

## POSITION DESCRIPTION

<b>Position:</b>	Early Intervention Integration Lead (EIL) – Eating Disorders
<b>Directorate</b>	Mental Health and Wellbeing Services
<b>Division:</b>	Recovery and Wellbeing Services
<b>Business Unit:</b>	Youth Recovery and Wellbeing Services
<b>Enterprise Agreement</b>	Victorian Public Mental Health Services Enterprise Agreement
<b>Reports to:</b>	Manager – Youth Recovery and Wellbeing Services



### MILDURA BASE PUBLIC HOSPITAL

Mildura Base Public Hospital (MBPH) was established as a new entity in September 2020. From day one, MBPH has aspired to provide exceptional patient care and be a leading healthcare provider in the north west of Victoria, known for its high level of professionalism, quality care and community engagement and positive and aligned workplace culture.

MBPH employs over 900 staff and has 172 beds and provides a range of acute services in emergency, maternity, intensive care, rehabilitation, community services, psychiatric in and out patient care, palliative care, renal dialysis and chemotherapy service to the people of North West Victoria. The hospital also provides medical imaging and pathology services.

### VISION

Mildura Base Public Hospital – providing exceptional care.

### PURPOSE

To improve health outcomes for our tri-state communities by creating partnerships, leading culture and building our team to deliver sustainable services.

### VALUES

All employees of the Mildura Base Public Hospital are required to uphold the HEART values of our organisation. For information on our HEART values and the expectations to uphold the values, please refer to the final page of this document.

## STRATEGIC OBJECTIVES



## POSITION SUMMARY

The Early Intervention and Integration Lead for Eating Disorders will lead the development and implementation of a coordinated approach to eating disorder treatment within the Recovery and Wellbeing Services. This role will focus on improving access to early intervention, enhancing care continuity across mental health, general medical, and paediatric services, and ensuring that individuals with eating disorders receive integrated, high-quality treatment.

The Lead will also provide a

- direct clinical service, including early assessment and intervention for consumers with eating disorders,
- consultation and support to mental health clinicians, allied health staff, and medical teams.
- And build collaborative relationships with external services such as Headspace, general medical wards, and community providers, ensuring that consumers in the Sunraysia region receive holistic care.

## KEY RESPONSIBILITIES AND DUTIES

### *Service Coordination and Leadership*

- Develop and implement a coordinated, region-wide approach to eating disorder care, with a focus on early intervention and integrated treatment.
- Work closely within the service to ensure seamless transitions between child, youth, adult mental health services and older adult services.
- Serve as the primary point of contact for eating disorder care coordination across mental health, paediatric, and general medical services, facilitating communication and collaboration between teams.
- Liaise with general medical wards to ensure holistic care for individuals admitted for eating disorder-related medical conditions, supporting both physical and mental health needs.
- Participate in professional networks to facilitate knowledge sharing, capacity building, and continuous improvement in the field of eating disorders.

### *Clinical Leadership*

- Conduct assessments, provide early intervention, and deliver evidence-based treatment for consumers with eating disorders.
- Offer clinical supervision, consultation, and training to mental health and allied health professionals within the Recovery and Wellbeing team and general health services.

- Ensure that all treatment pathways align with the latest best practice guidelines, and contribute to the implementation of the Victorian Eating Disorders Strategy.

#### *Capacity Building and Training*

- Deliver training and education programs to general medical staff, mental health clinicians, and community health services on the management of eating disorders, particularly in a rural and remote context.
- Support capacity building efforts by working closely with community-based services (e.g., Primary Health providers, The Local, Headspace, schools, Community Health services) to identify early signs of eating disorders and improve referral pathways.

#### *Systemic Advocacy*

- Advocate for the unique needs of consumers with eating disorders across the health system, ensuring equitable access to specialised treatment.
- Collaborate with local and state health bodies to improve system-wide responses to eating disorders, addressing both the physical and psychological components of these complex conditions.
- Lead the development of standardised protocols and care pathways to bridge the gap between physical health needs (e.g., refeeding syndrome) and mental health management in general medical settings.

