

<b>Position title</b>	<b>Addiction Medicine Nurse Practitioner</b>
<b>Reports to</b>	<b>Clinical Nurse Coordinator</b>
<b>Award agreement</b>	<b>Nurses And Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028</b>
<b>Classification</b>	<b>Nurse Practitioner Yr 1 or Yr 2, depending on experience</b>

## About Your Community Health

Your Community Health is a progressive, high quality, independent community health service. It provides a wide range of community-based health and social support services including primary care, allied health, oral health, mental health, harm reduction, social support and health promotion services. Our three comprehensive health centres are located in Darebin, but we are here for everyone in the diverse communities across Melbourne. We work in partnership with our communities and other services using a combination of outreach, home-based and centre-based activities and co-located services.

More information is available at: [www.yourch.org.au](http://www.yourch.org.au)

<b>Vision</b>	Health and wellbeing for everyone
<b>Purpose</b>	We partner with people and communities to deliver health and wellbeing services and promote equity
<b>Our organisational values</b>	<p><b>Courage</b></p> <ul style="list-style-type: none"> <li>• We are progressive</li> <li>• We are creative and resourceful</li> <li>• We challenge the status quo for the benefit of our communities</li> </ul> <p><b>Empathy</b></p> <ul style="list-style-type: none"> <li>• We are caring and inclusive</li> <li>• We celebrate and value diversity</li> <li>• We work collaboratively and respectfully</li> </ul> <p><b>Integrity</b></p> <ul style="list-style-type: none"> <li>• We are ethical, honest, reliable and fair</li> <li>• We listen and are accountable to our communities</li> <li>• We earn and build trust</li> </ul> <p><b>Achievement</b></p> <ul style="list-style-type: none"> <li>• We are outcomes-focused</li> <li>• We are adaptable and always learning</li> <li>• We continuously improve</li> <li>• We are creative and resourceful</li> </ul>

### **Statement of Inclusivity**

Your Community Health is committed to providing an inclusive and accessible environment where people and communities of all identities and backgrounds (including but not limited to, ethnicity, faith, socio-economic circumstance, sexual orientation, gender identity, ability, bodies, migration status, age and Aboriginal and Torres Strait Islander descent) are accepted, safe and celebrated. We achieve this through the guidance of our values and principles.

Your Community Health understands the need to ensure that meaningful inclusion is built into the organisational DNA and to create an environment that attracts team members that reflect the communities we serve.

Your Community Health look to actively encourage members applications from of the LGBTIQ+, Aboriginal and Torres Strait Islander peoples, Disability, culturally and linguistically diverse communities and those with lived experience in areas in which we work. We work to address barriers in full participation.

### **About the Medical Services Team**

YourCH's General Medical Practice & Specialist Clinics are part of the Integrated and Primary Care Directorate, operating within YourCH's 3 multidisciplinary community health centres. Our team collaborates closely with team members across the organisation to deliver comprehensive care to our patients.

The medical services team provides general practice care as well as five specialised clinics: Paediatric Clinic, Lymphedema Clinic, Refugee Health Clinic, Trans and Gender Affirming Care Clinic, and Pharmacotherapy Clinic.

The Addiction Medicine Nurse Practitioner (AMNP) also works closely with the Harm Reduction team who deliver vital support, information and care to people who inject drugs, focusing on minimizing harm and promoting health. Through outreach services, the team provides sterile injecting equipment, facilitates safe disposal, and supplies naloxone to reverse opioid overdoses, aligning with the Victorian Needle and Syringe Program. The team operates within the Community Programs division of the Community Partnerships Directorate. As part of YourCH we are passionate and enthusiastic staff working towards our vision of a health and wellbeing for everyone and creating an environment that is inclusive and representative of the communities in which we serve.

### **Position Purpose**

The Addiction Medicine Nurse Practitioner is a Registered Nurse endorsed to practise autonomously and collaboratively in an advanced and expanded clinical role. The NP will act as an expert clinical resource, providing leadership in clinical service delivery and service development, with a focus on meeting the needs of all clients accessing YourCH's pharmacotherapy clinic, including those with psychiatric comorbidities and social marginalisation.

The role includes key responsibilities for clients with opioid use disorder and a broad range of alcohol and other drug (AOD) presentations, such as screening, clinical assessment, brief interventions, harm reduction, motivational interviewing, care planning, initiation of appropriate AOD treatments, opioid pharmacotherapy, ordering and interpreting diagnostic investigations, and facilitating referral to suitable community or hospital-based treatment services.

The Addiction Medicine Nurse Practitioner aims to enhance the patient experience and improve the timeliness of care by ensuring the delivery of best practice in the community setting. The role involves working closely with internal and external GPs, Addiction Medicine Specialists, Nurses, the Pharmacotherapy Coordinator, and the broader harm reduction team to provide greater access to high-quality, evidence-based, holistic care for the community YourCH serves.

As part of a community health service with three locations (Northcote, Preston and East Reservoir), this role will involve travel between YourCH sites, as well as some outreach travel to partner sites.

## **Position Responsibilities**

### **Direct Care**

- Conduct comprehensive patient assessments and demonstrate expertise in diagnosing and managing both acute and chronic illnesses within the scope of practice, in collaboration with a multidisciplinary team.
- Exhibit a thorough understanding of relevant pharmaceuticals and diagnostic tests related to the area of practice.
- Initiate and interpret diagnostic and radiological tests as appropriate to the scope of practice.
- Provide skilled screening for substance use disorders within the presenting patient population.
- Conduct alcohol and other drug (AOD) assessments, maintaining an up-to-date understanding of the AOD service sector.

