

POSITION DESCRIPTION

Position Title:	Early Intervention & Integration Lead
Business Unit/Department:	Eating Disorders
Division:	Mental Health & Wellbeing Services
Award/Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020 – 2024 Medical Scientists, Pharmacists & Psychologists VPS Enterprise Agreement 2021 – 2025
Classification:	Grade 5 RPN (NP51) Grade 4 Allied Health: OT (HR9-12), SW (HR5-28) or Psychologist (PM1-5)
Reports To:	Operations Manager – Specialist Services
Direct Reports:	N/A
Date Prepared/Updated:	1 August 2024

Position Purpose
<p>The aim of the Early Intervention and Integration Lead (EILL) is to help support consumers towards recovery, reduce symptoms and increase the likelihood of long-term recovery from an eating disorder.</p> <p>The EILL will help improve access to eating disorder treatment and care at the earliest possible stage.</p> <p>The EILL will support integration across mental health, general medical and paediatric services in areas of need, providing consumers with improved care coordination and service continuity.</p> <p>Additional support provided by the EILL will assist to reduce both the average length of stay for hospital admission and re-admissions to hospital.</p> <p>The role is expected to:</p> <ol style="list-style-type: none"> 1. Scope the current state of care provision for people with an eating disorder within Western Health—gathering and collating information across the lifespan and breadth of services provided by Western Health, including but not limited to: medical wards, women’s and children’s, mental health and community. 2. Develop a business plan that addresses the findings from the scoping activity. 3. Work with relevant others to meet the business plan goals including but not limited to: <ol style="list-style-type: none"> a. Develop strong and collaborative relationships with relevant internal and external stakeholders b. Initiate capacity-building activities, this is required at a macro and micro level, for example providing secondary consultation and direction to respond to complexity in relation to individual consumers, and providing specialist mentoring and guidance to staff who are working with consumers and family/carers. c. Developing education packages to be delivered via multiple modalities across the organisation.

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- d. Develop clear referral pathways and points of care and communication both with internal and external services.

Business Unit Overview

The Division of Mental Health & Wellbeing Services spans across multiple Western Health sites and within the local community and services consumers across the lifespan.

The Division has recently been established following a key recommendation from the Royal Commission into Victoria's Mental Health System. The Western Health catchment includes the local government municipalities and growth areas of Brimbank, part of Sunbury, Maribyrnong and Melton.

Our recovery-oriented approach to care is provided by a multidisciplinary workforce comprising skilled clinicians, consumers and carers. These services include hospital based, community and specialist mental health and wellbeing services for adults, older adults, children and adolescents who are experiencing, or are at risk of developing a serious mental illness.

The Division collaborates across a number of Divisions within Western Health and partners with external health services and community services to ensure the provision of Best Care. The Division aims to innovate and develop services and care options across Western Health to ensure Best Care for the community of Western Melbourne.

Key Responsibilities

Service System Focus

The EILL will work within existing Western Health structures to scope current knowledge, assessment, intervention, ongoing care and discharge processes for people presenting with an eating disorder. The role will use this information to develop and progress a supportive, evidence based business plan. The role will:

- Liaise with key external stakeholders, including the Department of Health, peak state and national bodies, specialist eating disorder services and any other relevant entities to ensure that developments in the area of eating disorders and responsibilities are known and enacted;
- Working with the broader health service to align strategies around strengthening responses to people presenting with an eating disorder and generating changes in systems and approaches, including initiating and contributing to the development of relevant policies, procedures and guidelines;
- Maintaining and sharing in-depth knowledge of the specialist role.

Clinical Interface

The EILL has a particular role in building the capacity of Western Health staff to appropriately identify and respond to consumers experiencing symptoms of or who have a diagnosis of an eating disorder.

This may include:

- Ensuring systems are in place for clinicians across all Western Health services to be appropriately trained and supported to identify and respond to someone presenting with an eating disorder;
- Providing secondary consultation and direction to respond to complexity and risk in relation to individual consumers, and providing specialist mentoring and guidance to staff who are working with consumers and family/ carers;
- Facilitating and encouraging joint practice and collaboration across Western Health;
- Contributing to and developing quality and consistent information related to eating disorders for Western Health staff;
- Participating in reflective practice and case conferencing around best practice interventions.

The EILL will have a significant understanding of:

- The signs and symptoms of an eating disorder and the complex interrelated health care requirements to assess and treat a person presenting with an eating disorder.
- Current best practice for people who are diagnosed with an eating disorder.
- The interface between mental and physical health services and other service systems, particularly primary care.
- The impact on the broader family/care unit.

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In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

- Internal:**
- Operations Manager – Specialist Services
 - Divisional Director
 - Clinical Services Director
 - Divisional Leads across mainstream hospital
 - Team Managers/ NUM's
 - Professional/ Discipline Leads
 - Clinical Staff
- External:**
- Department of Health
 - Eating Disorder specialist networks in the region
 - Eating Disorder specialist agencies in the region
 - Other EILL's

Selection Criteria

- Qualifications/Experience**
- Occupational Therapist:*
- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
 - An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.).
 - Minimum seven years' experience in Mental Health or extensive experience in a related area of Occupational Therapy practice.
- Psychologist:*
- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia.
 - Have ten (10) years, but no less than 8 years, of experience as a registered Psychologist;
 - Hold current registration as a PsyBA Board Approved Supervisor for Higher Degree Students and Registrars.
- Registered Psychiatric Nurse:*
- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
 - Bachelor Degree in Psychiatric/ Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a recognised postgraduate qualification in Psychiatric/ Mental Health Nursing.
 - Four years' Post Graduate Clinical Experience at RPN 4 or above.
- Social Worker:*
- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.
- Essential**
- Extensive experience working with people who are diagnosed with or experiencing symptoms of an eating disorder and supporting relevant others in those peoples lives;
 - The ability to articulate and apply an evidence based practice framework focused on engagement and assessment, including extensive knowledge and experience of frameworks in the context of eating disorders

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- Training in an evidence-based eating disorder intervention approach such as Family Based Treatment (FBT), CBT-ED, SSCM or others
- Excellent skills in engaging with people
- Demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement
- Demonstrated understanding of and commitment to the Western Health values of compassion, accountability, respect, excellence and safety
- Sound knowledge around implementation strategies and education pedagogies in relation to delivering training to a large clinical workforce
- Excellent organisational, project management and time-management skills
- Demonstrated experience in inter-agency liaison, consultation and building partnerships with key stakeholders and relevant service sectors, particularly effective negotiation and problem-solving skills in a multidisciplinary environment
- Ability to utilise clinical knowledge and skills to identify opportunities for service improvement and innovation
- Demonstrated commitment to ongoing professional development, participation in research and ethical practice
- Demonstrated competency with Microsoft suite Word, Excel, PowerPoint and other software
- Highly developed written and oral communication skills including accurately recording data, correspondence, reporting and providing written and oral evidence as required
- Actively participate in regular supervision, demonstrating ongoing development of clinical skills and reflective practice as identified in a supervision plan
- Where designated, provide high quality supervision to staff and students that is timely, flexible and responsible

Desirable

- Capacity to speak a second language

Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- 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 Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

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General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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