

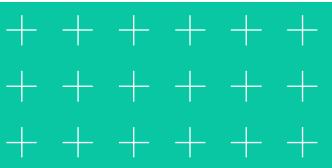


Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team





Position Description

Alcohol and Other Drugs (AOD)

Clinician







THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



Lead with Kindness



Together

True excellence



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

Excellence

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

- 1. Be a great place to work and a great place to receive care
- 2. Grow our Home First approach
- 3. Realise the potential of the Melbourne Biomedical Precinct
- 4. Become a digital health service
- 5. Strive for sustainability







Position Description

Position Title: Alcohol and Other Drugs (AOD) Clinician

Service: Orygen Youth Prevention & Recovery Care (YPARC), Clinical

Services Reform

Location: Parkville

Reports To: YPARC Team Leader

Enterprise Agreement: Victorian Public Mental Health Services Enterprise Agreement

2016–2020 / Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise

Agreement 2017-2021

Classification: Occupational Therapist Grade 3 / Social Worker Grade 3 /

Registered Psychiatric Nurse Grade 4 / Psychologist Grade 3

Immunisation Risk Category: Category A

Date of Review: January 2022

POSITION SUMMARY

The Alcohol and Other Drugs (AOD) Clinician will provide comprehensive clinical mental health care to young people and families of the Orygen Youth Prevention & Recovery Care (YPARC) program.

The AOD Clinician will apply their clinical knowledge and expertise within the dynamic YPARC team. The AOD Clinician will enhance the quality of care for people presenting with AOD and/or Dual Diagnosis problems. Work in a multidisciplinary team to support treatment and management of AOD related presentations. Provide formal and informal education when responding to young people with AOD problems to increase staff confidence and skills.

The AOD Clinician will have demonstrated experience in the provision of specialist mental health care with young people; including risk assessment, mental state assessment, crisis management, psychoeducation related to illness and medication, care coordination, and partnering with young people presenting with AOD and their family/carers. Through evidence-based best practice, provide physical health assessment, monitoring of treatments, side effects and physical health related to treatments.

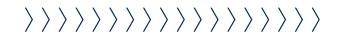
This role will also support the entry and exit transitions to the YPARC and participate in a variety of other YPARC life activities to ensure comprehensive and safe consumer and family/carer-oriented care is attainable. Further, they will demonstrate high standards of clinical care that are responsive to the young person's developmental stage and presenting issues and informed by existing evidence and guidelines.

This position focuses on the emerging Orygen YPARC centre.

The YPARC centre is a pivotal sub-acute program supporting young people transition to the community from inpatient psychiatric care, or to intervene early and prevent further deterioration that may lead to inpatient







psychiatric care. The YPARC will also support young people with substance use issues. The YPARC will become a pivotal component of service delivery within the evolving Orygen service system.

KEY ACCOUNTABILITIES

- Work closely with the respective Managers, Team Leaders and Consultant Psychiatrists, alongside the YPARC multidisciplinary team to provide a high level of clinical expertise in the assessment, treatment and delivery of targeted brief interventions to consumers, where possible including family and carers in decisions

 • Provide education and training support for staff
- Assist and support staff in the development and implementation of AOD and/or Dual Diagnosis care plans
- Work with YPARC team to improve screening, identification, assessment and discharge planning of patients presenting with AOD/Dual Diagnosis issues
- · Maximise the use of specific intervention skills as appropriate and as required by young people, their family/carers and the service
- Assist in the provision of primary, secondary and tertiary consultation services, community development and education, liaison and linkage to other agencies that also provide support to young people with mental illnesses as required
- · Assist in building a positive culture and remain positive in a changing environment
- Implement new initiatives and contribute to existing portfolios
- Support the team and other staff in their clinical decision making
- Accurately prepare documentation in a timely manner
- Successful completion of required mandatory training activities, including training related to the National Standards
- Maximise the use of specific intervention skills as appropriate and as required by young people, their family/carers and the service
- · Assist in the provision of primary, secondary and tertiary consultation services, community development and education, liaison and linkage to other agencies that also provide support to young people with mental • Contribute to team functions including new patient illnesses as required
- Assist in building a positive culture and remain positive
 Ensure service provision is in collaboration with in a changing environment
- · Implement new initiatives and contribute to existing portfolios

