

## Position Description

<b>Position Title</b>	Specialist Eating Disorder Clinician
<b>Service Group</b>	Mental Health and Addictions Services
<b>Team</b>	CAMHS Youth Team
<b>Reports to</b>	Clinical Team Leader
<b>Direct Reports</b>	None
<b>Authority Level</b>	Nil delegations

### **The Bay of Plenty District Health Board**

The District Health Board's fundamental purpose is to work within the resources allocated to it, to improve, promote and protect the health of the whole population within its district, and to promote the independence of people with disabilities.

**Vision:** Healthy, thriving communities.

**Mission:** Enabling communities to achieve

**Our Values:** Compassion, All-one-team, Responsive, Excellence



The Bay of Plenty District Health Board (BOPDHB) is committed to the Treaty of Waitangi principles of Partnership, Participation and Protection, and to meaningful engagement in decision-making with Tangata Whenua at strategic, operational, and service levels.

Delivering this commitment is through: the implementation of our He Pou Oranga Tangata Whenua Determinants of Health framework: respect for and promotion of our Kawa and Tikanga Māori; ensuring cultural safety; seeking to eliminate disparities in health between Māori and Non Māori.

All staff have a part to play in this commitment.

### **Primary Purpose**

The Specialist Eating Disorder Clinician is employed to advance patient and whanau/family centred care for children and adolescents living with eating disorders across the Bay of Plenty District Health Board to improve health outcomes.

The Specialist Eating Disorder Clinician utilises evidence-based assessments and clinical interventions to ensure the safe management of the physical and mental health needs that clients with eating disorders may present with. The role requires competence in the use of risk assessment in the area of metabolic monitoring, working with distressed families and the ability to provide coordination of the eating disorder work within mental health and addictions services. The role also supports staff providing assessment and treatment for adolescents with an eating disorder.

This role works with youth (12 to 18 years old) their families/whanau and the community to provide an effective community-based service.

### **Principal Accountabilities**

#### **1. Clinical Practice**

- Provides advanced evidenced based specialty assessment and care that meets specialist nursing practice standards and optimises patient outcomes
- Establishes and promotes effective models of care to be delivered by specialist eating disorder team with family/whanau that ensure continuity of care and support for self-management capacity
- Participate in implementing treatment recommendations consistent with own professional background and work collaboratively with other team members both within and external to own practice
- Ensures care is person focused and planned with regard to individual cultural needs. Understands the impact of culture, mental health stigma, weight bias and stigma that can prevent people from accessing support
- Provides specialty advice and is a role model for Mental Health specialist nursing services
- Understand the significance and importance of a multidisciplinary team in treatment, and know the role of each member
- Leads/contributes to the development of standards of care and processes which support the delivery of quality specialist care for eating disorders.
- Incorporates Treaty of Waitangi principles and BOPDHB /Runga Te Aorangi goals into specialty practice to contribute to the improvement of Maori health status
- Manages and supports colleagues to resolve ethical concerns in a supportive, collaborative manner

### **Key Performance Indicators**

- All assessments, case notes and treatment plans are appropriate and demonstrate advanced knowledge and skills
- Evidence of following MDT plans
- Evidence of health promotion and client education provided
- 80% of feedback confirms use as an advanced resource for specialty
- Treaty partners confirm appropriate consultation and liaison

#### **2. Professional Development and Leadership**

- Maintains and advances own specialist clinical competence and professional development
- Coordinates, educates and ensures practice standards are maintained by speciality eating disorder team in partnership with the relevant Allied Health/Nursing/Social Work Lead
- Develops and maintains key partnerships crucial to the success of the role
- Coordinates interdisciplinary care across health care settings to achieve best health outcomes
- Participates in the development of nursing practice within the specialty
- Advises on new legislation/guidelines and developing appropriate changes to policy within specialty area

### **Key Performance Indicators**

- Evidence of clinical policies/protocols and processes of care being developed
- Evidence of ongoing professional development appropriate for specialty
- Required certificated skills current
- Number of education sessions provided for clinical staff
- Evidence of development and ongoing maintenance of professional portfolio

### 3. Management of the Environment

- Proactively maintains health and safety for patients, their family/whanau and staff
- Maintains infection control standards
- Actively manages clinical risk and contributes to quality and risk planning

#### Key Performance Indicators

- Evidence of risks identified and action taken
- Evidence of attendance at all relevant/mandatory training sessions

### 4. Continuous Quality Improvement/Research

- Leads quality improvement activities, involving staff in service development where appropriate
- Leads the development of care pathways/protocols/guidelines in the eating disorders service.
- Identifies and leads research initiatives within the specialty
- Identifies and is actively involved in clinical audit activities for the service.

#### Key Performance Indicators

- Evidence of quality improvements implemented
- Evidence of audits identified and completed
- Evidence of care pathways/protocols/guidelines developed

This position description is not exhaustive, and the incumbent may be requested to perform other tasks aligned to the specialty requested by the Manager This position description will be reviewed from time to time in consultation with the incumbent. The key performance indicators are a guide only and the relevant indicators should be agreed at annual performance appraisal.

#### Key Relationships

Internal	External
<ul style="list-style-type: none"><li>• CAMHS MDT</li><li>• Eating Disorder Liaison</li><li>• Paediatric Services</li><li>• Medical Staff</li><li>• Professional Leads</li><li>• Maori Health Gains and Development providers.</li></ul>	<ul style="list-style-type: none"><li>• Clients, Families</li><li>• Midlands DHB Eating Disorder Hub</li><li>• New Zealand Eating Disorder Clinic</li><li>• Community based health services, including General Practitioners and practice nurses, NGO, Iwi Hauora</li></ul>

<b>Success Profile CARE Values - Manaakitanga Who am I?</b>	<b>Experience – What have I done?</b>
<ul style="list-style-type: none"> <li>• Caring, empathetic, open and supportive</li> <li>• Respect each individual, polite and non-judgemental</li> <li>• Able to build a rapport, actively listen to patients, show understanding and make a difference</li> <li>• An effective communicator, work as a team member, professional, calm, willing and patient focused</li> <li>• Share knowledge, develop self and others, will speak up about practice issues and give/receive constructive feedback</li> <li>• Involve the team/ patients/ families in decisions</li> <li>• Self-aware, consistent, confident, flexible, pay attention to detail and plan ahead</li> </ul>	<ul style="list-style-type: none"> <li>• Minimum of 3 years' experience working with children/adolescent with mental health issues with a MICAMHS</li> <li>• Minimum of one year experience working with Eating Disorder clients</li> <li>• Preference of being trained in and having experience implementing Family Based Treatment</li> </ul>
<b>Competencies – What am I capable of?</b>	<b>Knowledge – What do I know?</b>
<ul style="list-style-type: none"> <li>• Able to demonstrate a commitment to quality.</li> <li>• Adaptable and embrace change</li> <li>• Showing a professional demeanour and high level of personal integrity</li> <li>• Well-developed problem solving and critical thinking skills</li> <li>• Can utilise well-developed written and verbal communication skills</li> <li>• Demonstrating the application of the Treaty of Waitangi in practice</li> <li>• Providing a culturally safe environment for clients and whanau</li> <li>• The ability to prioritise a varied workload</li> <li>• Ability to work within a multi-disciplinary team</li> </ul>	<ul style="list-style-type: none"> <li>• Registered Mental Health professional with a current practicing certificate</li> <li>• Current valid driver's licence</li> <li>• Computer competent</li> <li>• Knowledge and understanding of research findings regarding eating disorders in children and adolescents to support evidence-based practice</li> <li>• Knowledge of Family Based Treatment</li> </ul>