

Eastern Health

POSITION DESCRIPTION

Position Title:	AOD Clinical Nurse Consultant - Specialist Clinical Services
Award Classification:	CNC A Year 1 (ZF4) (Year 1 & 2) <i>OR</i> CNC B Year 2 (ZI4) (Year 3 onwards)
Award / Agreement Name:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Position Reports to:	Operational: Manager at Specialist Clinical Services, Turning Point Professional: <i>Director of Nursing Mental Health and Wellbeing & Statewide Services.</i>

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. 'Being part of Eastern Health is being part of a welcoming team of healthcare experts' is achieved through Eastern Health's strategic goal of HEALTHIER TOGETHER.



1. SERVICE OVERVIEW

Turning Point Statewide Specialist Clinical Services provides a range of specialty AOD clinical services from Turning Point's Richmond site. The role of the Turning Point Specialist Clinical Services AOD Clinical Nurse Consultant is to provide proficient and expert delivery of nursing care within the suite of speciality clinical services, primarily within the Specialist Pharmacotherapy Service (SPS) clinic. The SPS clinic provides specialised tertiary addiction medicine services, including opioid pharmacotherapy, for clients with opioid use disorders and complex substance use presentations. The service operates under a comprehensive model of care that includes medication-assisted treatment (opioid agonist therapy using methadone and sublingual buprenorphine preparations), Long-Acting Injectable Buprenorphine (LAIB) provision and administration, linkage to psychological and psychiatric therapies, brief intervention and motivational interviewing, harm minimisation approaches, counselling and education, and care coordination with wraparound psychosocial supports.

The overall aim of the SPS clinics is to facilitate short to medium-term specialist addiction management, focusing on induction and stabilisation of clients onto opioid agonist therapy to a level that allows for transition to longer-term primary care outside the tertiary hospital system. The service addresses clients with multiple and complex needs, including physical and mental health co-morbidities and psychosocial complexity, with treatment episodes typically ranging from 3-6 months for standard care clients, and 6-12 months for clients with higher complexity needs.

2. POSITION SUMMARY

The role of the Turning Point AOD Clinical Nurse Consultant is to provide proficient and expert delivery of nursing care within the specialised opioid agonist therapy and addiction medicine services. This position delivers comprehensive nursing care to clients with opioid use disorders and complex substance use presentations within a tertiary care model focused on stabilisation and transition to community-based care.

The AOD Clinical Nurse Consultant works as an integral member of a specialist multidisciplinary team that includes addiction medicine specialists (addiction medicine physicians and addiction psychiatrists), registrars, nurse practitioners, peer support workers, and administrative support staff. This team-based approach ensures comprehensive assessment, treatment planning, and ongoing management of clients with complex addiction medicine needs, with the nurse providing specialised clinical coordination and direct care interventions.

The incumbent will support the provision of specialised clinical interventions including Long-Acting Injectable Buprenorphine (LAIB) administration, comprehensive risk assessment, care coordination, and client monitoring throughout their treatment episode. Working collaboratively with addiction medicine specialists, registrars, and nurse practitioners, the Clinical Nurse Consultant ensures continuity of care and effective communication across the multidisciplinary team while maintaining the therapeutic relationships essential for successful client engagement and treatment outcomes.

This is a position of clinical leadership and accountability that aligns with Eastern Health's Clinical Governance and operational management structures, with responsibility for supporting program quality improvement initiatives, ensuring evidence-based, safe, and effective delivery of specialised addiction medicine nursing care within the context of a specialist tertiary care team.

The role is professionally responsible and accountable to the Director of Nursing- MHWP & SWS to ensure practice within required professional standards, guidelines, codes and behaviours mandated through the Nursing and Midwifery Board Australia (NMBA) and Eastern Health frameworks.

