

Eastern Health



POSITION DESCRIPTION

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

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.



Eastern Health



1. POSITION PURPOSE

The purpose of the Addiction Psychiatry Registrar positions is to provide care and to grow a high quality addiction psychiatrist workforce. The role may include care provision across Richmond, Box Hill and Ringwood sites of Turning Point. 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.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

A large proportion of the Addiction Psychiatry Registrar positions clinical work will be management of addiction and co occurring mental health disorders. The roles will be within a large multidisciplinary team comprising psychologists, nurses and other clinicians who provide intake and assessment, care coordination, brief interventions, counselling and non residential withdrawal.

Addiction Psychiatry Registrar roles act as a psychiatric/medical resource in addiction psychiatry for Turning Point's local multidisciplinary teams as well as stakeholders outside Turning Point, supported by their supervising consultants. Addiction Psychiatry Registrars will be part of Turning Point's medical team which is integrated with the broader multidisciplinary teams (these vary depending on site). All Turning Point's registrars work in an environment that encourages learning. Non direct clinical duties may include attendance at selected 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. There will be opportunity to contribute to the work of the Eastern partner of the Hamilton Centre.

The proportion of time spent in a particular stream or streams will be based on:

- Operational need for delivery of services
- Areas of addiction psychiatry in the curriculum where the registrars need additional training

The sites and services where the Addiction Psychiatry Registrars are based may include one or more of:

- Outpatient clinics (including prescribing opioid agonist therapy (OAT) for opioid use disorder and assessments at Richmond Statewide Clinical Services (SCS) and TPETS at Carrington Road (Box Hill))
- Box Hill Hospital ward work (addiction medicine consultation liaison support)
- Residential detoxification (working with unit HMO in admitting and reviewing)
- Hamilton Centre duties (if allocated to Hamilton Centre, including secondary and primary consultation, education and advice)
- Research clinics at Richmond SCS

Some of the key duties of the positions include:

- Assessment and management of addictive disorders and co occurring mental health disorders in various settings including specialist medical clinics linked to multidisciplinary teams and the Hamilton Centre Eastern Health
- 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 referred patients and advising hospital based stakeholders on their management as part of the Turning Point Addiction Medicine Consultation Liaison service
- Active involvement in delivery of Turning Point educational activities
- Input into quality improvement projects, including clinical guidelines and policy
- Input into service responses to serious clinical incidents
- Involvement in clinical research, where the opportunity arises and if there is a need for the registrar to complete a research project as part of the RANZCP Addiction Certificate

As well as the opportunity to prescribe OAT in ambulatory clinics, duties of the Addiction Psychiatry Registrar may involve comprehensive addiction psychiatry assessments, combined pain and addiction medicine clinics. When based at the residential care sites, there will also be a role in supervision and support to junior medical staff.

During the rotation there will also be an opportunity for exposure to a range of relevant models of clinical care outside Turning Point core business, such as pain medicine, specialty and general internal medicine and management of dependence in pregnancy. There will be the option of exposure to Turning Point's telephone and online services and registrars allocated to rotations at Richmond site will have the opportunity of exposure to research clinics. Where possible care of gambling and other behavioural addictions will be included in the registrar's experiences during the rotation.

The registrar's week will include dedicated professional development time as per the Victorian award, where they can attend a weekly online learning session with other registrars in addiction medicine and psychiatry from across Victoria and nationwide. This session occurs weekly through the year and is run by Turning Point and facilitated by a Turning Point addiction psychiatrist. There is opportunity to undertake other curriculum tasks will be supported and the arrangement is able to occur so it does not adversely affect service delivery.

Note that while Turning Point operates only within business hours and has no registrar on call requirements per se, there is a requirement that registrars are part of the after hours on call night 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 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 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**

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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).

Enrolment and participation in Fellowship Training Program for the Royal Australasian College of Psychiatry at Stage 3.

Is prepared to work with marginalised and disadvantaged cohorts

Strong 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, knowledge or interest around OAT to treat opioid use disorder

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

Experience, knowledge or interest in managing addictive disorders

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

Familiarity and ability to work with networked desktop IT packages

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

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

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

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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 an Eastern Health Directorate that includes Spectrum and Eastern Health's Mental Health Wellbeing Service. 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).

Contact person:

Dr Matthew Frei, Clinical Director, TPETS T: 9843 1288 or matthew.fre@easternhealth.org.au