

# Position Description

## Alcohol Other Drugs (AOD) Senior Clinician

<b>Classification:</b>	Psychologist Grade 3, Occupational Therapist Grade 3, Social Worker Grade 3, Registered Psychiatric Nurse Grade 4
<b>Unit/Department:</b>	H – Acute Intervention Service – Emergency Mental Health
<b>Division:</b>	Mental Health, Drugs & Alcohol Services (MHDAS)
<b>Position Reports to:</b>	Manager   Hospital Acute Intervention Services
<b>Direct Reports:</b>	NIL
<b>Enterprise Agreement:</b>	Medical Scientists, Pharmacists & Psychologists Victorian Public Sector (Single Interest Employees) Enterprise Agreement 2021-2025 or Victorian Public Mental Health Services Enterprise Agreement 2020-2024

### 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

The Hospital Acute Intervention Service team is a 7 day a week, 24-hour service with three shifts. The team is a tertiary level, multidisciplinary mental health, drugs and alcohol assessment team.

The Emergency Mental Health team's aim is to provide timely and effective mental health and drugs and alcohol assessments for all consumers and their families who present to the emergency department with acute mental health/drug and alcohol presentations and crisis. This service maybe delivered as part of the MHAOD Hub, or within the Emergency Department more broadly. Clinicians also provide mental health assessment and treatment alongside Victoria Police (PACER) in the community.

The AOD Senior Clinician will provide specialist acute assessment, support and referral to internal teams or external agencies. Senior clinicians will demonstrate leadership in:

- Clinical leadership and workflow management in collaboration with the Manager and Consultant Psychiatrist
- Work in collaboration with the AOD Consultation Liaison team
- Contribute to service quality improvements within EMH, AIS and across MHDAS
- Facilitate and actively seek opportunities for effective collaboration with internal and external service providers to Barwon Health
- Provide discipline specific professional supervision and supervision of students within Barwon Health

## Position Dimension & Decision-Making Authority

Without referral to Manager (RESPONSIBLE)

- Undertake high-quality, comprehensive mental health and alcohol and other drug assessments of consumers and their families attending the Emergency Department to determine the person's needs, mental health status and associated risks and complete the relevant referrals to initiate care
- Clinical decision making around AOD management strategies and prioritisation.
- Respond to all referrals in a timely manner, ensuring outcomes are fed back to referrers.
- Provide education regarding service options to consumers and their supports/families
- Ensure thorough referrals and / or handovers are made to the most appropriate treatment of care pathway.
- Maintain appropriate clinical records.
- Support of RPN3 / AH Grade 2 clinicians on shift, and students on placement.
- Day-to-day operations of the team, including backfilling of any unplanned leave (led by rostered Shift Coordinator).
- Liaison with emergency department staff.
- Liaison with and referral to other MHDAS teams and external agencies
- Engage professionally with and seek to support Victoria Police and Ambulance Victoria when their staff are engaging with our consumers and their families.
- Collaborative workload coordination and allocation with colleagues within the team and wider service.
- Participation and facilitation of peer case reviews and clinical audits.
- Leading a team portfolio.
- Completion of incident reporting as required
- Day to day liaison and networking with other services
- Discipline specific supervision for BH staff and students
- Work in collaboration with the AOD Consultation Liaison Nurse in the coordination of service access, referrals and care planning for consumers moving through the ED and to medical wards

After Consultation with Manager or others (CONSULTED)

- Complex clinical decision making where resolution is unable to be reached through peer consultation.
- Responding to significant incidents involving other staff and consumers.
- Service development initiatives.

- Participation in wider service forums
- Development of Team/Program guidelines and procedures
- Changes to operational processes
- Quality improvement projects

Referred to Managers or others (CONSULTED)

Complex organisational risk and resource management.

## **Key Accountabilities**

### **Effective, high quality and responsive recovery oriented clinical service delivery**

#### **Major Activities**

- Ensure the provision of timely evidence informed assessment, treatment and support for consumers in line with best practice and DHHS guidelines
- As part of MHDAS consumers' care team, ensure effective liaison, communication and collaboration with internal and external stakeholders as required for consumers' care
- Complete comprehensive clinical documentation in TCM and ED clinical record.
- Identify and implement appropriate outcome measures to monitor both individual and service outcomes
- Facilitate admissions to inpatient beds.
- Provision of culturally appropriate and family inclusive services responsive to individual needs.
- Provision of secondary consultation and advice to health professionals in the region.
- Access DMR, Bossnet, CMI and other relevant clinical data bases.
- Facilitate information sharing in line with relevant legislation including Information Sharing Requests in relation to family violence services and the MARAM framework.
- Provide guidance in the use of the Mental Health Act 2022 within the Emergency Department, particularly as it pertains to restrictive interventions.

