

POSITION DESCRIPTION

Position:	Alcohol and Other Drugs Clinician (Registered Nurse Grade 3, Social Worker, Psychologist, Occupational Therapist).
Directorate:	Mental Health Services
Division:	Acute Intervention Services
Business Unit:	Alcohol and Other Drugs Integrated Treatment Team (AODITT)
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement
Reports to:	Manager (AODITT)

MILDURA BASE PUBLIC HOSPITAL

Mildura Base Public Hospital (MBPH) was established as a new entity in September 2020. MBPH is a leading healthcare provider in the northwest of Victoria, known for its high level of professionalism, quality care and community engagement.

MBPH provides a range of acute services in emergency, maternity, intensive care, rehabilitation, community services, psychiatric in and outpatient care, palliative care, renal dialysis and chemotherapy service to the people of Northwest Victoria. The hospital also provides medical imaging and pathology services.

MBPH is proud to be affiliated with Monash and La Trobe Universities for the provision of undergraduate and postgraduate Medical, Nursing and Allied Health education. Affiliations also exist with other universities for clinical placement and training.

MBPH is currently transforming its mental health services to align with recommendations arising from the Royal Commission into Victoria's mental health system (2021). Recommendation 35 - 'Improving outcomes for people living with mental illness and substance use or addiction' - requires MBPH Mental Health Services to integrate treatment, support and care for people with 'co-occurring conditions', where this term is used to refer to people who experience co-occurring mental illness (including people experiencing suicidal thoughts and behaviours) and substance use or addiction (with or without a formal diagnosis).

VISION

Mildura Base Public Hospital – providing exceptional care.

PURPOSE

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

VALUES AND BEHAVIOURS

All employees of the Mildura Base Public Hospital are required to uphold the values of our organisation, for more information on our values please refer to page 5 of this document.

POSITION SUMMARY

The Alcohol and Other Drugs Clinician will work within a multi-disciplinary integrated AOD Treatment Team within the MBPH Area Mental Health and Wellbeing Service (AMHWS). This team operates across the AMHWS, employing a 'shared-care' approach to integrating treatment, care and support for consumers with 'co-occurring conditions', as well as their families and carers.

Working collaboratively, the AOD Clinician will provide clinical assessment and treatment to patients/consumers across the hospital and specialist AOD services to 'The Local'. The role will utilise contemporary evidence-based practice for treatment, support and care', and may involve working extended hours, including evening and weekends as required, and flexible service delivery (including at home).

KEY RESPONSIBILITIES AND DUTIES

1. Clinical Assessment and Treatment:

- As part of an integrated care model, conduct comprehensive assessments of mental health consumers with co-occurring substance use disorders, utilising standardised assessment tools and evidence-based practices
- Employ a harm reduction approach and trauma-informed care principles in delivering interventions.
- Monitor and evaluate the progress of consumers throughout the treatment process, adjusting interventions in collaboration with case managers and treating teams (as needed).
- Provide education to hospital staff and relevant stakeholders on AOD-related issues, including recognising early signs and symptoms of withdrawal and substance-related complications during admission.
- Support the coordination and management of withdrawal beds in the MBPH wards, including facilitating external referrals and responding to unplanned withdrawal presentations.
- Liaise with the Hepatitis C and BBV screening portfolio lead to support screening and linkage to care.
- Contribute to the development and implementation of AOD withdrawal guidelines and best practice in collaboration with the AODITT team.
- Participate in weekly AODITT clinical reviews, participant planning meetings, presenting cases and contributing to multidisciplinary care planning.
- Support the Take Home Naloxone (THN) program, including liaison with Pharmacy to facilitate supply and access.
- Contribute to the evaluation of the role including collecting and reporting on activity data, outcomes, and service gaps to inform future service planning.

2. Collaboration and Networking:

- Establish and strengthen collaborative networks with MBPH partners, consumers, carers, and relevant community organizations to enhance service delivery.
- Work closely with consumers and carers to ensure their active participation in treatment planning and supported decision-making is used to guide care.
- Foster partnerships with external agencies, such as substance use treatment centres, community-based organisations, and peer support groups, to provide comprehensive care and support.
- Participate in multi-disciplinary meetings and case conferences to ensure a coordinated response to consumer needs.

3. Documentation and Reporting:

- Maintain accurate and confidential consumer records, including assessments, treatment plans, progress notes, and discharge summaries, in compliance with legal and ethical standards.
- Adhere to relevant policies, procedures, and regulations related to clinical documentation and reporting.
- Maintain data and report against quality improvement projects within any areas of speciality portfolio and as part of the broader integrated treatment team.
- Develop processes for and support the collation of evidence as part of continuous improvement approaches within the portfolio areas, the team and broader service.

4. Professional Development:

- Engage in ongoing professional development activities to enhance clinical skills and knowledge in the field of co-occurring mental health and substance use disorders.
- Attend relevant training, conferences, workshops, and seminars to stay informed about emerging practices and advancements- and support approaches to translate knowledge into local care.
- Utilise clinical supervision and secondary consultation as needed to ensure the provision of high-quality efficient, effective care.
- Support the development and delivery of learning and education development sessions for the mental health and wellbeing service as part of promoting integrated care.

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

Essential:

- Approved degree and registration with accredited regulatory body.
- Clinical experience working with consumers with substance use disorders.
- Understanding of evidence-based interventions for substance use disorders and experience in their implementation.
- Knowledge of harm reduction principles, trauma-informed care, and recovery-oriented approaches.
- Ability to work effectively within a multi-disciplinary team and collaborate with diverse stakeholders.

- Strong interpersonal and communication skills, with the ability to engage and build rapport.
- Capacity to collaborate with all stakeholders to achieve effectiveness and efficiency of services.
- Knowledge of quality improvement Australian Standards.
- Ability to collect data and prepare reports and recommendations.
- Sound computer skills.

Desirable:

- A post graduate qualification in Drug and Alcohol or a willingness to complete.

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.



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

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