#### *Reporting and Evaluation*

- Maintain accurate records of service delivery and outcomes, contributing to ongoing service evaluation and quality improvement initiatives.
- Report regularly to the Recovery and Wellbeing Services leadership, on progress toward service integration goals and consumer outcomes.

## **GENERAL RESPONSIBILITIES**

Employees are required to comply with the **Victorian Government's Code of Conduct**. All staff must ensure they comply with **policies, procedures** and standard ways of work practices when carrying out their work.

Employees are responsible to take reasonable care of their own **health and safety** and the safety of others, to cooperate with the group'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. All staff must adhere to the policies and procedures as set out in the hospital's **infection control** manuals.

All information concerning Mildura Base Public Hospital, its patients, clients, residents and staff should remain strictly **confidential**. Any unauthorised disclosure of such information may result in disciplinary action. As a Mildura Base Public Hospital 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).

Any breach in compliance to any of the above general responsibilities may result in disciplinary action.

## **KEY SELECTION CRITERIA**

### **Qualifications / Certificates/Experience**

- Tertiary qualifications in Psychology, Social Work, Occupational Therapy, or Nursing
- Significant experience working with individuals with eating disorders, particularly within child, adolescent, youth and adult mental health services.
- Experience in a leadership or coordination role, preferably within a multidisciplinary team setting.

## Essential

- Demonstrated experience, skill and knowledge in the provision of early intervention strategies to minimise the risk of/emergence of mental illness
- Ability to work collaboratively within a multi-disciplinary team
- Provision of comprehensive intake and assessments and service planning
- Working collaboratively with other professionals and medical services in providing integrated treatment and management.
- Demonstrated knowledge and application of Recovery-based principles
- Highly developed verbal and written communication skills
- A commitment to Mental Health & Wellbeing promotion within the community
- Demonstrated understanding of eating disorder assessment and treatment, including evidence-based therapies (e.g., family-based therapy, CBT-E).
- Strong capacity to coordinate complex care across mental health, medical, and community-based services.
- High-level communication and collaboration skills, with the ability to build relationships across different sectors and work in partnership with general medical teams.
- Experience in providing supervision, consultation, and training to a diverse range of health professionals.
- Commitment to improving access to early intervention and integrated care for individuals with eating disorders in rural and regional areas.
- Capacity to work flexibly and autonomously within a fast-paced, evolving service environment

## Specialist Expertise

- Understanding of contemporary psychiatric issues pertaining to eating disorders and experience in providing evidence-based therapies for the treatment of eating disorders
- Highly developed clinical skills in assessment, and trauma informed practice.
- Ability to undertake a consultative role in the area of eating disorders, demonstrating clinical excellence and a high degree of professionalism.

## MANDATORY REQUIREMENTS

### National Police Record Check

A current and satisfactory National Police Record Check must be presented to the Division of People and Culture by all new staff prior to commencement at Mildura Base Public Hospital.

### Working with Children Check:

Mildura Base Public Hospital has a responsibility to provide a child safe environment. This position is a defined “child-related role” at Mildura Base Public Hospital. As such you must maintain a valid working with children check. In addition, you will be required to assist Mildura Base Public Hospital in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

### Immunisation Requirements

As part of your employment conditions, you will be asked to provide documented evidence of healthcare worker immunisation or immunity to communicable vaccine-preventable diseases prior to commencing employment with MBPH. If you do not provide satisfactory evidence that you have the required immunisation and you have commenced employment, consideration will be given to your ongoing employment and termination may result.



**Drivers Licence**

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

*All Mildura Base Public Hospital 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 Mildura Base Public Hospital's discretion and activities may be added, removed or amended at any time.*

**ACKNOWLEDGEMENT BY EMPLOYEE**

I acknowledge having received and read the content of this position description (including but not limited to aspects of the role contained within) and understand the requirements of the position.

