

## Position Description

<b>Position Title:</b>	Alcohol and Other Drugs (AOD) Clinician
<b>EBA / Award:</b>	Dependant on qualifications
<b>Classification:</b>	RN3 or equivalent
<b>Reports to Operational:</b>	Towards Change Team Leader
<b>Primary Site:</b>	Mildura
<b>Last updated:</b>	19 February 2025

Be part of a major boost to mental health and wellbeing in Victoria!

The Mental Health and Wellbeing Locals are an important part of Victoria's reformed mental health and wellbeing system. The Victorian Government has committed to establishing 50 Mental Health and Wellbeing Locals.

In Mildura, Wellways, Mildura Base Public Hospital, Mallee District Aboriginal Services and Sunraysia Community Health are working together to offer an easy way to access care and support for people aged 26 years and over who are experiencing mental health concerns – including people with co-occurring alcohol and drug support and care needs and their family, carers, and supporters.

Mental Health and Wellbeing Locals are free, voluntary, and easy to access, with no referral required. Importantly, these new services will be delivered on the basis of *'how can we help?'* and a *'no wrong door'* approach, focused on giving choice and control over how the participant wants to receive support.

This new service will make it easier for the participant to access the support they need, closer to home and family, carers, and support networks.

Most importantly, Mental Health and Wellbeing Locals are safe spaces for everyone.

## Commitment to Reconciliation

The Mental Health and Wellbeing Local knows that Aboriginal and Torres Strait Islander people have not always been well-served by mental health and disability organisations. Their social and emotional wellbeing has been impacted by generations of trauma, injustice and deprivation. As partner organisations, we recognise our responsibility in addressing these issues of injustice, inequality and stigma as part of ensuring our services are both welcoming and helpful for people and their families. As part of our commitment to reconciliation, we are working to create culturally aware and safe services for First Nations Community Members.

## Working together - how we will deliver services

The Mental Health and Wellbeing Local (Local) is community-led and integrated through partnership that shares power, creating a responsive, flexible and helpful service.

The Local will operate seven days a week, with extended operating hours to support a flexible and responsive service. The Local Service model will provide integrated clinical support, care, and wellbeing support to participants and their family members or carers. The provided services will be in response to participants experiencing a mental health challenge and co-occurring substance use or addiction. This approach will improve the capacity of individuals to engage in our community and respond to any future psychological distress.

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### Community

The Mental Health and Wellbeing Local Services will be community-led, coproduction will be the means in which we ensure a diverse range of perspectives are included in design, delivery and governance of the local ensuring it reflects, responds and is accountable to the local community it supports.

### Connected

An integrated service system connected through governance (partnership, operational and clinical) systems and workforce ensures people can access the right support at the right

time.

## Creating capacity for citizenship

Our model of care and governance structure has been designed to create capacity; in community, our workforce, individuals and their natural supports to recognise and respond to psychological distress and to address the barriers that impact people from participating in community and leading meaningful lives.

## Team

This role makes up part of the Towards Change team and is a crucial part of the Victorian Mental health reform work that Wellways and its partners are undertaking. This role will be part of a growing service system that places the community in the centre of the Local Mental Health and Wellbeing network across Victoria.

## Role Purpose

The AOD Clinician is employed by Sunraysia Community Health Services (SCHS). The role will work within a multi-disciplinary team at the Mildura Local, with the goal of improving outcomes for participant, carers, and the wider community. The AOD Clinician will provide assessment and treatment, working with mental health consumers who have co-occurring substance use disorder. It may involve working extended hours, including evening and weekends as required.

## How you will make a difference

You will play a vital role in ensuring that participants, carers, and their families receive valuable and supportive mental health care. This role will play an integral role in changing and shaping the way mental health and wellbeing services and supports are delivered in the Mildura community.

Now is your chance to shape the future of mental health and wellbeing in Victoria to ensure that everyone is supported and included.

## Key areas of accountability

Area	Deliverable
Clinical Assessment and Treatment	<ul style="list-style-type: none"> <li>• Conduct comprehensive assessments of mental health consumers with co-occurring substance use disorders, utilising standardised assessment tools and evidence-based practices.</li> <li>• Develop plans, based on assessment findings, consumer preferences, and goals, and collaborate to provide coordinated treatment of co-occurring conditions;</li> <li>• Employ a harm reduction approach and trauma-informed care principles in delivering interventions.</li> <li>• Monitor and evaluate the progress of consumers, adjusting interventions as required</li> </ul>
Collaboration and Networking	<ul style="list-style-type: none"> <li>• Work closely with SCHS Mental Health and AOD services to support positive client outcomes and maximise opportunities for shared learnings and support</li> <li>• Establish and strengthen collaborative networks with Local partners, consumers, carers, and relevant community organizations to enhance service delivery.</li> <li>• Work closely with consumers and carers to ensure their active participation in treatment planning and decision-making processes.</li> <li>• Foster partnerships with external agencies, such as substance use treatment centres, community-based organisations, and peer support groups, to provide comprehensive care and support.</li> <li>• Participate in multi-disciplinary meetings and case conferences to ensure a coordinated response to consumer needs.</li> </ul>
Documentation and Reporting	<ul style="list-style-type: none"> <li>• Maintain accurate and confidential consumer records, including assessments, treatment plans, progress notes, in compliance with legal and ethical standards.</li> <li>• Prepare reports and contribute to data collection efforts for program evaluation and reporting purposes.</li> <li>• Adhere to relevant policies, procedures, and regulations related to clinical documentation and reporting.</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>• Engage in ongoing professional development activities to enhance clinical skills and knowledge in the field of co-occurring mental health and substance use disorders.</li> <li>• Attend relevant training, conferences, workshops, and seminars to stay informed about emerging practices and advancements.</li> </ul>