3. MAJOR DUTIES AND/OR RESPONSIBILITIES

3.1 Provider of Great Healthcare

3.1.1 Clinical Care Delivery

- Coordinate intake and review processes for SPS clinic clients in collaboration with internal and external stakeholders, and the Turning Point Specialist Clinical Services clinical and administrative teams
- Administer Opioid Agonist Therapy including Long-Acting Injectable Buprenorphine (LAIB) injections, in accordance with prescribers, ensuring client safety and medication compliance
- Conduct comprehensive risk assessments (CRAM) for all SPS clients including admission, discharge, regular reviews (minimum 12-monthly), and following acute changes in risk profiles
- Clinical assessment and monitoring of client presentations and notifying clinical team members of concerns regarding client's wellbeing

3.1.2 Care Coordination and Communication

- Liaise with Turning Point administrative team members to ensure appropriate coordination, monitoring, and recording of SPS clinic bookings
- Follow up on client non-attendance by contacting clients, pharmacies, and relevant contacts to investigate reasons and discuss cases with prescribers
- Maintain current client caseload documentation and ensure continuity of care across the multidisciplinary team
- Facilitate effective and timely communication with patients, team members, and external stakeholders including GPs and community pharmacies

3.1.3 Clinical Leadership and Supervision

- Support staff with provision of professional development and supervision specific to addiction medicine and opioid agonist therapy
- Provide clinical leadership in addiction medicine and opioid agonist therapy interventions and best practice approaches
- Mentor and educate staff in LAIB administration, risk assessment, and complex client management

3.1.4 Clinical Decision Making and Quality Improvement

- Work as part of the Turning Point senior team in clinical decision making, particularly in problem identification and solution development for complex SPS clients
- Participate in regular clinical review meetings (minimum monthly) to assess client progress, treatment planning, and discharge preparation
- Contribute to analysis and interpretation of clinical data including urine drug screening results and treatment outcomes
- Contribute to the broader nursing workforce quality improvement initiatives within Eastern Health

3.1.5 Incident Management and Clinical Governance

- Participate in investigation of incidents relevant to SPS clinic operations, including actual or near miss events related to medication administration and client safety
- Escalate clinical concerns and adverse events to appropriate clinical directors and management teams
- Contribute to maintenance and improvement of clinical standards specific to addiction medicine and opioid agonist therapy

3.1.6 Evidence-Based Practice and Compliance

- Practice in accordance with Victorian Policy for Maintenance Pharmacotherapy for Opioid Dependence, National Guidelines for Medication-Assisted Treatment of Opioid Dependence, and LAIB guidelines

- Ensure clinical interventions are evidence-based and consistent with Turning Point policies, Eastern Health standards, and clinical practice guidelines
- Maintain compliance with Medicines and Poisons Regulation requirements and DHS permit systems

3.1.7 Resource and Equipment Management

- Monitor and maintain medical equipment including thermometers, breath testing devices, urine pregnancy test kits, and emergency equipment
- Ensure medication imprest management including procurement, appropriate storage and requisition
- Maintain First Aid Kit (including Naloxone) and emergency equipment in accordance with safety standards
- Prepare pathology collection slips and coordinate diagnostic testing as required

3.1.8 Documentation and Data Management

- Complete all administrative functions in a timely manner including clinical documentation, risk assessments, and treatment agreements
- Maintain accurate clinical records sufficient for competent handover of care
- Complete clinical activity data collection (REDCap) and contribute to audit processes and reporting requirements
- Ensure treatment agreements are completed and updated annually for all SPS clients

4. SAFE PRACTICE AND ENVIRONMENT

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#).

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, particularly 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.

5. 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.

6. 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.

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please [click here](#).

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

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.

