

Position Title: Mental Health/AOD Practice Improvement Lead

Classification:	RN Div 1, Registered Psychiatric Nurse - Grade 4
Business Unit/ Department:	Mental Health Division
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Employment Type:	Part Time or Full Time
Hours per week:	Up to 40hrs
Reports to:	Rachel Collins
Direct Reports:	Christina Lambros
Financial management:	Budget: Nil
Date:	Nov 2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health and rehabilitation.

Our vision is to shape the future through exceptional care, discovery and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Position Purpose

The Royal Commission into Victoria's Mental Health System recommended that all mental health and wellbeing services across all age-based systems, including crisis services, community-based services and bed-based services, provide integrated treatment, care and support to people living with mental illness and substance use or addiction.

People living with co-occurring mental illness and substance use or addiction and their families, friends and supports must have access to integrated treatment, care and support in a variety of settings consistent with their

needs, strengths and preferences.

The purpose of this position is to support Austin Health workforce, to implement integrated treatment, care and support for people with co-occurring mental illness and substance use and addiction as per guidance from Department of Health publications (2022). This role is a capacity building role that will support practice improvements across the service through training, mentoring, modelling, introducing tools and resources to uplift service providers and build their knowledge, skills and confidence when working with people with mental health and substance use issues.

This position will also work within the 'Equally Well in Victoria' physical health framework to address the priority area 'Reducing the impacts of Alcohol and Substance use'.

About the Mental Health Division

The Austin Health Mental Health Division (MHD) provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services in the MHD are located across Austin Health and the community. Employees may be redeployed within the Mental Health Division.

All mental health services work within a clinical framework that promotes recovery oriented practice and supported decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

Local area Description:

The Psychiatric Liaison Nurse/ AOD clinician provides a mental health consultation and liaison service to nurses within the acute hospital area. The primary aim is to work collaboratively with Registered Nurses in the provision of care of patients who present with mental health issues and substance use disorders. Provide education and capacity building within the General Hospital to support AOD consumers and carers.

Purpose and Accountabilities

Role Specific:

- Ability to provide senior clinical leadership and act as a role model / mentor to staff in providing evidence-based practice in integrated responses to people with mental health and substance use issues (Dual Diagnosis).
- Work collaboratively with the Lived & Living Experienced Workforce (LLEW) and have a strengths based recovery focus on the integrated care provided.
- Working in conjunction with existing Mental Health Services to make positive change for our consumers and their families and supports by participating in service development and practice change activities to improve service delivery for people who present to the service with co-occurring mental health and alcohol and other drug needs.
- Primary consultation of people with substance use issues, focussing on evidenced based integrated interventions such as motivational interviewing and harm reduction.
- Provide secondary consultation to support to clinical staff around assessing and supporting clients with co-occurring mental health and substance use issues. Assist

with integrated formulation and treatment planning. When necessary, support clinicians to navigate the appropriate pathways and supports from the AOD service system, including access to support from specialist addiction medicine services.

- In conjunction with treating teams and medical professionals, ensure the comprehensive physical health assessments/monitoring is included in the overall comprehensive integrated assessment and treatment plan.
- Participate in education and training to other disciplines, graduates, postgraduate and other positions.
- Create interprofessional education and learning programs about programs and services in our area.
- Participate in service development by providing liaison, consultation and education services for other health care professionals, consumer and community groups and agencies.
- In collaboration with clinicians, work with clients, families and established care teams to develop and implement discharge goals.
- Provide harm minimisation education and advice to clinical staff. This may include crisis intervention, harm reduction measures, relapse prevention planning, and support for co-occurring issues, such as mental health.
- Provide regular contact which aims to support client engagement, retention, motivation and stability before, during and after a client's treatment as required clinically.
- Where appropriate co-facilitate and coach clinical staff in facilitating evidenced based therapy groups and individual counselling sessions targeted to the needs of people with mental health and substance use issues.
- Participate in team and discipline specific supervision activities
- Provide timely provision of all service activity data (Rapid and Outcome Measurement), including contact details and other statistical data as requested by the Manager and Mental Health Division management.
- Engage in professional development activities as directed.
- Undertake in other duties that may be required as may arise in the course of employment period.
- Collaborate with Nexus to access support for training and mentoring.

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments
- Maintain a safe working environment for yourself, colleagues and members of the public. Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centred care
- Comply with Austin Health mandatory training and continuing professional development requirements
- Work across multiple sites as per work requirements and/or directed by management

Selection Criteria

Mandatory Qualifications

- Relevant professional qualification in nursing with current Registration with Australian Health Practitioner Regulation Agency (AHPRA) where applicable.

- Nurses must have a Post-Graduate Qualification in Psychiatric/Mental Health Nursing or equivalent.

Essential for Performance in the Position

- Demonstrated knowledge of recovery and collaborative clinical practice.
- Experience and demonstrated skills in alcohol and other drug intake and assessment, and client referral.
- Experience in the delivery of counselling, bridging support, brief intervention and care coordination.
- Trauma-informed care skills and skills in assessing for family violence (MARAM)
- Demonstrated training and experience in providing evidenced-based treatment interventions including Relapse Prevention, Motivational Interviewing and Brief Intervention.
- Demonstrated knowledge and understanding of the public mental health service environment, the Mental Health Act and other relevant legislation, policies and strategic directions
- Capacity to undertake direct clinical duties including assessment, treatment planning, brief intervention and shared case management of dual diagnosis clients
- Demonstrated understanding of harm reduction as a key concept underpinning approaches to client care in the Australian alcohol and drug sector as well as an appreciation of principles of recovery, including social connectedness, holistic care provision and peer-based examples of wellness.
- Knowledge of, and the ability to apply, the principles and practices of your discipline.
- A positive approach to ongoing self-education and skill development.
- A flexible, innovative team oriented approach to service delivery.
- A positive approach to change and diversity.
- Experience and proficiency in keyboarding and Computer skills.
- A current Victorian driver's licence.

Desirable but not essential for Performance in the Position

- Tertiary specialist qualifications including qualifications/experience with dual diagnosis.
- Proven ability to liaise and consult with relevant family members/carers, as well as a broad range of health professionals and community agency.
- A sound understanding of information technology including clinical systems, applications relevant to the management of rostering and risk management reporting or as required for the role and/or department.

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website:

<http://www.austin.org.au/careers/Aborigineemployment/>

Document Review Agreement

Manager Signature	
Employee Signature	
Date	