

POSITION DESCRIPTION

Position Title:	Alcohol & Other Drug (AOD) Clinician
Business Unit/Department:	Addiction Medicine
Division:	Drug Health Services
Award/Agreement:	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement; Nurses & Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	<i>Allied Health Professional:</i> Community Development Worker: Class 2A – Year 1 to Year 11 (SV10 to ON14); Social Worker: Grade 2 – Year 1 to Year 4 (SC21 to SC24); Social Worker: Grade 3 – Year 1 to Year 4 (SC31 to SC34); <i>Nursing Professional:</i> Community Health Nurse CN4 (ZJ1); Community Health Nurse – Sole CN5 (YW7)
Reports To:	<i>Operational:</i> Team Leader – MHAOD Connect; <i>Professional:</i> As relevant to qualification/discipline; <i>Clinical:</i> Head of Unit – Addiction Medicine
Direct Reports:	N/A
Date Prepared/Updated:	10 January 2025

Position Purpose
The AOD Clinician works within the Mental Health and Alcohol and Other Drugs (MHAOD) Connect team and provides timely and effective community based post-discharge support for up to six weeks for individuals who present to Sunshine Hospital Emergency Department or Footscray Hospital Emergency Department with Mental Health and/or AOD care concerns. The service objectives are to: • Improve referral and treatment pathways to community services. • Improve the experience and health wellbeing outcomes for consumers through a consumer-centred and designed service. • Reduce the likelihood of the person re-presenting to EDs through enhanced treatment, optimal referrals and follow-up. • Provide pro-active, timely and integrated mental health and alcohol and other drug assessment, treatment post discharge from the emergency department. As a member of the MHAOD Connect team, the AOD Clinician is at the forefront of the provision of high-quality care to consumers in the community on a day-to-day basis. The role of the AOD Clinician involves working and providing advice and support in a multidisciplinary team environment to ensure an efficient

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program which meets the growing needs of this area of healthcare in the community, incorporates the following activities; assessment and counselling with consumers, consumer advocacy, supervision and mentorship/preceptorship, interaction/liaison with multidisciplinary team members, accurate and timely documentation. The AOD Clinician will contribute to providing quality health and well-being services for our consumers demonstrating proficient to expert behaviours across the five domains of leadership, research, evidence-based practice, education & learning and clinical expertise. As a professional, the AOD Clinician is accountable for: • The maintenance of their own clinical knowledge, further education and working within the confines of their specific scope of practice at all times, in accordance with the boundaries set by their experience and skill. • If applicable, ensuring that they are registered to work as a Registered Nurse in Australia at all times whilst working as a nurse within Western Health and practice in alignment with Nursing & Midwifery Board of Australia (NMBA) Registered Nurse Standards for Practice.
Business Unit Overview Drug Health Services is one of the most diverse specialist agencies in Victoria for the management of substance use, providing a range of residential and non-residential community and hospital-based alcohol and other drug treatment programs. The service caters to people across the development lifespan, with youth and adult programs, as well as specialist programs for women and for people with co-morbid AOD and mental health care needs. As well as community AOD programs, we offer Addiction Medicine Services to the community and within the Western Health hospital in-patient network. The service is committed to harm reduction as a guiding principle of practice, enabling clients to determine the pace and type of change they are seeking. This takes place within a robust governance environment, where treatment options are evidence-based and matched to presenting need.
Key Responsibilities Leadership • Communicates information and expectations clearly and concisely in a way that builds effective and collaborative working relationships with others. • Maintains a professional demeanour and serves as a role model for all other staff, both as a clinician and in line with behavioural expectations. • Provides leadership in clinical situations demanding action. • Take accountability for own actions and others under direction and sphere of responsibility. • Promotes a culture of innovation, education, excellence and consumer/client first focus, through policies and practices that support and recognise individual and collective team contribution. • Demonstrates strong mentoring skills within the multidisciplinary team and supports succession planning. • Ensures that clinical standards, policies and procedures promote a consumer focussed model of care. • Exhibit a high level of emotional self-control and flexibility in complex, changing, and/or ambiguous situations and when confronted with challenges. • Maintains and fosters relationships with appropriate internal and external community-based stakeholders. Research • Obtains feedback through means such as surveys to ascertain whether service standards meet stakeholder expectations and responds to any identified deficits.

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- Identifies areas that require improvement through observation, audits, incidents and staff feedback and implements improvement initiatives accordingly.
- Take part in practice improvement initiatives at local level and/or contributes to quality or practice improvement initiatives at program level.
- Apply research evidence to clinical practice, has well developed strategies to inform practice in the absence of high-level evidence.