## Key Requirements

Area	Description
Qualification	<p>Essential: Approved tertiary qualification in Nursing, Social Work, Occupational Therapy or Psychology.</p> <p>Desirable: A post graduate qualification in Drug and Alcohol or a willingness to complete.</p>
Required experience	<ul style="list-style-type: none"> <li>• Clinical experience working with consumers with substance use disorders.</li> <li>• Understanding of evidence-based interventions for substance use disorders and experience in their implementation.</li> <li>• Knowledge of harm reduction principles, trauma-informed care, and recovery-oriented approaches.</li> <li>• Ability to work effectively within a multi-disciplinary team and collaborate with diverse stakeholders.</li> <li>• Strong interpersonal and communication skills, with the ability to engage and build rapport.</li> <li>• Capacity to collaborate with all stakeholders to achieve effectiveness and efficiency of services.</li> </ul>
Information Technology	<ul style="list-style-type: none"> <li>• Ability to collect data and prepare reports and recommendations.</li> <li>• Sound computer skills.</li> </ul>
Compliance	<ul style="list-style-type: none"> <li>• National Police Check</li> <li>• International Police (if required)</li> <li>• Current Working with Children Check-employment</li> <li>• Evidence of right to work in Australia</li> <li>• NDIS Workers Screening Check</li> <li>• 100 points of identification</li> <li>• NDIS Workers Orientation Modules – free online course</li> <li>• Willingness to work a rotating roster which may include weekends</li> </ul>
Other	<p>Desirable</p> <ul style="list-style-type: none"> <li>• Personal lived experience of mental health challenges or have cared for someone who has</li> <li>• Aboriginal, Torres Strait Islander, people living with a disability and Culturally and Linguistically Diverse people and people who identify as LGBTIQ+ are encouraged to apply</li> </ul>

## Required Values & Behaviours

Area	Description
Authenticity and Integrity	<ul style="list-style-type: none"> <li>We will bring our whole selves to the table and work from a position of trust and belief in the other, recognising community and wellbeing belongs to all of us.</li> <li>We are committed to leading a culture that is helpful and understands people exist and have complex intersectional circumstances that can lead to psychological distress.</li> </ul>
Compassion	<ul style="list-style-type: none"> <li>We will commit to a compassionate approach and understanding leading with curiosity.</li> </ul>
Respectful Collaboration	<ul style="list-style-type: none"> <li>We are respectful and recognise the power in our different experiences and organisations work views and recognise we all have something to learn from each other.</li> </ul>
Quality and Safety	<ul style="list-style-type: none"> <li>Ensure any risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all participants.</li> <li>Ensure and take all reasonable care for your personal safety and the safety of, participants and colleagues.</li> <li>Actively participate in workplace health and safety initiatives and consult with colleagues and management in relation to issues that impact on the safety of the workplace.</li> <li>Comply with all Policies and Procedures</li> <li>Maintain confidentiality as per Mildura Mental Health Local policies and procedures and in accordance with relevant privacy and health records legislation.</li> <li>Actively involve participants and/or carers in quality and safety improvement activities.</li> <li>Maintain up-to-date immunisation status related to own health care worker category.</li> <li>Ensure that the principles of general and participant manual handling are adhered to.</li> </ul>

<p>People &amp; Culture</p>	<ul style="list-style-type: none"> <li>• Act in accordance with the 'Code of Conduct' and 'Workplace Behaviour' Policies.</li> <li>• Actively participate in relevant professional development.</li> <li>• Display high levels of professional behaviour at all time</li> </ul>
<p>Equality and Equity</p>	<ul style="list-style-type: none"> <li>• We will strive for equality and equity in our approach to partnership and the community we serve.</li> <li>• We aim to break down the barriers of power and privilege recognising we come together toward a common goal.</li> </ul>
<p>Honesty and Courage</p>	<ul style="list-style-type: none"> <li>• We will have robust feedback mechanisms in our model of care and governance structure to actively engage with community and participants to ensure we are meeting their needs and we are accountable to these.</li> <li>• We lean into difficult conversations realising this is when there is the greatest opportunity to learn.</li> </ul>
<p>Excellence and Appreciation</p>	<ul style="list-style-type: none"> <li>• Our work will be evidence based and we commit to continuous quality improvement processes to ensure the people using our service have excellent outcomes.</li> </ul>
<p>Commitment to reconciliation</p>	<ul style="list-style-type: none"> <li>• Demonstrates commitment to reconciliation.</li> <li>• Work towards creating culturally aware and safe services for First Nations Community Members.</li> </ul>