

Position Description

Position Title: Mental Health/ AOD Practice Improvement Lead

Classification:	Registered Psychiatric Nurse - Grade 4
Business unit/department:	Mental Health Position
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Employment type:	Full-Time
Hours per week:	40 (38+ADO)
Reports to:	Rachel Collins
Direct reports:	Christina Lambros
Financial management:	Budget: Nil
Date:	April 2026

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.

About the Directorate/Division/Department

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.

Position responsibilities

- Displays a clear understanding of the principle of recovery-orientated practice and its implementation within a clinical setting.
- Provide a senior clinical role within the consultation liaison team service providing interventions in relation to complex clinical issues that includes dual diagnosis and the development of clinical management plans of patients with concurrent medical morbidity.
- Undertake comprehensive assessment and care planning of general hospital patients and contribute to the implementation, monitoring and evaluation of treatment objectives.
- To promote an evidence-based model of care for cognitively impaired consumers who present with multiple co- morbid diagnoses, including behavioural disturbance and substance use disorder.
- Provide high quality engagement, assessment, treatment and support services to individuals and their families, using best practice principles including Family Inclusive Practice and Dual Diagnosis Principles.
- Work with consumers to develop, implement and review their individual treatment goals including discharge plans.
- Collaborate with existing service providers and facilitate referrals to other services if indicated.
- Demonstrate proficiency in the application of Motivational Enhancement and Cognitive Behavioural Therapies.
- Undertake support of consumers with a wide range of complex psychosocial needs to improve their level of functioning and quality of life, whilst working collaboratively with consumers, families, carers and relevant agencies in the development, implementation and review of Individual Recovery Plans/Treatment Plans
- Assist the consultation liaison team to maintain an up-to-date knowledge of local resources, and the provision of referral and advocacy services for consumers where relevant
- Assist with and promote adherence to data collection.
- Observe and model practices consistent with Austin Health standards, policies and practice guidelines especially the emergency and health and safety standard that protect consumers, staff and visitors.
- Adhere to and comply with relevant legislation.



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Selection criteria

Essential skills and experience:

- 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:

- 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.

Professional qualifications and registration requirements

- Relevant professional qualification in a health-related discipline 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.



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Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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