- Supporting evaluation of the Orygen YPARC, and fostering research projects within the service, building the evidence of the model for this subacute care modality for young people experiencing mental ill health and their families.
- across YPARC
- Assist in the evaluation of current processes and participate in the development and implementation of best practice documentation, policies and procedures
- Actively participate in any research or evaluation processes related to the target group
- Follow specific infection prevention and control policies, and to report infectious status if it places others at risk
- Provide services and care in a manner that is reflective of the Recovery Framework
- Provide high quality engagement, brief intervention and assessment, treatment and support services to individuals, via evidence-based, therapeutic counselling using best practice principles including Family Inclusive Practice and Dual Diagnosis principles
- Provide secondary consultation for staff, key agencies and relevant stakeholders
- Establish, liaise and maintain collaborative and productive working relationships with a range of internal and external stakeholders
- · Participate in team planning, steering groups, reference groups and working parties inside and outside the agency as appropriate
- Participate in and contribute to ongoing professional development activities and actively engage in discipline specific and multidisciplinary team activities and meetings
- assessments, intake and rostered activities
- young people and their families, is client centered, recovery oriented and strengths focused

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- Successful completion of required mandatory training
 Ensure high standards of clinical care that are activities, including training related to the National **Standards**
- Participate in practice-based and service-orientated research, evaluation and audits
- · Carry out other duties as directed in accordance with industrial classification standards
- Available to work rotating roster which includes weekdays and weekends
- Ensure service provision is guided by inclusive practices for all young people and families of all backgrounds and incorporates culturally safe and trauma informed principles
- Acceptance of accountability for all reasonable care to provide a safe working environment within your area of responsibility and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- · Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Comply with and support others to comply with Orygen's policies and procedures, including taking appropriate action to hold others accountable and promote a workplace culture that is safe, diverse and inclusive.
- Engage in other tasks required to support overall service operation.

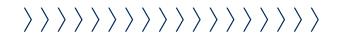
- congruent with OYH aims client focused, accessible, responsive and consistent with best practice
- Capacity to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis
- Compliance with Health Service and Divisional specific Regulations, Melbourne Health Policy & Procedures, Code of Conduct and the by-laws and Policies and the ethical standards of the profession
- Acceptance of responsibility for Continuing Professional Development (CPD) of self that is aligned with the practice domains endorsed by NWMH, as part of Melbourne Health, and actively keep a CPD portfolio as required by the standards of your profession
- · Compliance of clinical governance, legislative and documentation requirements, (e.g. Clinical Review discussions, completion of relevant documentation compliant with requirement of the Mental Health Act 2014)
- Accept accountability to ensure that all clinical information is documented and stored in compliance with the Victorian Health Records Act 2001
- Participation in formal performance and annual discussion review processes
- Operate within the legal frameworks e.g. Mental Health Act and Privacy Act
- Maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including Drug and Alcohol services, Youth Justice and primary care providers etc.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- · Participate in ongoing service improvement initiatives and activities.

KEY SELECTION CRITERIA

- Formal Qualifications
- Occupational Therapists:







- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
- An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.) with a minimum 5 years clinical experience.

Social Workers:

 An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

• Registered Psychiatric Nurses:

- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

· Psychologists:

Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act
(2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the
Psychology Board of Australia (or eligibility to enter a registrar program as a clinical, forensic or clinical
neuro psychologist with the Psychology Board of Australia where relevant).

Essential:

- Commitment to live the Melbourne Way putting people first, leading with kindness and achieving excellence together.
- Experience in the assessment, diagnosis, and treatment of AOD/mental illness and psychiatric disability presentations.
- Capacity to undertake alcohol and other drug screening, assessment, treatment planning, brief interventions
 with clients who have co-occurring mental health and substance use disorders
- Well-developed interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues and other service providers
- Ability to work with consumers, family and carers from a range of cultural backgrounds, and to provide gender sensitive services
- Commitment to ongoing professional development for self
- Well-developed skills in writing and an ability to promptly prepare on the appropriate documentation assessments, treatment plans, transition summaries and other forms of documentation
- An understanding of the policies and procedures associated with the Mental Health Act and other relevant legislation
- Experience working with people with complex AOD, mental health and medical issues
- Proven ability in all aspects of the medical management and contemporary practices of a client withdrawal program
- Familiarity with a range of computer software packages
- Hold a current Victoria driver's license (or equivalent Australian driver's license) and ongoing ability to use this form of transport
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
 - Desirable:







- Experience working in youth mental health services
- Experiencing working in acute or sub-acute (PARC or Step Up/Step Down) or residential services
- Experience working alongside youth and family/carer/significant others participation processes
- An understanding of the current policy context for youth mental health nationally
- Ability to speak another language
- An up-to-date knowledge of issues, trends and government policies in the delivery of Alcohol and Other Drug Services

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- · Achievement of portfolio specific KPI targets
- · Participation in and satisfactory feedback through the annual performance review process
- · Ability to maintain a safe working environment and ensure compliance with legislative requirements

AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee	Signature				
Employee	Name (pleas	se print)			
	/	/			
Date					