

Senior Dietitian

Location*:	2 Finney Rd Indooroopilly and Lawrence House Windsor	Unit/Department:	Queensland Eating Disorder Service (QuEDS) Metro North Mental Health
Status:	<u>2 Positions</u> Temporary Full-time (6 months) (Consultation Services) and Temporary Part-Time (0.8) (11 months) (Day Program)	Classification:	HP4

Our Hospital and Health Service

Delivering outstanding healthcare is just one of the ways that we care for our community. Our passion for people is reflected in the way we live our values every day. We value and nurture our staff so that they can provide quality value based care across our diverse organisation every day. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospital. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patient's needs and wishes. Our people are passionate about our community and patients with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Please visit our website for additional information about Metro North. <http://www.health.qld.gov.au/metronorth/>

Our Vision

Changing the face of health care through compassion, commitment, innovation and connection.

Our Values



Respect

- Interpersonal savvy
- Manages conflict
- Communicates effectively
- Balances stakeholders



Teamwork

- Collaborates
- Develops talent
- Values differences
- Builds effective teams



Compassion

- Customer / Patient focus
- Demonstrates self-awareness
- Manages ambiguity
- Being resilient



High performance

- Cultivates innovation
- Action oriented
- Drives results
- Drives vision and purpose



Integrity

- Decision quality
- Ensures accountability
- Courage
- Manages complexity

About Metro North Mental Health

Metro North Mental Health (MNMH) services are provided across the age spectrum including perinatal, child and adolescent, adult and older persons. A number of specialist services are also provided including consultation liaison, forensic, addiction, eating disorders, community mental health and an inner city homeless team. The service supports the recovery of people with mental illness through the provision of recovery focused services and consumer and carer services in collaboration with primary and private health providers and our Non-Government partners. The service is a leader in clinical care, education and research. Training for all mental health disciplines is a priority. There are joint nursing and medical appointments and close links with multiple universities and specialist medical and nursing colleges.

All five public hospitals – Royal Brisbane and Women’s Hospital (RBWH), The Prince Charles Hospital (TPCH), Caboolture Hospital, Redcliffe Hospital and Kilcoy Hospital – provide emergency response assessment in a crisis situation and are linked to specialist mental health and alcohol and other drugs services for assessment and care. Dedicated mental health acute inpatient services are at the RBWH, TPCH and Caboolture Hospital.

Across all of these facilities there are 340 inpatient beds comprising of 186 acute adult, 10 sub-acute adult, 12 adolescent, 40 Secure Mental Health Rehabilitation, 60 Community Care, 16 long stay nursing home psycho-geriatric and 16 state-wide alcohol and drug detoxification beds.

Community services are delivered from facilities located in Brisbane City, Fortitude Valley, Herston, Nundah, Chermside, Strathpine, Caboolture and Redcliffe with outreach services to Kilcoy.

MNMH is also the host site to a range of services provided to a state-wide catchment for both mental health and alcohol and other drug services.

The Alcohol and Drug Service (ADS) provides evidence based treatments including opioid maintenance, substance withdrawal management, and counselling at a number of multidisciplinary clinics for patients with alcohol and drug dependence, many of whom also have comorbid mental health and medical problems. ADS has a focus on the acute hospitals within Metro North to help early diagnosis of patients with substance use disorders, prevent complications, reduce length of stay, facilitate effective discharge planning/community aftercare and avoid re-admissions. Queensland-wide consultation/ liaison, information, education, training and research services are also provided.

The Queensland Eating Disorder Service (QuEDS) provides state-wide assessment, care and treatment for people and their families affected by eating disorders. They also provide support, training and education for health professionals. Treatment services for eating disorders include an Outpatient clinic that provides evidence based individual therapy and an intensive Day Program, which runs four days per week for 8 weeks. QuEDS also has a phone intake service and consultation-liaison service for health professionals.

