

Position Description

Position Title:	Dietitian
EBA / Award:	Psychologists, Dietitians, Audiologists and Pharmacists (Victorian Stand Alone Community Health Services) Enterprise Agreement 2023-2026
Classification:	Grade 2, part time, ongoing
Reports to Operational:	Towards Change Team Leader A
Primary Site:	Yarra Ranges - Lilydale
Last updated:	June 2024

Be part of a major boost to mental health and wellbeing in Victoria!

The Mental Health and Wellbeing Locals are an important part of Victoria's reformed mental health and wellbeing system. The Victorian Government has committed to establishing 50 Mental Health and Wellbeing Locals.

In the Yarra Ranges, Wellways, Eastern Health, Inspiro Health, and Oonah are working together to offer an easy way to access care and support for people aged 26 years and over who are experiencing mental health concerns – including people with co-occurring alcohol and drug support and care needs and their family, carers, and supporters.

Mental Health and Wellbeing Locals are free, voluntary, and easy to access, with no referral required. Importantly, these new services will be delivered on the basis of *'how can we help?'* and a *'no wrong door'* approach, focused on giving choice and control over how the participant wants to receive support.

This new service will make it easier for the participant to access the support they need, closer to home and family, carers, and support networks. Most importantly, Mental Health and Wellbeing Locals are safe spaces for everyone.

Commitment to Reconciliation

The Mental Health and Wellbeing Local knows that Aboriginal and Torres Strait Islander people have not always been well-served by mental health and disability organisations. Their social and emotional wellbeing has been impacted by generations of trauma, injustice and deprivation. As partner organisations, we recognise our responsibility in addressing these issues of injustice, inequality and stigma as part of ensuring our services are both welcoming and helpful for people and their families. As part of our commitment to reconciliation, we are working to create culturally aware and safe services for First Nations Community Members.

Working together - how we will deliver services

The Mental Health and Wellbeing Local is community-led and integrated through partnership that shares power, creating a responsive, flexible and helpful service.

The Local will operate seven days a week, with extended operating hours to support a flexible and responsive service. The Local service model will provide integrated clinical support, care, and wellbeing support to participants and their family members or carers. The provided services will be

in response to participants experiencing a mental health challenge and co-occurring substance use or addiction. This approach will improve the capacity of individuals to engage in our community and respond to any future psychological distress.



Community

The Mental Health and Wellbeing Local Services will be community-led, and co-production will ensure a diverse range of perspectives are included in the design, delivery, and governance of the Local Services, ensuring it reflects, responds and is accountable to the local community it supports.

Connected

An integrated service system connected through governance (partnership, operational and clinical) systems and workforce ensures people can access the right support at the right time.

Creating capacity for citizenship

Our model of care and governance structure has been designed to create capacity. Our workforce, individuals, and their natural supports recognise and respond to psychological distress and address barriers that prevent people from participating in their community and leading meaningful lives.

Team

This role will form part of the Towards Change team and is a crucial part of the Victorian Mental health reform work that Wellways and its partners are undertaking. This role will be part of a growing service system that places the community in the centre of the Local Mental Health and Wellbeing network across Victoria. The Dietitian will ensure a local focus for the Mental Health and Wellbeing Local in the Yarra Ranges region.

Role Purpose

The Dietitian employed by Inspiro will be responsible for providing nutrition and dietetic services to the participants of the Locals, to enhance mental health outcomes. The role will provide a variety of treatment, preventative, early intervention and health promotion activities with a nutritional and mental health focus.

This person is enthusiastic and passionate about championing mental health reform in Victoria’s new mental health system with the goal of improving outcomes for participants, carers, and the wider community. The position aims to provide evidence based, high quality, safe, participant centred care that meets current professional best practice standards.

How you will make a difference

You will play a pivotal role in fostering holistic wellbeing and recovery for our participants. Your expertise in nutrition and its profound impact on mental health will empower individuals to make informed dietary choices that support their emotional and psychological resilience. By offering personalised nutritional assessments and guidance, you will help alleviate symptoms, enhance mood stability, and promote overall wellness. Your compassionate approach and commitment to empowering individuals to cultivate healthy relationships with food will contribute significantly to the outcomes of our participants.

Key areas of accountability

Area	Deliverable
General	<ul style="list-style-type: none"> • Conduct thorough nutritional assessments of participants to understand their dietary habits, preferences, and nutritional needs with expert consideration of their mental health and/or substance use and medications. • Support lifestyle change using individualised nutrition advice and counselling, including practical strategies such as cooking groups, label reading, food budgeting, meal planning, and using visual aids and demonstrations (such as food or meal portions) • Provide individual and group nutrition education sessions to participants, caregivers, and staff members, emphasising the relationship between nutrition and mental well-being. • Offer evidence-based guidance on healthy eating patterns, portion control, meal planning, and mindful eating practices to support mental health recovery and symptom management • Work closely with interdisciplinary teams to integrate nutritional interventions into comprehensive treatment plans. • Participate in case conferences, treatment meetings, and care coordination activities to ensure a holistic approach to participant care and optimise treatment outcomes • Regularly monitor participants’ nutritional status, dietary compliance, and progress towards nutritional goals through ongoing assessments and follow-up sessions.

