

# Eastern Health

## POSITION DESCRIPTION

<b>Position Title:</b>	<b>ADDICTION PSYCHIATRY REGISTRAR</b>
<b>Award Classification:</b>	<b>HM30</b>
<b>Award / Agreement Name:</b>	<b>Doctors in Training (Victorian Public Health Sector) Enterprise Agreement 2022-2026</b>
<b>Position Reports to:</b>	<b>Turning Point Addiction Psychiatrist or delegated consultant (Clinical) Manager, TPETS (Operational)</b>

### EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne’s largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs

### TURNING POINT

Turning Point was established in 1994 to provide leadership to the alcohol and drug field in Victoria. Turning Point is now a national treatment, research and education centre that provides leadership in the alcohol and drug, gambling and mental health sectors. Combining research with service innovation, surveillance, system enhancements, education, capacity building and specialist support, Turning Point is a recognised centre of excellence that assists services, communities and governments to respond to current and emerging issues. Turning Point is part of Eastern Health and is affiliated with Monash University [www.turningpoint.org.au](http://www.turningpoint.org.au).



# Eastern Health



## 1. POSITION PURPOSE

Turning Point currently holds funded positions for 3 Advanced Trainees in Addiction Psychiatry, across services in Richmond, Box Hill and outer Eastern suburbs and is seeking applicants for work at Box Hill and Richmond sites. The registrars will work in roles accredited for advanced training for the Faculty of Addiction Psychiatry, RANZCP. The positions are supervised by consultant addiction psychiatrists with support from staff addiction medicine specialists.

The Addiction Psychiatry Trainee positions will be involved in managing addiction and co occurring addiction and mental health disorders within a large multidisciplinary team comprising psychologists, nurses and other clinicians who provide intake and assessment, care coordination, brief interventions, counselling and outpatient withdrawal. The positions also will be closely linked to Turning Point's Hamilton Centre, a fully funded and staffed program to grow the capacity of mental health and alcohol and other drug (AOD) clinical sectors in managing co occurring disorders. In this component of the role the registrar will be providing primary and secondary consultation.

Addiction Psychiatry Trainee roles are integrated into Turning Point's clinical teams as an medical resource with registrar level expertise in addiction psychiatry. Day to day, the positions work alongside Turning Point's addiction psychiatry registrar team, addiction medicine registrars and consultants. Turning Point's registrars work in a learning environment where they will be supported to attend a range of clinical operational, case review, intake and educational and professional development meetings through the rotation. There will be opportunity to interact with colleagues from a range of health disciplines within and outside Turning Point and Eastern Health. A significant proportion of this will be through support of the Hamilton Centre.

The roles advertised are based between Richmond and Box Hill/Box Hill Hospital, with the possibility of some work at Maroondah Hospital in East Ringwood. Some of the Hamilton Centre work will involve outreach to regional areas by telehealth, with some possibility of infrequent visits to regional sites depending on demand and availability and preference of registrars.

## 2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Some of the key duties of the positions include:

- Assessment and management of addictive disorders, including those where there is a co occurring mental health disorder in specialist medical clinics linked to multidisciplinary teams
- Assessment and management of substance use disorders across Turning Point's bed based services (the Turning Point Addiction Medicine Unit or TPAMU), comprising its subacute ward, 1 East and community detoxification unit, Wellington House
- Reviewing and advising hospital based stakeholders on management of inpatients with substance use disorders as part of the Turning Point Addiction Consultation Liaison service
- Active involvement in delivery of Turning Point educational activities
- Input into quality improvement projects, clinical guidelines and policy
- Input into service responses to serious clinical incidents
- Involvement in clinical research, where the opportunity arises

The registrar will have the opportunity to conduct comprehensive addiction psychiatry assessments, prescribe opioid pharmacotherapy in ambulatory clinics, staff a combined pain and addiction medicine clinic and provide supervision and support to junior medical staff with Turning Point Addiction Medicine Unit which includes both a detoxification unit and the only hospital ward with beds for addiction treatment, 1East.

During the rotation there will also be an opportunity for exposure to a range of relevant models of clinical care outside Turning Point, such as pain medicine, specialty and general areas of internal medicine (eg pain, gastroenterology etc.) and antenatal care. There will be the option of exposure to Turning Point's telephone and online services. Through organized learning, contact with TOLS or in the registrar's clinical work, care of gambling and other behavioural disorders will be included in the registrar's experiences during the rotation. If available, there will also be the option of occupational health assessments/fitness for work type assessments focused on addiction issues.