Employee Name: \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_



## Happy WE ARE POSITIVE

### As an organisation

We aspire to be happy in all our dealings with people. Everyday we strive to be the best version of ourselves, and we seek to continuously improve our organisation, ourselves and each other through personal and professional growth. We believe that happy people do their best work. We know that joy in our journey is invaluable to a sustainable and lasting success.

### Individually

- Use positive language in interactions with staff, patients and community
- Honour the work we do and choose candour, respect and kindness everyday
- Focus on the positive aspects of a situation, what is going well and what can be learned
- Share in moments of joy
- Welcome others to MBPH
- Bring an energy to work that is infectious to others
- Provide growth opportunities and effective feedback to staff to ensure they are supported to achieve their best



## Empathetic WE ARE CARING

### As an organisation

We put our patients first, and we listen and deal with their needs. We are compassionate people who make MBPH a place for healing, growth and success for patients, their families and our staff.

### Individually

- Make time to actively listen and understand one another
- Walk in others' shoes
- Consider an individual person's needs when making decisions and recommendations
- Treat others how I would like to be treated
- Recognise and support one another
- Make decisions based on patient's needs and in consultation with others involved in care



## Accountable WE ARE COMMITTED

### As an organisation

We take ownership of the actions and decisions made. We do the right thing in all our interactions. We reward based on great outcomes, and we are transparent in both our successes and failures. We use good judgement and everyday we make our patients' journey better.

### Individually

- Be courageous in challenging the process to get a better result
- Ensure the project is clear on roles, responsibilities and timeframes
- Be engaged throughout
- Keep a 'whole of life' picture
- Comply with Code of Conduct; company policies and procedures; industry standards and legislation
- Be responsible for monitoring the right way to do things.



## Respectful WE ARE OPEN TO OTHERS

### As an organisation

We build effective relationships and emphasise the importance of diversity and inclusion in our workplace. We recognise and value the views and the experiences our staff and patients bring to our organisation.

### Individually

- Show pride in our roles and our workplace
- Recognise and understanding the influence of a person's situation, background and beliefs and how they can be shown due respect
- Include all backgrounds – gender/ age/sex/abilities/race/religion/sexual orientation/culture
- Be aware of assumptions and biases when making decisions
- Take care of and sustain our workplace, equipment and environment
- Embrace awareness for other perspectives and experiences



## Team-based WE ARE ONE TEAM

### As an organisation

We do our best work when we collaborate within and across teams. Everyday we strive to be our best selves. We know that individual differences can strengthen teams and we trust and respect each others' contribution. We make sure we have the right people in the right jobs with the right tools, resources and equipment. And we know, no single person is bigger than the team.

### Individually

- Acknowledge contributions of team members
- Seek to understand the bigger picture, collaborate with others openly and honestly
- Lend a hand, always
- Encourage connections with relevant internal and external stakeholders to meet patients' needs
- Collaborate and share knowledge within and across teams
- Connect with exceptional industry leaders to build capabilities
- Recognise and foster talents in others

## LANGUAGE WE USE

"I choose..."  
"I care..."  
"I prefer..."  
"I will..."  
"I can..."  
"Is there a better way to do this?"  
"Can we explore that more so I can understand it better?"  
"We will...us...we can..."

## LANGUAGE WE DON'T USE

"I have to..."  
"I must..."  
"If only..."  
"Ah well, that is because of XYZ..."  
"Our processes do not let us do it"  
"Things have always been done this way"  
"Them and us"

## THINGS WE DON'T DO

- Negativity, sledging, rumours or gossip
- Unprofessional, inconsistent or showing lack pride in our work
- See only problems, block progress
- Wait for others to do the work
- Do nothing
- Find fault, see obstacles
- Victim mentality
- Lack of understanding for others' needs
- Emphasis on status, hierarchy, egos
- Ignore, disregard and show lack of appreciation for a person's situation, background and experience when making decisions and reacting to situations
- We will not waste others' time or keep people waiting
- Dismiss the efforts of others to achieve an outcome

