

Position Description

Senior Clinician | Mental Health Alcohol and other Drugs (MHAOD) Integration

Classification:	Psychologist Grade 3; Occupational Therapist Grade 3; Social Worker Grade 3; Registered Psychiatric Nurse Grade 4
Unit/Department:	Drugs and Alcohol Service (DAS)
Division:	Mental Health, Drugs & Alcohol Services (MHDAS)
Position Reports to:	Manager Drugs and Alcohol Services (DAS)
Direct Reports:	NIL
Enterprise Agreement:	Victorian Public Mental Health Services Agreement 2020-2024 Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Single Interest Enterprise Agreement 2021-2025

About Barwon Health

Barwon Health is one of the largest and most comprehensive regional health services in Australia, providing care at all stages of life and circumstance. Services available through Barwon Health cover the full spectrum from primary care, community services, aged care, rehabilitation, mental health, emergency and acute care. We serve more than 500,000 people through the efforts of more than 9000 staff and volunteers across more than 20 sites. Barwon Health is committed to developing a vibrant culture of education, training and research that advances health and wellbeing for all.

Our Values

Respect - We respect the people we connect with

Compassion - We show compassion for the people we care for and work with

Commitment - We are committed to quality and excellence in everything we do

Accountability - We take accountability for what we do and act with integrity

Innovation - We drive innovation for better care

Position Purpose

As a Senior Clinician within DAS:

- Provide clinical leadership within MHDAS to support the implementation of integrated treatment, care and support (ITCS) for people with co-occurring mental illness and substance use or addiction
- Provide primary AOD treatment for area mental health and wellbeing service (AMHWS) consumers where clinical scope of expertise matches consumer treatment needs
- Provide primary and secondary AOD consultation and linkages for AMHWS consumers
- Contribute to service quality improvement in MHDAS including AOD capability building for the MHDAS workforce
- Provide discipline specific professional supervision and supervision of students within Barwon Health if required.

Position Dimension & Decision Making Authority

Without referral to Manager (RESPONSIBLE)

- Day to day workflow and clinical service delivery
- Day to day attendance at relevant meetings and clinical consultation
- Day to day liaison and networking with other teams and services

After Consultation with Manager or others (CONSULTED)

- Leave approvals
- Complex care clinical decision making
- Development of ITCS guidelines and procedures
- Changes to operational processes
- Quality improvement projects
- Incidents, complaints

Referred to Managers or others (CONSULTED)

- Major service development or changes in previously agreed directions or scope

Complex organisational risk and resource management

Key Accountabilities

Effective, high quality and responsive recovery oriented clinical service delivery

Major Activities

- Ensure the provision of evidence informed integrated assessment, treatment and support for AMHWS consumers in line with best practice and Department of Health guidelines
- As part of MHDAS consumers' integrated MHAOD care team, ensure effective liaison, communication and collaboration with internal and external stakeholders as required for consumers' care
- Ensure the completion of accurate clinical documentation and data reporting in the electronic record
- Identify and implement appropriate outcomes measures to monitor both individual and service outcomes
- Provide primary and secondary consultation and clinical advice across MHDAS
- Coordinate workflow via allocation/discharge meetings and other duties as required

Performance Measures

- Evidence of the maintenance and utilisation of knowledge and expertise in current evidence informed practice within the area of integrated MHAOD assessment and treatment.
- Demonstrated high level clinical and risk assessment skills

- Care and treatment plans are developed in partnership with consumer, carers, the consumer's support network and AMHWS clinicians
- Clinical documentation provides clear rationales for therapies utilised and reviews/evaluation of consumer outcomes
- Demonstrated effective communication and interpersonal skills
- Evidence of maintaining adherence to clinical practice standards, procedures and policies within Barwon Health and legislation
- Funded activity targets and other relevant clinical KPIs are met

Leadership, program development and professional development

Major Activities

- Contribute to the development and evaluation of integrated MHAOD clinical practice and operational procedures
- Act as a role model of contemporary, evidence informed integrated MHAOD practice and leadership
- Contribute to AOD capability building of the MHDAS workforce
- Provide line management supervision if required
- Engage in supervision and ongoing professional development reviews with the Manager, and engage in ongoing professional development activities
- In collaboration with Managers and Consultant Psychiatrists, contribute to the development and evaluation of integrated MHAOD clinical practice and operational procedures
- Take a lead role in multidisciplinary treatment and care review meetings
- Facilitate and support proactive collaboration with other internal and external health and welfare service providers

Performance Measures

- Demonstrates collegiality and collaborative practice within DAS and across MHDAS
- As evaluated via line management supervision and annual professional development reviews
- Evaluation of clinical practice at individual and program level
- Evidence of participation in professional development activities
- Evidence of reporting and performance against MHDAS expectations and Department of Health requirements

Key Relationships

Internal

- Manager DAS
- DAS Addiction Psychiatrist and Advanced Psychiatry Registrar
- MHDAS Managers, Senior Clinicians, Consultants, Registrars and Clinicians
- Program Manager CCS
- Medical Director CCS
- Manager MHAOD Integration
- MHDAS Education Team
- Discipline specific professional lead

External

- External Stakeholders

Key Selection Criteria

Skills and Experience

Essential

- Formal professionally recognised qualifications in Psychiatric Nursing, Occupational Therapy, Social Work, or Psychology (including endorsement to practice as clinical or forensic psychologist)
- Current registration with Australian Health Practitioner Regulation Agency (AHPRA) if applicable
- Current Victorian Driver's Licence
- Qualifications and professional experience meet relevant EBA classification
- Demonstrated advanced level of clinical skills in the assessment and treatment of people with co-occurring mental illness and substance use or addiction
- Demonstrated leadership skills including engaging staff in capability building and ongoing clinical service quality improvement
- Comprehensive knowledge and experience sufficient to lead the professional development of others
- Working knowledge of relevant legislation including the Mental Health and Wellbeing Act 2022
- Sound working knowledge of Recovery Principles, Integrated Mental Health and Substance Use Disorder Treatment Principles, Harm Reduction Principles, Family Inclusive Practice Principles, Trauma Informed Care; and a demonstrated capacity to implement these
- Information technology skills
- Experience participating in organisational change and/or service development

Desirable

- Supervision and /or Leadership Training

Additional Requirements

- Obtain a police/criminal history check prior to employment.
- Obtain a Working with Children Check prior to employment (if requested).
- Prior to commencement with Barwon Health, all new employees are required to provide a completed Barwon Health Immunity Status form and have Staff Care clearance
- Report to management any criminal charges or convictions you receive during your employment.
- 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 Barwon Health.
- Adherence with requirement of National Safety and Quality Health Service Standards and other relevant regulatory requirements including the [Child Safe Standards](#).