The registrars week will include a half day off for education, when they will be encouraged to attend a teaching and networking session that is attended by trainees in addiction medicine and psychiatry from across Victoria. This session occurs weekly through the year and is run by Turning Point and facilitated by a Turning Point addiction psychiatrist.

Note that while Turning Point operates only within business hours, there is a requirement that registrars are part of the after hours cover roster for Eastern Health Mental Health And Wellbeing Services.

### **3. SAFE PRACTICE AND ENVIRONMENT**

#### **Occupational Health and Safety**

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

### **4. TRAINING AND DEVELOPMENT**

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

### **5. QUALITY**

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centred care.

## 6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

## 7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

## 8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

## 9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

## 10. ATTACHMENTS

- Attachment 1      Key Selection Criteria
- Attachment 2      Additional Information

**11. NOTE**

*Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.*

*Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.*

*Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.*

Signed: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Manager

**INCUMBENT STATEMENT**

*I \_\_\_\_\_ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.*

Signed: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

**ATTACHMENT 1****KEY SELECTION CRITERIA**

<b>Position Title:</b>	ADDICTION PSYCHIATRY REGISTRAR
<b>Award Classification:</b>	HM30
<b>Award / Agreement Name:</b>	Doctors in Training (Victorian Public Health Sector) Enterprise Agreement 2022-2026
<b>Position Reports to:</b>	Addiction Psychiatrist or delegated consultant (Clinical) Manager, TPETS (Operational)

**Essential**

Must hold a MBBS or equivalent degree and be provisionally registered as a Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA).

Enrolment and participation in Fellowship Training Program for the Royal Australasian College of Psychiatry or be a RANZCP Fellow enrolled as a trainee for Fellowship of the Chapter of Addiction Medicine.

Experience in treatment of alcohol or other drug use disorders as a senior trainee

Excellent interpersonal skills and the ability to work with a range of other disciplines such as psychology, nurse practitioners, lived experience workers and pharmacists.

**Desirable**

Experience as a pharmacotherapy prescriber in an outpatient clinic setting

Previous involvement in clinical teaching, and competence in contributing to educational material for clinicians or developing training presentations from scratch.

Experience in conducting comprehensive assessments if cinri=====

Previous work in a consultation liaison team, conducting reviews of referred inpatients with addiction and physical health issues

Familiarity and ability to work with standard IT packages and simple database platforms

Exposure to, or experience in, research, quality, evaluation and related projectsSS

Experience in preparing clinical reports and in preparing letters for referrers and other stakeholders

## **Aboriginal & Torres Strait Islander Candidates**

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 has recently been released. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at [Aboriginal.Workforce@easternhealth.org.au](mailto:Aboriginal.Workforce@easternhealth.org.au)

**ATTACHMENT 2****Eastern Health/Department/Specialty Information & additional position requirements**

<b>Position Title:</b>	ADDICTION PSYCHIATRY REGISTRAR
<b>Department / Specialty Area</b>	Turning Point Richmond and Eastern sites
<b>Campus / Physical Location</b>	Turning Point Richmond Turning Point Eastern Treatment Services Box Hill

**ORGANISATIONAL CONTEXT****Eastern Health**

Eastern Health is a leading provider of health care in the eastern region of Melbourne and incorporates Acute: Aged Care, Rehabilitation and Community Health and Mental Health and Alcohol & Drug Services across a number of large, medium and small work locations.

**Statewide Services**

The Statewide Services Program sits within Eastern Health's Surgery, Women and Children, Mental Health, Medical Imaging and Statewide Services (SWMMS) directorate and consists of Turning Point and Spectrum. Turning Point is a Victorian specialist alcohol, drug and gambling organisation that integrate treatment and support services with research, education and training. Spectrum is Victoria's only statewide centre for the specialist treatment of Borderline Personality Disorder and provides training and education and contributes to research in this area.

**LOCAL WORK ENVIRONMENT****Turning Point**

Turning Point was established in 1994 and amalgamated with **Eastern Health** in October 2009 and is formally affiliated with Monash University. Turning Point is a national addiction treatment centre, dedicated to providing high quality, evidence-based treatment to people adversely affected by alcohol, drugs and gambling, integrated with world-leading research and education. Combining innovative research in the clinical, population health and policy fields, with service innovation, surveillance, system enhancements, capacity building and specialist support, Turning Point directly assists services, communities and government to respond to current and emerging issues.

**Treatment**

Turning Point's multidisciplinary staff, including Addiction Medicine Consultants, Psychiatrists, nurses, psychologists, social workers and alcohol and drug counsellors, provide specialist clinical and support services to people affected by alcohol and drugs and problem gambling. Turning Point provides a broad range of face-to-face, telephone and online evidence based treatment interventions.