About the Roles

- 1. Senior Dietitian Consultation Services and Assessment Clinics (Temporary Full Time Position – 6 month contract July 2019 – Jan 2020)**
- 2. Senior Dietitian Day Program and Treatment (Temporary Part time (0.8) Position – 11 month contract July 2019 – June 2020)**

Context

- These positions report operationally to the Queensland Eating Disorder Service (QuEDS) Team Manager, Service Development or Treatment respectively.
- This position reports professionally to the Team Manager of Service Development QuEDS.

Purpose

- The position delivers high quality, evidence based dietetic services as a member of the multidisciplinary mental health team to consumers with complex eating disorders, their carers and relevant stakeholders with a focus on planning and provision of clinical care and therapeutic interventions within a recovery and rehabilitation framework.
- This position also provides clinical practice and professional supervision to less experienced practitioners/students within their respective discipline to ensure the maintenance of professional clinical standards within the service.

Key Accountabilities

This successful applicants will carry out the following key accountabilities in accordance with the Metro North values shown above in this role description:

- Staff are expected to be compliant with the timely and accurate input and collection of consumer related demographic information, diagnosis, outcomes collections and provision of service activity into appropriate applications. The data and information includes the electronic entry and completion of documentation to meet legislative requirements, including *Mental Health Act 2016* documentation, admissions, discharges and transfers.
- Staff are expected to possess knowledge of, or have the ability to acquire knowledge of, relevant applications including:
 - Electronic clinical systems e.g. Consumer Integrated Mental Health Application (CIMHA), ATODS-IS, Wardview, Hospital Base Client Information System (HBCIS); and Emergency Department Information System (EDIS) as relevant.
 - Electronic incident reporting and consumer feedback systems (e.g. Riskman)

Clinical Practice

- Deliver contemporary high level clinical dietetics services based on valid and reliable evidence (including development and provision of individual and group based therapeutic nutrition programs for consumers with eating disorders) within the multidisciplinary team, in accordance with prescribed professional and ethical standards, with a high degree of independence, to ensure patient focused outcomes.
- Provide supportive meal therapy in the context of the QuEDS day program and out patient treatment.
- Provide evidence based outpatient dietetic treatment for adults with eating disorders and their families.
- Apply high level professional judgement and decision making to resolve a complex caseload, adapting routine clinical practice based on valid and reliable clinical evidence utilising high level clinical problem-solving skills.
- Undertake high level and non-routine clinical duties including the provision of clinical dietetic advice to other clinical members within the Mental Health service, plus provide dietetic back-up to both the RBWH specialist ED beds and the QuEDS Service.
- Identify and contribute to the development of evidence based clinical dietetic practice, procedures, protocols and education materials at a local and state-wide level, to improve the delivery of nutrition and dietetic services, and the provision of a multi-disciplinary health service.
- Contribute to the development of clinical practices, procedures and protocols and other quality and service improvement activities within the Queensland Eating Disorder Service to continually improve consumer care.
- Contribute to clinical education for undergraduate/postgraduate students and multidisciplinary staff and contribute to other local education programs in inpatient, outpatient and community settings.
- Contribute to research to provide information for use in planning and evaluation of the Intensive Day Program and other service delivery functions.

Communication / Team Participation:

- Utilise effective communication skills to work cooperatively and effectively with consumers and carers; the multidisciplinary team; other Hospital and Health Services including adult and child mental health services; government and non-government support agencies, General Practitioners, Universities and Private Practitioners to assist with the promotion and development of educational opportunities and collegial support.
- Provide consultation and clinical advice to the multidisciplinary team, operational managers, public and private clinicians in either community or inpatient settings, to assist them to undertake management of patients with eating disorders entering and discharging from the Intensive Day Program, and to provide support to their

carers. This includes contributing to the development of treatment and discharge plans and prioritising and developing service provision to ensure optimal health outcomes for consumers.

