

Position Description

Position Title	Clinical Specialist Nurse (Eating Disorder)
Position Number	30010239
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Psych Nurse Grade 4
Classification Code	NP75 – NP77
Reports to	Manager ETP – Short-term Treatment Team
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 5000 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Clinical Operations Division

The Clinical Operations Division encompasses acute, allied health, cancer and mental health services. We provide a wide range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person centred care in inpatient, outpatient, community, home and residential care settings.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's areas use the latest technologies to provide excellent care. Our world class Cancer Centre uses a multi-disciplinary, integrated approach to treat specific cancers. The Cancer Centre offers medical oncology, radiation oncology, specialist nurses, clinical trials and cancer research, palliative care, and a Cancer Wellness Program.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

Each year our onsite Specialist Clinics provide over 100,000 service events, we also see more than 60,000 people in our Emergency Department and welcome around 1700 babies into the world. The Clinical Operations Division assists with the admission of more than 50,000 patients into the hospital each year.

The Mental Health & Wellbeing Department

The Consultation Liaison Psychiatry (CLP) Team

Bendigo Health Mental Health Services (BHMHS) CLP provide specialist mental health care for patients admitted to the acute and sub-acute bed based units in the hospital, to support mental health care to patients within those units, and forms part of the continuum of services within public mental health and general health.

The Mental Health Inpatient Units

Bendigo Health has four specialist Mental Health Inpatient Units dedicated to providing therapeutic treatment and care. Each unit has single room accommodation and lounge and program areas to provide a contemporary psychiatric model of care. Treatment and care is provided by a multidisciplinary team guided by best practice and the Safewards model and patients are supported to find ways to manage their illness and identify strategies that assist them in their recovery.

The **Psychiatry Adult Acute Unit (AAU)** is a 35 bed short-term acute inpatient unit that provides intensive therapeutic treatment for people living in the Loddon Campaspe Southern Mallee region aged 16 to 65 years. The Adult Acute Unit (AAU) provides intensive therapeutic treatment during an acute phase of mental illness. The unit is made up of two distinct areas; the low dependency area (LDU) and the Intensive Care Area (ICA), utilised according to the patient's clinical needs.

The Psychiatry Older Persons Inpatient Unit (OPU) is a 20 bed unit providing acute inpatient mental health assessment, treatment and support to patients who are aged over 65 years suffering from an acute phase of mental illness, or are aged over 65 and suffer from a mental illness complicated by a neurodegenerative disorder and/or issues of ageing and/or severe comorbid physical illness.

The **Parent Infant Unit (PIU)** has 5 beds for parents and infants (birth to 12 months) and will assess and provide interventions for a range of parent mental health concerns, and support the parent-infant dyad lessening the impact of mental illness on the infant and family relationships. PIU also supports the admissions of mothers with a mental health diagnosis in their 3rd trimester.

The **Extended Care Unit (ECU)** is a 20 bed facility that provides rehabilitation services for people with a serious mental illness, who have unremitting symptoms together with significant disturbance of behaviour which inhibits the patient's capacity to currently live in the community and where the person requires intensive rehabilitation that cannot be undertaken in a community setting.

The Position

Mental Health Services are committed to providing services which are recovery focused, promoting self-determination and collaboration with consumers, families and carers. This position is part of an overall specialist eating disorder model of care ensuring integrated treatment and care, reduced hospital and emergency department admissions, and ensure people with eating disorders and their families and carers are supported in ongoing recovery within the mental health and medical settings. The role will provide clinical leadership and targeted care in both mental health and medical inpatient units.

The Eating Disorder Specialist Nurse will work collaboratively with the Consultation Liaison Psychiatry (CL) team, acute health, mental health services, allied health, lived experience workforce and other team members in devising and delivering flexible treatment plans that engages the patient and their diverse needs. The role will provide expert clinical support, skills and advice/education in the treatment and management of eating disorders.

The role provides practical time and expertise to assist the Unit Managers, Clinical Managers, Clinical Specialist Nurses, ANUMs and staff to support practice development and provide high quality Eating Disorder mental health care.

The nurse will work closely with the Consultation Liaison Psychiatry (CL) team and Mental Health and Acute Health inpatient units and be supported by the Eating Disorders Co-Ordinator. They report clinically to the treating team where the work is undertaken and management oversight is provided by the Manager of Consultation Liaison Psychiatry (CL) program.

Responsibilities and Accountabilities

Key Responsibilities

- Maintain a highly visible and supportive presence alongside staff in the clinical areas in the acute hospital precinct and on occasions undertake advanced direct patient care in order to act as role model to provide support and mentorship
- Ensure and demonstrate high level clinical documentation and related administrative tasks
- In conjunction with senior staff and the Eating Disorder Coordinator implement and coordinate a program of integrated strategies to improve targeted patient care specialising in Eating Disorders
- To work in conjunction with the Eating Disorder Coordinator, Consultation Liaison Psychiatry (CL), acute medical wards, Emergency department and the Mental Health Units to provide clinical leadership and to assist in the management of patients with an eating disorders from point of entry of service to discharge in a primary and secondary capacity
- Support and undertake capacity building activities that align with the program objectives and as appropriate for the role
- Review and develop policies related to the optimal management of patients experiencing eating disorders as appropriate and other relevant policy and procedures
- Provide leadership and foster working practices to support implementation of the Victoria Eating Disorder Strategy 2024-2031 with the focus on prevention, early intervention as well as treatment.
- In collaboration with the Eating Disorder Coordinator and MHPDU provide education, training and workforce development around Eating Disorder care to the acute hospital precinct at Bendigo Health to assist the development of effective interventions and care
- Consultation with stakeholders such as Centre for Excellence for Eating Disorders and other specialist services
- Provide required reports and support evaluation of the Early Intervention and Integration Leads (EILLs) Model for eating disorders at Bendigo Health.
- Promote awareness of Eating Disorder issues within the acute Hospital campus while assisting in building a positive culture and remain positive in a changing environment

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

1. Registered Nurse with Australian Health Practitioners Regulation Agency (AHPRA) with Post Graduate Diploma in a relevant mental health course or equivalent professional standing/experience or undergraduate specialisation with post graduate qualifications
2. Minimum five years with high level experience & skills in psychiatric nursing practice in a range of clinical settings
3. Experience and expert understanding in the management and care of patients experiencing Eating Disorders
4. Advanced communication skills with ability to work co-operatively, productively and independently within a team setting as well as develop collaborative working relationships with internal and external partners
5. Demonstrated ability to effectively lead, plan, implement and coordinate projects and practice development programs
6. Well-developed writing skills and an ability to promptly prepare assessment and other forms of documentation. A sound understanding of information technology including clinical systems and applications relevant to the department

Desirable

7. Experience of working on an eating disorder service / ward

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Working with Children Check Bendigo Health has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Bendigo Health. As such you must maintain a valid working with children check. In addition you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Registration with Professional Regulatory Body or relevant Professional Association For example, AHPRA, AHRI, RACS etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Drivers Licence A current Victorian driver's licence is required for this position.

All Bendigo Health sites, workplaces and vehicles are smoke free.

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. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.