

ORGANISATIONAL OVERVIEW

Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health:

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health:

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond to individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

Essential:

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.



POSITION DESCRIPTION

Position Title:	Senior Clinician- Alcohol and Other Drugs, Mental Health
Business Unit/Division:	Northern Mental Health Division- Addiction Psychiatry and Toxicology (APT)
Award Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2025–2028 / Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021-2025
Classification:	Registered Psychiatric Nurses Grade 4, Social Workers Grade 4, Occupational Therapists Grade 4, Psychologists Grade 3
Employment Type:	Part time, Fixed Term until 02/06/2027
Reports to:	Programme Manager, Addiction Psychiatry and Toxicology
Date Prepared/Updated:	June 2026

ROLE STATEMENT

General Role Statement:

The Northern Addiction Psychiatry and Toxicology (APT) Service, a program within the Northern Mental Health Division, provides strategic leadership in the development and implementation of integrated Alcohol and Other Drugs (AOD) care across all Northern Mental Health programs. The service operates under a hub-and-spoke model, with a central hub located at Northern Hospital Epping and clinicians co-located across multiple sites to support service delivery.

The Senior Clinician – Alcohol and Other Drugs (AOD) and Mental Health will work collaboratively with Northern Mental Health Division services to support the development and implementation of integrated AOD care for individuals presenting with co-occurring substance use and mental health disorders. The role focuses on enhancing workforce capability by building staff confidence and skills in responding to consumers with complex co-existing mental health, physical health, and substance use needs. The Senior Clinician will work alongside clinical treating teams and play a key role in the delivery of integrated AOD assessment, diagnosis, and evidence-based treatment interventions.

This role requires flexibility to deliver services across community, bed-based, and residential settings within the Northern Mental Health Division, and may involve travel across multiple campuses in accordance with operational requirements.

This position is responsible for:

- Provide leadership and support to clinical teams to implement AOD integrated mental health assessment, diagnosis and treatment in line with best practice and evidence base.
- Manage and undertake specialist AOD assessments and interventions: substance use stabilisation (intoxication and withdrawal), dual diagnosis interventions, tobacco cessation and other AOD-specific interventions.
- Represent, promote and advocate for the development of AOD integrated care within area mental health leadership including development of clinical guidelines, protocols and planning for delivery of AOD integrated care.

- Review the suitability of consumers referred for AOD consultation and facilitate the intake and assessment process in collaboration with clinical team and relevant stakeholders involved in consumer care.
- To assist in the evaluation of current processes and participate in the development and implementation of best practice documentation, policies and procedures.
- To actively participate in any research or evaluation processes related to the target group.
- Follow specific infection prevention and control policies, and to report infectious status if it places others at risk.
- Provide services and care in a manner that is reflective of the Recovery Framework.
- Provide high quality engagement, assessment, brief intervention, and treatment and support services to individuals, via evidence-based, therapeutic counselling using best practice principles including Family Inclusive Practice and Dual Diagnosis principles.
- Maintain file records, data collection processes and reporting as per organisational standards.
- Adhere to and keep informed of all relevant legislative compliance requirements, and report any perceived breaches, risks, hazards, incidents and complaints to line Manager or other appropriate person.
- Provide support, supervision, and secondary consultations to members of the multidisciplinary teams, regarding evidence based AOD and dual diagnosis practice principles and approaches.
- Provide capacity building, education and training to staff in targeted Drug and Alcohol areas.
- Participate in team planning, steering groups, reference groups and working parties inside and outside the agency as appropriate and actively promote integrated care.
- Accept responsibility for Continuing Professional Development (CPD) of self and actively keep a CPD portfolio as required by the AHPRA/Professional Association (for relevant disciplines)
- Provide professional supervision and mentorship to staff, trainees and students.
- Actively participate in clinical handovers and clinical reviews of consumers and formulate individualised AOD treatment plans in collaboration with the clinical team and external stakeholders', where indicated.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- Establish and maintain effective interfaces and partnerships with key agencies and community AOD providers through consultation, liaison, education and collaborative projects.
- Assisting with referrals to outside agencies.
- Contribute to the development and improvement of administrative process and application of new technology as required.
- Seek feedback on your own work and performance by participating in regular annual performance discussions.
- Any reasonable duty as requested

All employees:**Quality, Safety, Risk and Continuous Improvement**

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.

- Comply with Northern Health’s commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service’s Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Leadership:

- Provide leadership across Northern Health and Mental Health Division
- Lead with respect and kindness to all staff at all levels, embracing the ‘safe, ‘kind’, ‘together’ values of Northern Health

Strategic and Project Management Leadership:

- Good understanding of AOD integrated health/mental health services framework and ability to prepare project proposals and briefs.
- Ability to set realistic, achievable milestones within set timeframes for project implementation
- Guide multidisciplinary teams to achieve set objectives through partnerships.

Organisation-Wide Contribution:

- Work collaboratively with colleagues across all Northern Health teams.
- Attend required organisational committees, working groups and meetings as directed
- Contribute expertise and knowledge in appropriate context to add value to discussions and decision-making process

Diversity and Inclusion:

- Treat all people with respect and dignity
- Apply professional standards of conduct within the workplace and in situations where you are representative of your workplace without prejudice

Innovation and Culture Change:

- Be receptive to change and lead others to accept and embrace change
- Provide innovative analytical thinking when reviewing audit and survey results
- Have a good understanding of change management processes
- Work with Mental Health Division, Northern Health to drive positive culture change

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

Registered Psychiatric Nurses:

- a. Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- b. Bachelor's degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing

Occupational Therapists:

- a. Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
- b. An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.).

Psychologists:

- a. Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia (or eligibility to enter a registrar program as a clinical, forensic or clinical neuro psychologist with the Psychology Board of Australia where relevant).

Social Workers:

- a. An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers

Experience:

- Substantial clinical experience (5-7 years) in a range of Mental Health settings (e.g., aged persons mental health, acute psychiatric units, community) and/or AOD clinical services.
- Demonstrated capacity in the provision of substance use and dual diagnosis screening, assessment, treatment and its integration within mental health/ AOD clinical settings.
- Formal post-qualification training or certification in drug and alcohol treatment and/or addictive behaviours is highly desirable.

Knowledge, Skills and Behaviours:

- Able to competently perform in a position of autonomy and responsibility
- Highly developed written and oral communication skills and excellent interpersonal skills
- Ability to work flexibly in a complex large organisation and manage time effectively
- Ability to work collaboratively with others in a team setting
- Ability to represent APT in committees and working groups
- Demonstrated skills to influence and initiate change within Northern Health and other mental health facilities and external care providers
- Excellent interpersonal skills and the ability to communicate effectively with clients, carers, colleagues, executive staff and other service providers
- Ability to meet deadlines and manage conflicting priorities
- Advanced theoretical knowledge of AOD specific assessment and treatments
- Sound knowledge of the current Victorian Mental Health Act, and other relevant legislation, and an awareness of current area mental health procedure and practice requirements.
- Research experience or a capacity to develop this experience
- Advanced level Microsoft Office skills

<u>Employee Declaration</u>	
I <input style="width: 100%;" type="text"/> (Please print name)	have read, understood and accept the above Position Description.
Signature: <input style="width: 100%;" type="text"/>	Date: <input style="width: 20px; height: 20px;" type="text"/> <input style="width: 20px; height: 20px;" type="text"/> <input style="width: 20px; height: 20px;" type="text"/> <input style="width: 20px; height: 20px;" type="text"/> <input style="width: 20px; height: 20px;" type="text"/>