**Research**

Turning Point conducts practical and applied research leading to policy and service development with a focus on improving and expanding the range and quality of treatment and support services through evidence-based research.

## **Education**

Turning Point is a leading provider of education and training services in the alcohol and drug sector in Australia. As a Registered Training Organisation (RTO) and in partnership with Monash University Turning Point builds the capacity of health and welfare professionals to respond more effectively to alcohol and drug issues.

## **Spectrum**

Spectrum is the leading centre in Victoria for the synthesis and dissemination of knowledge and practice, in relation to the treatment of, and recovery from borderline personality disorder, including those presentations where a number of co-morbid conditions create clinical complexity. Spectrum's work can range from contributing to research, capacity building in the workforce (statewide and nationally), to providing a full clinical service of empirically supported treatment interventions including: specialist assessment and case management, individual and group psychotherapy, biomedical treatments and secondary consultation (including telephone and online).

## POSITION PURPOSE

The Addiction Medicine Trainee (AMT) role is a position with Turning Point, Victoria's largest alcohol and other drug centre, and a leader in the sector. Turning Point is the only AOD organisation nationwide that comprises three comprehensively supported directorates focussed on addiction and addictive disorders: workforce development, research and specialist treatment. The treatment arm of Turning Point has a Victoria wide remit as well as being Eastern Health's alcohol and other drug service covering both Eastern Health patients and those in the greater Eastern region of Victoria. The Eastern Treatment Service (TPETS) is where the AMT role has been based, generally as full time role but also suited to trainees seeking a part time job to train as a Fellow of the Chapter of Addiction Medicine. This is an important position to Turning Point and the sector: there are few such jobs in Victoria, it is important for delivery of services for TPETS and it goes toward building the still growing field of the State's addiction medicine specialist workforce. The AMT role will primarily in the Box Hill based TPETS, with a possibility of also rotating to its central office and Statewide Clinical Services site, in Richmond.

The AMT's duties encompass all aspects of the Chapter of Addiction Medicine training curriculum for Fellowship. The registrar's experiences include supporting the Eastern Health Pain Service in managing patients with comorbid pain and addiction including assessment and management of chronic pain and comorbid addiction in specialist medical clinics, multidisciplinary outpatient settings, working in the TPETS community and ward detoxification units and hospital consultation liaison (CL).

The Hamilton Centre sits within Turning Point as the Victorian Government funded organisation aimed at responding to the Royal Commission recommendations on improving responses to co occurring mental health and addictive disorders. Part of the centre's outreaching services sits with TPETS, and the services provided include both primary and secondary consultations of referred cases of mental health and substance use disorder. This may also contribute a small amount to the AMT's rotation, with the possibility of cover and regular clinical exposure to the area of co occurring disorders, depending on need and preference.

In hospital consultation liaison settings, the Advanced Trainee will respond to addiction referrals at Box Hill Hospital face to face and Maroondah and Angliss Hospital campuses remotely by telephone. The role will be focussed on medical issues in CL referrals, particularly in the ED, and may include admitting patients from hospital acute wards to TP bed based services. The duties of the Advanced Trainee will include providing cover for the Addiction Medicine CL nursing team by:

- Responding to CL referrals from hospital stakeholders
- Supporting assessment, interventions and review of patients referred to CL

The Advanced Trainee will provide medical support under the supervision of Turning Point Addiction Medicine senior medical team under the Clinical Director, Turning Point Treatment Services.

The Advanced Trainee will be responsible, in conjunction with other registrar staff, for supervising and overseeing patient management in the Turning Point residential units (the Turning Point Addiction Medicine Unit or TPAMU, comprising 1East and Wellington House), including the supervision of the TPAMU HMO.

Outpatient duties of the Advanced Trainee include Turning Point medical outpatient clinics including assessment, alcohol consultancy and specialist pharmacotherapy clinics. Other duties will include

1. Active involvement in delivery of Turning Point educational activities
2. Involvement in clinical research where opportunities exist
3. Development and input into quality improvement projects, clinical guidelines and policy related to addiction psychiatry

A significant component of the role will include providing addiction medicine services to indigenous and/or rural and regional centres. These services will be through a telepresence model. Less frequent face to face visits, where the registrar is accompanied by consultant or other clinical staff and travel arrangements are made, may be required infrequently and after discussion with the registrar and taking into account the registrar's circumstances. Where this is arranged, it will not involve overnight stay.

### **MAJOR DUTIES AND/OR RESPONSIBILITIES**

See Attachment 2 for duties and responsibilities

The duties in this position description cannot be fulfilled by practitioners with Level 1 supervision.

