skills

### **Mental Health Workforce Capabilities & Priorities Include Awareness:**

#### **1. RIGHTS, RESPONSIBILITIES, SAFETY AND PRIVACY**

Mental health professionals uphold the rights of people affected by mental health problems and mental disorders, and those of their family members and/or carers, maintaining their privacy, dignity and confidentiality and actively promoting their safety.

## 2. CONSUMER AND CARER PARTICIPATION

Mental health professionals encourage and support the participation of consumers and carers in determining (or influencing) their individual treatment and care.

## 3. AWARENESS OF DIVERSITY

Mental health professionals practise in an appropriate manner through actively responding to the social, cultural, linguistic, spiritual and gender diversity of consumers and carers, incorporating those differences in their practice.

## 4. MENTAL HEALTH PROBLEMS AND MENTAL DISORDERS

Mental health professionals are knowledgeable about mental health problems and mental disorders and the co-occurrence of more than one disease or disorder, and apply this knowledge in all aspects of their work.

## 5. PROMOTION AND PREVENTION

Mental health professionals promote the development of environments that optimise mental health and wellbeing among populations, individuals and families in order to prevent mental health problems and mental disorders.

## 6. EARLY DETECTION AND INTERVENTION

Mental health professionals encourage early detection and intervention.

## 7. ASSESSMENT, TREATMENT, RELAPSE PREVENTION AND SUPPORT

Mental health professionals provide or ensure that consumers have access to a high standard of evidenced-based assessment, treatment, rehabilitation and support services which prevent relapse and promote recovery.

## 8. INTEGRATION AND PARTNERSHIP

Mental health professionals promote the integration of components of the mental health service to enable access to appropriate and comprehensive services for consumers, family members and/or carers through mainstream health services.

## 9. SERVICE PLANNING, DEVELOPMENT AND MANAGEMENT

Mental health professionals develop and acquire skills to enable them to participate in the planning, development, implementation, evaluation and management of mental health services to ensure the delivery of coordinated, continuous and integrated care within the broad range of mainstream health and social services.

## 10. DOCUMENTATION AND INFORMATION SYSTEMS

Mental health professionals maintain a high standard of documentation and information systems on clinical interventions and service development, implementation and evaluation to ensure data collection meets clinical, monitoring and evaluation needs.

## 11. EVALUATION AND RESEARCH

Mental health professionals systematically monitor and evaluate their clinical practice, consistent with the National Standards for Mental Health Services and relevant professional standards to ensure the best possible outcomes for consumers, family members and/or carers.

## 12. ETHICAL PRACTICE AND PROFESSIONAL RESPONSIBILITIES

Mental health professionals adhere to local and professionally prescribed laws, codes of conduct and practice, and take responsibility for their own professional development and continuing education and training.

## **QUALITY, SAFETY, RISK and IMPROVEMENT**

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives

- Follow organisational safety, quality & risk policies and guidelines
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Escalate concerns regarding safety, quality & risk to appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Alfred Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.

#### **OTHER REQUIREMENTS FOR ALL ALFRED HEALTH STAFF:**

- Commitment to child safety - Alfred Health has zero tolerance for child abuse and are committed to acting in the best interest of children in our care. We promote cultural safety and participation of Aboriginal children, children of cultural and linguistic diversity and those with disabilities to keep them safe at all times.
- Ensure compliance with relevant Alfred Health clinical and administrative policies and guidelines.
- Comply with relevant privacy legislation.
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Alfred Health.
- Comply with Alfred Health medication management and medication safety policies and guidelines.
- In this position you must comply with the actions set out in the relevant section(s) of the OHS Roles and Responsibilities Guideline.
- Research activities will be undertaken commensurate with the role.

#### **QUALIFICATIONS/EXPERIENCE REQUIRED**

- Personal experience as a family member of carer of a young person who has used the public mental health system and understanding of the impact of mental health issues and illness on families/carers.
- Demonstrated understanding of the principles of peer support and the ability to utilise own experience constructively for the benefit of others.
- Well-developed interpersonal and communication skills both written and verbal.
- Strong organisational skills and proven ability to meet deadlines.
- Ability to present a positive image to the public in keeping with the core values of Alfred Health.
- Knowledge of requirements related to confidentiality and privacy within health services.
- Ability to work closely with a wide variety of families, other carers, staff and relevant groups both internally and externally
- An understanding of the diversity of the cultural and linguistic backgrounds of our community and the impact this has on consumer and carer experiences of mental illness.
- Competency with Microsoft office programs

#### **OTHER RELEVANT INFORMATION**

- Hours of work to be negotiated and defined.
- Wages negotiated in accordance to relevant Award conditions and entitlements.

- The Alfred is an Equal Opportunity Employer.
- Current Victorian Driver's License
- Current working rights visa
- Satisfactory completion of a Police Check
- Satisfactory completion of Working with Children Check

This position description will be subject to periodic review.

**Position Description authorised by: Denise Fry - Manager, CYMHS**

**Date: 13 May 2019**