	<ul style="list-style-type: none"> • Evaluate the effectiveness of dietary interventions in managing mental health symptoms, improving mood, enhancing energy levels, and promoting overall well-being. • Adjust nutrition plans as needed based on participants' feedback and treatment outcomes. • Stay abreast of current research, trends, and best practices in nutrition, mental health nutrition, and related fields through continuing education, conferences, and professional development opportunities. • Foster collaborative relationships with community resources, nutrition experts, advocacy groups, and educational institutions to enhance service delivery and promote awareness of the link between nutrition and mental health. • Work as part of a multidisciplinary team to contribute to service and team development and the promotion of the Local and its services.
Essential Knowledge and Skills	<ul style="list-style-type: none"> • Work with individuals holistically and contextually, considering systems, institutions, families, cultures, communities, and ethnicity. • Provision of nutrition counselling and therapy to individuals with mental health and/or substance use challenges • Experience conducting comprehensive nutritional assessments • Understanding of the link between nutrition and mental health, specifically regarding common conditions like depression, anxiety and eating disorders • Skilled at tailoring interventions to individual needs and treatment plans considering mental health diagnosis, medications and social/cultural factors. • Demonstrated high level of self-awareness and an ability to operate within clearly defined boundaries of responsibility. • Strong ability to convey warmth, openness, and concern for welfare of participants • Capability to make informed decisions on reasonably complex issues, aligning with established policies and procedures, and adept at identifying and resolving problems or obstacles in collaboration with team members • Capacity to work autonomously and collaboratively within a multidisciplinary team, efficiently managing multiple tasks in a demanding environment • In-depth knowledge of trauma-informed practice and practical experience in applying person-centred approaches • Exceptional communication skills, encompassing proficiency in written, verbal, and interpersonal interactions.

	<ul style="list-style-type: none"> • Ability to work respectfully and creatively with a CALD client population, including Indigenous Australians and the LGBTIQ+ Community.
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Key Requirements

Qualification	<ul style="list-style-type: none"> • Tertiary qualifications in Dietetics • Eligibility for Membership of Dietitians Australia • Demonstrated experience working with Mental Health clients • Demonstrated experience (minimum 2 years) and skill in a wide range of nutrition and dietary assessment procedures, treatments, and activities.
Experience	<ul style="list-style-type: none"> • Minimum 2 years working in a community health or health promotion setting • Demonstrated experience working collaboratively with mental health professionals to assess and address the nutritional needs of individuals with diverse mental health and/or substance use challenges. This includes understanding the link between nutrition and mental health, and tailoring dietary interventions to individual needs and treatment plans • Ability to effectively communicate and motivate individuals to adopt and maintain healthy dietary behaviours. This includes using techniques like motivational interviewing, goal setting, and providing clear, actionable steps for dietary change within the context of their mental health journey. • Proficient in providing evidence-based nutritional counselling aligned with current guidelines and considering client preferences and cultural backgrounds
Information Technology	<ul style="list-style-type: none"> • Willingness to learn and adapt to technology platforms relevant to the position. • Basic skills in Microsoft Office Suite and CRM systems
Compliance	<ul style="list-style-type: none"> • National Police Check • International Police (if required) • Current Working with Children Check-employment • Evidence of right to work in Australia • NDIS Workers Screening Check • 100 points of identification • Australian Driver's Licence • NDIS Workers Orientation Modules – free online course
Other	Open to working across different sites within the Yarra Ranges and work in the community.

	<p>Welcomed</p> <p>We are committed to employing people with diverse backgrounds and experiences and encourage applications from:</p> <ul style="list-style-type: none"> • People with personal lived experience of mental health challenges or who have cared for someone who has • People who identify as Aboriginal and or Torres Strait Islander • People who identify as gender diverse, living with a disability or culturally and linguistically diverse.
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Required Values & Behaviours

Area	Description
Authenticity and Integrity	<ul style="list-style-type: none"> • We will bring our whole selves to the table and work from a position of trust and belief in the other, recognising community and wellbeing belongs to all of us. • We are committed to leading a culture that is helpful and understands people exist and have complex intersectional circumstances that can lead to psychological distress.
Compassion	<ul style="list-style-type: none"> • We will commit to a compassionate approach and understanding leading with curiosity.
Respectful Collaboration	<ul style="list-style-type: none"> • We are respectful and recognise the power in our different experiences and organisations work views and recognise we all have something to learn from each other.
Quality and Safety	<ul style="list-style-type: none"> • Ensure any risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all participants. • Ensure and take all reasonable care for your personal safety and the safety of, participants and colleagues. • Actively participate in workplace health and safety initiatives and consult with colleagues and management in relation to issues that impact on the safety of the workplace. • Comply with all Policies and Procedures and Guidelines • Maintain confidentiality as per the Mental Health and Wellbeing Local - Yarra Ranges guidelines and in accordance with relevant privacy and health records legislation. • Actively involve participants and/or carers in quality and safety improvement activities. • Maintain up-to-date immunisation status related to own health care worker category. • Ensure that the principles of general and participant manual handling are adhered to.

People & Culture	<ul style="list-style-type: none"> • Act in accordance with the 'Code of Conduct' and 'Workplace Behaviour' Policies. • Actively participate in relevant professional development. • Display high levels of professional behaviour at all time
Equality and Equity	<ul style="list-style-type: none"> • We will strive for equality and equity in our approach to partnership and the community we serve. • We aim to break down the barriers of power and privilege recognising we come together toward a common goal.
Honesty and Courage	<ul style="list-style-type: none"> • We will have robust feedback mechanisms in our model of care and governance structure to actively engage with community and participants to ensure we are meeting their needs and we are accountable to these. • We lean into difficult conversations realising this is when there is the greatest opportunity to learn.
Excellence and Appreciation	<ul style="list-style-type: none"> • Our work will be evidence based and we commit to continuous quality improvement processes to ensure the people using our service have excellent outcomes.
Commitment to reconciliation	<ul style="list-style-type: none"> • Demonstrated commitment to reconciliation. • Work towards creating culturally aware and safe services for First Nations Community Members.