### **SAFE PRACTICE AND ENVIRONMENT**

#### **Occupational Health and Safety**

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Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

## **TRAINING AND DEVELOPMENT**

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

## **QUALITY**

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

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unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

## 9. ATTACHMENTS

- Attachment 1 Key Selection Criteria

## 10. NOTE

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Signed: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Manager

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Signed: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

## ATTACHMENT 1

## KEY SELECTION CRITERIA

<b>Position Title:</b>	Addiction Medicine Advanced Trainee
<b>Award Classification:</b>	As per AMA / DIT Award
<b>Award / Agreement Name:</b>	Doctors in Training (Victorian Public Health Sector) Enterprise Agreement 2022-2026
<b>Position Reports to:</b>	Chief Medical Officer, Eastern Health, Site Director of Medical Services, Head of Unit / Consultants

Must hold a MBBS or equivalent degree and be provisionally registered as a Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA).

Must be approved as an advanced trainee undertaking Fellowship of the Chapter of Addiction Medicine. This includes those who have undertaken Basic Physician Training including examinations with the RACP and post vocational trainees from approved disciplines including general practice and psychiatry.

Experience in general internal medicine and/or specialty areas such as gastroenterology or pain medicine, alcohol and other drug treatment and psychiatry is an advantage in this role.

Applicants should have experience working in team settings, across multiple disciplines and with a range of stakeholders from areas including primary care, private and public sector specialists, allied health clinicians and community support service staff

## MAJOR DUTIES AND RESPONSIBILITIES

Oversee, with other Advanced Trainee staff, the TPAMU (1 East ward and Wellington House residential detoxification unit) including supervising admitting HMO, and ensuring that there is medical cover for admissions through the relevant rostered working week.

Provide medical support to Turning Point specialist addiction medicine outpatient clinics

Support Addiction Medicine CL Service

Work with the EH Pain team in the management of inpatients and outpatients with comorbid pain and addiction

Provide addiction medicine support to indigenous clients and/or rural and regional stakeholders, including as part of Hamilton Centre work with comorbid clients

As part of the TP medical team, contribute to other medical duties within service, such as quality projects, research, preparation and presentation of training and education,

supervision of junior medical staff, formulation of practice guidelines etc

## **SPECIFIC DUTIES**

### **TPAMU (Wellington House and 1East, TP bed based services)**

Assist with orientation of and supervision of the TPETS bed based services working with the bed based team

With the duty consultant undertake regular clinical review meetings and ward rounds with the HMO

Assist with admissions Monday through Friday, in conjunction with other medical staff

Report to supervising consultant regarding any clinical issues arising in the TPAMU

Attend TPAMU intake and other clinical review meetings

Assess and, with the TPAMU indigenous liaison staff and indigenous stakeholder services, provide detoxification support to indigenous service users and clients identified as having mental health comorbidities

### **Outpatient Clinics**

Assessment and treatment of substance use disorders

Management of opioid dependent patients through the Specialist Pharmacotherapy Service (SPS)

Writing reports for referrers in response to requests for management plans of referred patients

Attend periodic clinical review meetings for medical clinic patients, including those attending specialist pharmacotherapy clinics

Assessment and treatment planning of referred patients with chronic pain and substance use disorder

Provide cover for addiction psychiatry registrars in Hamilton Centre, undertaking team based secondary or primary assessments

### **Consultation Liaison**

medical oversight under consultant supervision of the Addiction Medicine CL Services'

## Clinical Nurse Consultant teams

Responding to addiction medicine referrals from wards and EDs, under supervision of Turning Point senior medical team

Attending multidisciplinary pain meeting/clinical review

## Other Duties

Liaise and discuss clinical issues with stakeholders in primary care

Take part in quality improvement activities

Contribute to relevant clinical practice guidelines

Prepare and present inservice educational activities for hospital clinicians, including pharmacy, nurse and medical staff and undergraduate students

With a consultant, attend and assist with periodic education and training events, eg Box Hill Medical Grand Round, training sessions for EH Mental Health and Wellbeing Program etc.

Possibility of providing phone support, during business hours and under consultant supervision, for Drug and Alcohol Clinical Advisory Service (DACAS)

**NOTE** It has been EH policy for all registrars to do some form of on call. While there is no on call for Turning Point, there has been a low frequency on call arrangement required for most registrars, in a general medical setting.

For any queries regarding this position, please contact Dr Matthew Frei, Clinical Director, TPETS on 9843 1288 or [matthew.fre@easternhealth.org.au](mailto:matthew.fre@easternhealth.org.au)