Healthcare workers are strongly recommended to follow COVID vaccination recommendations provided in the [Australian Immunisation handbook \(based on ATAGI advice\)](#). Seasonal vaccination against influenza is a mandatory requirement of this role and employment is conditional on this being up to date prior to 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

Position Title:	AOD Clinical Nurse Consultant - Specialist Clinical Services
Award Classification:	CNC A Year 1 (ZF4) (Year 1 & 2) <i>OR</i> CNC B Year 2 (ZI4) (Year 3 onwards)
Award / Agreement Name:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Position Reports to:	Operational: Manager at Specialist Clinical Services, Turning Point Professional: <i>Director of Nursing Mental Health and Wellbeing & Statewide Services.</i>

Essential

Qualifications and Registration

- Registered with the Nursing & Midwifery Board of Australia - Registered Nurse
- Post-graduate qualification or working towards relevant to addiction medicine, mental health, or related field
- 5 years nursing experience in relevant clinical field including addiction medicine, mental health, or community health settings
- Current CPR certification
- Working with Children Check (where applicable)
- National Police Check

Desirable

Clinical Experience and Expertise

- Demonstrated capacity, skills and expertise in working with patients and carers with multiple and complex needs, or from vulnerable and marginalized backgrounds
- Extensive experience in addiction medicine, opioid agonist therapy, or related clinical areas
- Experience in medication administration including injectable medications and complex pharmacotherapy regimens
- Demonstrated ability to work autonomously as a clinical coordinator and leader within a multidisciplinary team
- Experience in provision of supervision to nursing staff in clinical settings

Communication and Interpersonal Skills

- High level communication skills, written and verbal, with demonstrated interpersonal skills with consumers, families, and healthcare professionals
- Passion for public health and delivery of evidence-based addiction treatment
- Ability to work effectively with diverse and complex professional workforce
- Cultural sensitivity and non-judgmental approach to client care

Technical and Administrative Skills

- Computer literacy with Microsoft platforms and patient management systems (Medical Director, EMR, CPF)
- Understanding of clinical governance frameworks and quality improvement processes
- Organisational skills with ability to work autonomously within nursing teams and multidisciplinary teams

Knowledge and Understanding

Professional Standards and Legislation

- Registered Nurse Practice Standards, NMBA, 2016
- Supervision and Delegation responsibilities as applicable for registered nurses (Department of Health: Nursing in Victoria 2014)
- National Standards (NSQHS 2012) and their application to addiction medicine
- Victorian Policy for Maintenance Pharmacotherapy for Opioid Dependence (2016)
- National Guidelines for Medication-Assisted Treatment of Opioid Dependence (2014)
- LAIB Guidelines - Long-Acting Injectable Buprenorphine clinical guidelines
- Victorian and National Legislation governing addiction medicine practice
- Eastern Health Nursing Midwifery Domains of Practice (2014)

Clinical Knowledge

- Clinical functions and standard work for specialist pharmacotherapy services
- Addiction medicine principles including harm minimization and recovery-oriented care
- Opioid agonist therapy protocols and administration procedures
- Risk assessment and management in addiction medicine settings
- Blood-borne virus management and prevention strategies
- Mental health and dual diagnosis presentations and interventions
- Professional Practice
- Competence in clinical practice congruent with level of qualification and specialist AOD clinical settings
- Demonstrated critical thinking and reflective practice in complex clinical situations
- Professional issues in nursing and healthcare systems as they relate to AOD clinical practice and addiction medicine

Professional Practice

- Competence in clinical practice congruent with level of qualification and specialist AOD clinical settings
- Demonstrated critical thinking and reflective practice in complex clinical situations
- Professional issues in nursing and healthcare systems as they relate to AOD clinical practice and addiction medicine

Advanced Qualifications and Experience

- Advanced practice qualifications in addiction medicine or mental health nursing
- Experience in providing education, training and research in addiction medicine or related fields
- Advanced computer literacy including database management and clinical information systems
- Experience working in community settings in AOD, Mental Health; or acute settings including Emergency Department environments

Specialised Skills

- Motivation to undertake training and enhance knowledge of medication-assisted treatment, dual diagnosis treatment, and addiction medicine
- Ability to demonstrate initiative and innovation with problem-solving skills in changing environments
- Experience with clinical audit and quality improvement processes

Leadership and Development

- Experience in clinical leadership roles within addiction medicine or mental health settings
- Mentoring experience with graduate nurses and students
- Research experience in addiction medicine or related clinical areas

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. 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