Evidence Based Practice

- Using evidence-based practice, participate in evaluation of the progress of individuals and groups towards expected outcomes and reformulation of care plans.
- Be familiar with local and organisational policies, procedures and guidelines.
- Contribute to adverse event investigations and undertake individual and team-based reflective practice.
- Continuously reviews existing practices and policies according to evidence-based practice to minimise adverse, promote positive consumer outcomes and identify areas of improvement in nursing practice.
- If employed as a senior clinical level (such as a Health Professional level 3 role), the AOD Clinician will initiate and lead service development activities.
- Participate in new initiatives to enhance patient and consumer outcomes and experience, or staff employment outcomes and experience.
- Identifies opportunities for process redesign and to support staff in the implementation of redesign projects and activities.



Education & Learning

- Maintains and updates own clinical knowledge to demonstrate an ongoing commitment to learning and best practice.
- Works with less experienced staff members to develop their capabilities.
- If employed at a senior clinical level (such as a Health Professional level 3 role), the AOD Clinician will additionally provide clinical supervision to other clinicians.
- Promote the development of, and involvement in, professional networks and learning communities.
- Develop and evaluate policy initiatives that aim to foster patient/consumer involvement and provide them with real and meaningful choices about treatment options.



Clinical Expertise

- Provides clinical expertise and direction in line with clinical standards policies and procedures to both internal and external customers, including providing high level assessment, care planning and interventions/procedures, including integrated mental health and AOD interventions.
- Is responsible for a timely response to referrals and manages and provides assistance to others in prioritisation and completion of tasks such as completion of necessary statistical data, including entry to support financial recuperation as appropriate.
- Act as a primary resource in relevant area and ensure the provision of high quality, culturally sensitive consumer care in partnership with consumers, their significant others and other members of the multidisciplinary care team.
- Provides an efficient and customer focussed service commensurate with senior status and role. Analyses situations and make appropriate decisions in a timely manner that meets the needs of consumers, staff and organisation.
- Act to ensure safety by managing clinical risk and intervene, as necessary, to achieve optimal outcomes for patients/consumers and teams.
- Represents clinical specialty in multidisciplinary working groups.
- Contributes to a Quality and Business Plan as required in accordance with the National Safety and Quality Health Service Standards and Western Health Guidelines.

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.

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Key Working Relationships
Internal: • Discipline leadership group related to the staff member's professional discipline • Divisional Director • Clinical Service Director • Operations Manager • Heads of Units • Medical staff • Nurse Unit Manager • Nursing staff • MHAOD Connect team • Addiction Medicine Unit • Drug Health Services staff • Emergency Mental Health clinicians • Emergency Department Care Coordination team External: • Consumers, Next of Kin or Enduring Power Attorney • General practitioners and broader Western Health Community Partners • Community-based Alcohol and Other Drug Treatment providers • Other Community-based care providers • Mental Health Community and Residential Services
Selection Criteria
Essential: • Bachelor's level qualifications in a relevant health or welfare discipline and current registration with AHPRA, or, for Social Workers: eligibility for membership of AASW. • Experience working in a senior clinical role (for applicants for Health Professionals level 3 and nursing grades). • Demonstrated ability to deliver quality consumer care and possession of excellent clinical skills • Demonstrated experience working effectively independently and also within a multidisciplinary team environment with minimal supervision • Demonstrated time management, organisation and planning skills • High level verbal and written communication skills • Experience in the use of technology to create clear and concise documents, reports and proficiency with the Microsoft Office suite • Demonstrated commitment to developing and improving personal education and skills appropriate to the position • Demonstrated competency and knowledge to effectively undertake basic health care education. • Experience in the development, implementation and review of policy, procedures and guidelines. • Current Victorian driver's license • Comprehensive understanding of the AOD sector and the general health and welfare sectors and associated community-based treatment options • An understanding of the issues related to marginalised groups and a commitment to working with these groups • Understanding of and commitment to the principles and practises of harm minimisation in the drug and alcohol field • Knowledge of Victorian, Australian and international standards and guidelines relating to relevant specialist area. Desirable: • Have completed or be working towards a Masters or Post Graduate Diploma in AOD. • Demonstrated knowledge of quality management and improvement methodologies • Demonstrated experience in research projects and publication of research activities. • Training and experience in the development and delivery of education programs to consumers, carers, the community and health professionals.

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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, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2022 • Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines.
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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