Service Development / Leadership:

- Provide clinical leadership and participate in the identification, development, implementation and evaluation of quality, service improvement and/or research activities that enhance the delivery of clinical dietetic services and eating disorder practices, procedures and protocols that support the continuum of care, improve consumer care and contribute to the development of an innovative state-wide eating disorders service.
- Provide clinical leadership and input into the development and evaluation of the intensive eating disorders outpatient service.
- Maintain professional accountabilities through active engagement in continuing professional education and clinical supervision to develop clinical practice knowledge and expertise and to maintain relevant credentialing requirements as defined by Metro North Mental Health Allied Health Services. This includes participation in service area discipline meetings and data collection requirements.
- Provide clinical practice supervision and education to undergraduate and postgraduate students, HP3 practitioners and clinical support staff to ensure maintenance of professional clinical standards within the service.

How you will be assessed

How we do things is as important as what we do therefore you will be assessed on your ability to demonstrate the following key technical and behavioural capabilities, knowledge and experience. Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops own talent through ongoing professional development, values differences and recognises importance of teamwork in health service delivery
- **Compassion** – is completely consumer focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of consumer services
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North's vision and purpose to exceed expectations of our consumers and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard

Mandatory qualifications/professional registration/other requirements

- The successful applicant must hold a degree, or equivalent, in Nutrition and Dietetics and hold the Accredited Practising Dietitian (APD) credential.
- Appointment to this position requires proof of qualification and membership with the Dietitians Association of Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- Experience in the mental health and more specifically eating disorder practice is highly desirable.

Other requirements

- The incumbent is required to operate a motor vehicle as driving may be a significant task in the delivery of this position's objectives, proof of a current 'C' Class licence must be provided.
- A Blue Card is required for this position, and responsibility for obtaining this rests with the applicant.
- All staff are appointed to Metro North Mental Health (MNMH) and may be required to work across practice settings and/or participate in shift work providing extended services. Clinical movement across other similar positions in MNMH is a service wide expectation and is actively supported.
- Computer literacy skills.

How to apply

Please provide the following information to the panel to assess your suitability:

1. **A short statement (maximum 2 pages)** on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key accountabilities and meet the key skills requirements.
2. **Your current CV or resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or resume.
3. **Please make it clear in your application which position would be your preference and if you would also like to be considered for your second preference.**
4. **Please check with your current line manager that you would be able to be released from your current position before applying.**
5. Submit your application via email to Amy Hannigan (amy.hannigan@health.qld.gov.au) with the subject line **QuEDS Dietetic EOI**
6. Please note that hand delivered applications will not be accepted.
7. Only those persons eligible to work in Australia may be employed by MNHHS. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
8. Late applications will not be accepted.

Job ad reference:	NA	Closing Date:	COB (5pm) Thursday 23rd of May 2019 Interviews to take place week of 27 th of May
Contact name:	Amy Hannigan (Mon, Wed, Thur, Fri)	Contact number:	(07) 3100 7500
Classification:	HP4.1 – 4.4	Salary Range:	\$106,833 - \$114,960
Online applications:	Amy.hannigan@health.qld.gov.au		

* Please note: there may be a requirement to work at other facilities located across Metro North Hospital and Health Service

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Hospital and Health Service

APPLICATIONS RECEIVED VIA THIRD PARTIES (RECRUITMENT AGENCIES ETC) WILL NOT BE ACCEPTED

Service Programs – Metro North Mental Health

Metro North Hospital and Health Service

Service Programs Mental Health



¹ Accepts consumers from Redcliffe, Caboolture and Sunshine Coast catchments

² Accepts consumers from TPCH and RBWH catchments

³ Statewide service

⁴ Includes Central Queensland, Sunshine Coast Mental Health Services

⁵ Prison MHS and the High Secure Inpatient Service are managed by West Moreton HHS



Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within our Health Service and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Hospital and Health Service is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards and the Australian Council on Healthcare Standards (ACHS) Evaluation and Quality Improvement Program (EQUIP).

Vaccine Preventable Diseases (VPD) Requirements

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one HHS to another HHS, Department to a HHS, or HHS to Department).

Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:
<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

Metro North Hospital and Health Service
Executive Structure

