

POSITION DESCRIPTION

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

EASTERN HEALTH – GREAT CARE, EVERYWHERE, EVERY TIME

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.





1. POSITION PURPOSE

Turning Point Addiction Medicine Advanced Trainee is available to doctors eligible to undertake training for Fellowship of the Australasian Chapter of Addiction Medicine, including post vocational doctors of an approved qualification (eg general practice Fellowship) or advanced physician trainees (RACP trainees who have completed BPT) to attain Fellowship of the Australasian Chapter of Addiction Medicine.

The position is a clinical role with Turning Point, Eastern Health, and clinical exposures will encompass the curriculum required by the Chapter for Fellowship. The role is aimed at training the incumbent in addiction medicine and providing high quality clinical care in managing substance use problems.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

The Advanced Trainee's duties 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, staffing multidisciplinary outpatient clinics including prescribing opioid pharmacotherapies, community residential and subacute ward detoxification management and hospital consultation liaison (CL). With staff addiction psychiatrists and addiction psychiatry registrars, the role will support Turning Point's Hamilton Centre, a statewide service that supports growth of capacity of the mental health and AOD sector in managing co occurring disorders.

In hospital consultation liaison settings, the Advanced Trainee will support the CL nursing team and stakeholder referrers by reviewing patients in Box Hill hospital. Remote/telephone support to addiction referrals at Maroondah, and Angliss Hospital campuses. As part of Turning Point's Eastern Treatment Service, the registrars will support patient management in Turning Point bed based units (the Turning Point Addiction Medicine Unit or TPAMU, including the supervision of TPAMU HMOs). This includes working within a hospital based subacute addiction medicine ward, an innovative model that has close clinical and operational links with an adjoining mental health inpatient unit.

The Advanced Trainees will work under the supervision of Turning Point Addiction Medicine senior medical team and the Clinical Directors of Turning Point Treatment Services, and will be primarily located in the Eastern region Turning Point site of Box Hill. There may be opportunity to spend time on Turning Points central offices and clinic in Richmond, and with the Hamilton Centre Eastern team in East Ringwood.

Other duties of Advanced Trainees include:

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

A significant component of the role is expected to involve provision of addiction medicine support to indigenous and/or rural and regional centres. These services will include the outpatient clinics described above, through a telepresence model, with the possibility of infrequent attendance for face to face clinics in regional areas.

The Advanced Trainee will have the option of attending clinical meetings of Victoria's Drug and Alcohol Clinical Advisory Service (DACAS), a Turning Point run service that employs a network of consultants in addiction medicine and psychiatry to answer clinical queries.

Built into the AT position is one half day of protected time to use for self directed learning. This is to allow the registrar to attend a Victoria wide online training session, run by a Turning Point addiction psychiatrist, occurring on an afternoon weekly and including guest speakers and allowing trainees to network and discuss areas of interest. This is in addition to other teaching and learning activities provided by Turning Point and Eastern Health, including a monthly addiction journal club and hospital grand rounds.

See Attachment 2 for Key Selection Criteria

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 Compensations (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 centered 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. ATTACHMENTS

- Attachment 1 Key Selection Criteria
- Attachment 2: Summary of duties
- Attachment 3: Organisational context information

10. 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

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Essential

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.

Demonstrated interest or experience in treatment of alcohol or other drug use disorders as a trainee

Strong interpersonal and communication skills

The ability to work in at team with a range of other disciplines such as psychology, nursing, pharmacy and allied health

Experience and/or willingness to work in new innovative models and with a non clinical component of staff with lived experience.

Desirable

Experience in prescribing opioid maintenance treatments

Experience in pain medicine, alcohol and other drug medicine and/or psychiatry

ATTACHMENT 2

DUTIES AND RESPONSIBILITIES

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Depending on rostered rotation

- Underake admissions and supervision of HMO in Turning Point bed based service
- Provide medical support to Turning Point specialist addiction medicine outpatient clinics
- Support Addiction Medicine CL Service
- Provide AOD support to the EH Pain servide
- Provide addiction medicine support to indigenous clients and/or rural and regional stakeholders, including as part of Hamilton Centre work with comorbid clients

TPAMU (Wellington House and 1East)

Where the Advanced Trainee is rostered to bed based services (TPAMU, Wellington House and 1East), supervised duties will include:

- Assisting with orientation of and supervision of the TPAMU HMO
- In conjunction with the duty consultant undertakomg regular clinical review meetings and ward rounds
- Admitting patients to TPAMU Monday through Friday, in conjunction with other medical staff
- Attending TPAMU intake and other clinical review meetings

Outpatient Clinics

Where the Advanced Trainee is rostered to outpatient clinics), supervised duties will include:

- Assessment and treatment of substance use disorders
- Management of opioid dependent patients through the Specialist Pharmacotherapy Service (SPS)
- Writing reports for referrers detailing management plans of referred patients
- Attending periodic clinical review meetings for medical clinic patients
- Assessment and treatment planning of referred patients with chronic pain and substance use disorder

Consultation Liaison

When rostered to bed based services, part of the role may include supervised consultation liaison, including:

- Medically supporting the CL Services' Nurses
- Responding to addiction medicine referrals from wards and EDs
- Attending multidisciplinary pain meeting/clinical review

Other Duties

The Advanced Trainee will:

- Communicate with stakeholder GPs regarding referred patients
- Take part in quality improvement activities
- Contribute to relevant clinical practice guidelines
- Prepare and present relevant educational activities for presentation to stakeholders
- Attend and assist with presentation for medical grand rounds on behalf of Turning Point
- Produce high quality written reports

All EH registrars are assigned to on call that may include weekend cover to an Eastern Health hospital site (usually no more than 1 in 4 weekends)

ATTACHMENT 3

ORGANISATIONAL CONTEXT

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

- **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 sit in the Mental Health and Support Services directorate and consists of Turning Point and Spectrum. Turning Point is a Victorian specialist alcohol, drug and gambling organisation that integrate treatment with research, education and training. Spectrum is a statewide consultancy on trauma and personality disorder.
- **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 dedicated to providing high quality, evidence-based treatment to people adversely affected by alcohol, drugs and gambling. 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 Specialists, Addiction Psychiatrists, nurses, psychologists, and allied health clinicians, 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 is building health and welfare professionals capacity on 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. 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).