#### **Performance Measures**

- Evidence of the maintenance and utilisation of knowledge and expertise in current evidence informed practice within the area of AOD assessment and treatment.
- Demonstrated high level clinical mental health assessment skills
- Care and treatment plans are developed in partnership with consumer and carers and the consumer's support network
- Own and team's 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
- Demonstrated effective communication and interpersonal skills.
- Demonstrated effectiveness in managing clinical handovers, and inter-team dialogue regarding consumers and their families.
- Demonstrated evidence of conflict resolution regarding clinical matters of concern, including effective use of resources to manage these conflicts or differences of opinion.
- Evidence of regular attendance at clinical and line-management supervision sessions.
- XX

### **Leadership, program development and professional development**

#### **Major Activities**

- Act as a role model of contemporary inter-professional, evidence informed practice and team leadership
- Provide within scope support to the Hospital Acute Intervention Services Manager, including but not limited to assistance with clinical audits, team data reports, allocation of clinical work load to staff, and facilitation of team business meetings.
- In collaboration with the Manager and Consultant Psychiatrist, contribute to the development and evaluation of H-AIS clinical practice and operational procedures
- Be available to act as the Hospital Acute Intervention Services Manager for leave periods greater than 1 week, and in this capacity attend service wide forums.
- Provide line management supervision as per MHDAS supervision policy for staff and students as assigned by the Manager H-AIS
- Conduct annual professional development reviews in conjunction with the Manager for assigned staff
- Engage in supervision and ongoing professional development reviews with the Manager, and engage in ongoing professional development activities
- 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 H-AIS 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 participation in clinical audits, team data reports, allocations of clinical work load and policy and protocol development.
- Evidence of willingness to act as the Hospital Acute Intervention Services Manager.
- Evidence of reporting and performance against MHDAS expectations and DHHS requirements

### **Professional Development**

#### ***Major Activities***

- Participate in supervision.
- Maintain professional registration.
- Attend well-targeted internal and external training seminars and conferences.
- Identify own and service training needs.
- Complete all mandatory competencies.

#### ***Performance Measures***

- Evidence of professional development plan that reflects ongoing practice development needs and educational requirements.
- Evidence that education, training and skill acquisition is implemented or attempted to be implemented within current scope of practice.
- Attendance regularly to internal training programs.

### **Continuous quality improvement**

#### ***Major Activities***

- Complete high quality, formulation driven clinical documentation.
- Show a proactive interest in Key Performance Indicator achievements of the team and the wider service.
- Facilitate, encourage and lead ongoing quality improvement activities at a system and process level.
- Participate in, and proactively initiate, regular reviews of practice standards, policies, procedures and guidelines within the team and wider MHDAS.

- Comply with all Barwon Health policies and procedures and practice in accordance with all relevant health care and industry standards
- Develop and maintain a sound understanding of the relevant best practice standards, in particular the National Safety and Quality Health Service Standards.
- Ensure all clinical incidents and feedback are reported on the Improving Care Register.

#### **Performance Measures**

- Evidence of contribution to the development of procedures and policies effecting MHDAS.
- Contribute to the annual quality plan for the team.
- Evidence of participation in service reviews, auditing of team activities and clinical practice standards.
- Evidence of participation and completion of individual competencies and organisation competencies pertaining to this position and team.
- Evidence of attending to individual performance goals established through annual performance reviews with your line manager.

### **Key Relationships**

#### **Internal**

- Manager, Hospital Acute Intervention Services
- Consultant Psychiatrists
- Program Manager and Program Medical Director, Acute Intervention Services
- MHDAS Clinical director and Co-Director
- Other MHDAS teams and Barwon Health Department

#### **External**

- External agencies

### **Key Selection Criteria**

#### **Skills and Experience**

##### **Essential**

- Formal professionally recognised qualifications in Nursing, Occupational Therapy, Social Work, or Psychology (including end or segment to practice as clinical or forensic psychologist)
- Current registration with Australian Health Practitioner Regulation Agency (AHPRA) if applicable
- Mental Health Nurses must hold a post graduate diploma in psychiatric/mental health nursing or to have completed a specialist undergraduate psychiatric nursing program or a specialist post basic course of training which led to registration as a Division 3 Nurse.
- At least 5 - 7 years' discipline specific professional experience (as per relevant EBA classification)
- Demonstrated advanced level of clinical skills in the assessment and treatment of people with substance use and co -morbid mental health disorders
- 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

##### **Desirable**

- Supervision and /or Leadership Training
- Postgraduate qualifications in clinical practice and / or leadership

## 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](#).