### **Care Planning & Collaboration**

- Refer clients to other health professionals as required within the scope of practice.
- Evaluate and adjust the management plan based on the client's response to treatment.
- Act as a primary resource, ensuring the delivery of high-quality, culturally sensitive care in partnership with patients, their significant others, and other members of the multidisciplinary team.
- Provide evidence-based consultation and liaison, supporting YourCH staff, clients, and their significant others.
- Conduct Motivational Interviewing, Care Planning, and Brief Interventions.
- Work collaboratively with consumers, listening to their needs and individualising care to enhance outcomes.
- Build partnerships with other health services and professionals with similar roles.
- Assess the ongoing support needs of YourCH staff and collaborate with stakeholders to enhance staff capacity to identify and manage substance use concerns.
- Deliver internal training and education sessions for YourCH staff on substance use management and treatment.
- Incorporate client feedback into quality improvement initiatives.

### **Therapeutic Interventions & Implementation**

- Safely initiate and manage therapeutic interventions, based on an in-depth understanding of patient characteristics and concurrent therapies.
- Foster collaborative relationships with GPs (General Practitioners) and establish clinical pathways across community and primary care settings.
- Practice within a framework that is evidence-based, current, and in line with professional standards, industry guidelines, and YourCH policies.

## **Health System Support & Development**

- Accurately document clinical management in line with YourCH documentation procedures.
- Identify potential adverse outcomes and implement proactive strategies to minimise risk and ensure patient safety.
- Ensure a timely response to referrals and assist in prioritising and completing tasks, including the entry of statistical data to support financial recuperation where applicable.
- Provide information and support to internal and external stakeholders throughout all stages of patient care, in collaboration with other healthcare professionals, to enhance service capacity.
- Maintain up-to-date knowledge of the Medicare MBS system and service provision requirements to optimise billing opportunities.
- Keep progress notes, case files, and data entries updated in a confidential and timely manner.
- Participate in the review of YourCH clinical procedures and guidelines.
- Identify opportunities for process improvement and support staff in implementing redesign projects and activities.
- Contribute to continuous quality improvement initiatives.

## **Nursing Leadership & Professional Development**

- Communicate information and expectations clearly and concisely to build effective, collaborative working relationships with colleagues.
- Provide leadership in clinical settings.
- Maintain a professional demeanour, serving as a role model for nursing staff and fostering a positive workplace culture.
- Demonstrate strong mentoring skills within the nursing and multidisciplinary teams.
- Cultivate and maintain relationships with relevant internal and external stakeholders.
- Apply conflict resolution skills when addressing issues involving staff, patients, their families, and the public.
- Lead innovative and flexible clinical practice models, with a focus on patient-centred care and continuity.
- Maintain membership and actively contribute to a relevant national professional body in the area of specialty.
- Ensure ongoing professional development through education, mentored clinical practice, supervision, assessment, and feedback.
- Carry out duties in a manner that prioritises the health and safety of self and others, reporting incidents and cooperating with workplace safety initiatives.
- Undertake special projects or tasks as required.
- Perform additional duties as directed, within the scope of skills, competence, and training, to maximise flexibility and effectiveness.

## Qualifications, Registrations and Licenses

- Full and unrestricted Registration as a Division 1 Nurse and Endorsement as a Nurse Practitioner in Australia
- Master's Degree of Nursing (enabling registration as Nurse Practitioner)
- Current prescriber number and eligibility to apply for a provider number
- Victorian Driver's License

## Skills and Competencies

### Skills - Essential

- Advanced clinical knowledge and patient assessment skills
- Ability to order, interpret diagnostic tests, and develop management plans
- Proficiency in prescribing medication and making direct referrals to health professionals
- Strong clinical autonomy and sound professional judgment in evidence-based care
- Advocacy for patient involvement in care planning
- Excellent communication, de-escalation, and interpersonal skills
- Problem-solving, planning, and ability to manage change effectively
- Leadership and mentoring within multidisciplinary teams
- Commitment to quality improvement and learning-focused practice
- Competence in using computer software for patient management

### Skills – Desirable

- Experience in service delivery planning
- Demonstrated commitment to ongoing professional development with over 3 years of clinical experience
- Knowledge of quality management practices
- Experience in research, publication, and public presentations

## Expected behaviour for all YourCH team members and volunteers

- Support the provision of services that are inclusive, safe and high quality
- Maintain staff, volunteer and client confidentiality at all times
- Work in partnership with the community, clients and staff to achieve our vision
- Ensure an inclusive and safe workplace for clients, visitors, volunteers and staff
- Work in accordance with Your Community Health Policies and Procedures

## General

- Your Community Health requires declarations and personal information relevant to employment. The collection and handling of this information will be consistent with the requirements of the Information Privacy Act 1988
- The successful applicant is required to provide evidence of eligibility to work in Australia
- Employment is contingent on a satisfactory Police Records Check, valid Working with Children Check and NDIS Worker Screening check clearance (when required). Where the preferred applicant has lived or worked overseas for a continuous period of 12 months or more within the past 10 years, they are required to provide an international police check for all countries that they have lived in for that period of time
- Applicants who are not currently employed by Your Community Health are required to complete a Pre-existing Illness/ Injury Declaration Form
- Management, in consultation with the staff member, reserves the right to modify this position description when required

## Relationship to Performance Development and Review Plan

This position description operates in conjunction with, and forms part of the relevant individual Performance Development Review Plan aligned to the organisational Strategic Plan. An initial performance review will take place six months following commencement of employment and then on an annual basis.

**Your Community Health is an equal opportunity employer and encourages individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Disability, Culturally and Linguistically Diverse and LGBTIQA+ communities to apply.**