

Position Description

Position Title:	GSSM Mental Health and Wellbeing Local - Alcohol and Other Drug Clinician
Reports to:	GV Health Program Manager, Goulburn Valley Alcohol and Drug Service
Department:	GSSM Adult and Older Adult Mental Health and Wellbeing Local
Directorate:	Community Care and Mental Health
Cost centre:	H0492
Code & classification:	Registered Nurse, Grade 4A or 4B depending on experience, Occupational Therapist Grade 3 (VG10 – VG13), Social Worker Grade 3 (SC31 – SC34), Psychologist Grade 3 (PL1 – PL4)
Employment conditions:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2020-2024 and its successors, or Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021-2025 and their successors; and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

Greater Shepparton, Strathbogie & Moira Adult and Older Adult Local Mental Health and Wellbeing Service (GSSM Local)

A key recommendation made in the Royal Commission into Victoria's Mental Health System final report was the establishment of Local Adult and Older Adult Mental Health and Wellbeing Service across Victoria. The new service stream, now known as Mental Health & Wellbeing Locals (Locals Services) are an important part of Victoria's reformed mental health and wellbeing system.



The GSSM Local service is delivered through a consortium comprising of Wellways (lead agency) Goulburn Valley Health and APMHA HealthCare.

Wellways: is a respected Australian mental health, wellbeing and carer service that comprises of teams of wellbeing workers, clinical consultants, support workers, peer workers and counsellors who are dedicated to

ensuring all the people they serve have opportunities to fully participate in the community. Wellways have more than 40 years' experience working with individuals, families, carers and the community to identify their needs and goals and attain a great life in their community.

APMHA HealthCare: is a Not-For-Profit company which has evolved from the Victorian Primary Mental Health Alliance Pty Ltd who were established in 2015. Their focus primarily revolves around primary mental health care within a Stepped Mental Health framework. They provide intake, triage, secondary consultation and clinical and psychological services for a variety of funders through nominated program streams by a diverse and experienced professional workforce across Australia.

Working together – How We Will Deliver Services

The GSSM Local will operate 7 days a week, with extended operating hours to support a flexible and responsive service. The GSSM Local will provide easy access, high quality assessment, treatment, care and support to people aged 26 years and over experiencing mental illness, psychological distress or alcohol and/or other drug co-occurring substance use disorders. The GSSM Local will focus on those whose needs cannot be met by primary and secondary mental health and alcohol and other drug providers alone and who do not require intensive or ongoing care from the Area Mental Health Services.

The Local Service model will provide integrated clinical support, care and wellbeing support to participants and their family members or carers. It is community-led and integrated through partnership that shares power, creating a responsive, flexible and helpful service. This model aims to improve the capacity of individuals to engage in our community and develop resilience to any situations of future psychological distress.

Mental Health and Wellbeing Locals are free, voluntary, and easy to access, with no referral required. Importantly, these new services will be delivered on the basis of 'how can we help?' and a 'no wrong door' approach, focused on giving choice and control over how the participant wants to receive support.

This will make it easier for the participant to access the support they need, closer to home and family, carers, and support networks.

Commitment to Reconciliation

The GSSM Local acknowledges that Aboriginal and Torres Strait Islander people have not always been well-served by mental health, alcohol and drug services and disability organisations, and that their social and emotional wellbeing has been impacted by generations of trauma, injustice and deprivation. As partner organisations we recognise our responsibility in addressing these issues of injustice, inequality and stigma as part of ensuring our services are both welcoming and helpful for people and their families. As part of our commitment to reconciliation we are working to create culturally aware and safer services for First Nations Community Members.

POSITION SUMMARY

The GSSM Local Alcohol and Other Drug (AOD) Nurse will work as part of the multidisciplinary team providing AOD nursing assessment, therapeutic intervention, care and support to people accessing the GSSM Local. They will be a part of a team of mental health and wellbeing clinicians and lived experience staff who provide a "new front door" service to all adults seeking mental health and alcohol and other drug interventions and support within the Goulburn Valley area.

The GSSM Local AOD Nurse will work in tandem with clinical and other supports assisting service users to access the full range of interventions across the care continuum. They will work with the range of factors affecting service users within the scope of their practice including cognitive, occupational, physical and social matters to deliver client focused therapeutic approaches for recovery oriented, evidence-based care.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to:

- Use advanced clinical knowledge to complete consumer-focused comprehensive alcohol and other drug assessment, including risk assessment, identification of consumer and carer/family issues in the context of a culturally sensitive service delivery model
- Use advanced clinical knowledge to undertake AOD screening and assessment of substance use/withdrawal within the principles of an integrated mental health and AOD treatment approach.
- Provide a high-quality service to consumers that reflects best practice.
- In partnership with consumers, their significant others and (where appropriate) lived experience workforce, develop recovery-based therapeutic care plans that include strategies to mitigate risk and support skill development and resilience.
- Use advanced clinical knowledge to provide therapeutic services in keeping with the Victorian alcohol and other drug client charter.
- Inform and educate the consumer and their carers, and/or provide linkages and referrals to specialised AOD treatment services, including withdrawal and other drug treatments, including harm reduction, pharmacotherapy or other medication regimes, post-withdrawal support and treatments.
- Provide motivational enhancement, education and counselling about their AOD treatments and introduction of relapse prevention strategies.
- Provide clinical support and advice to the multidisciplinary team and participate in GSSM Local multidisciplinary clinical review meetings and planning processes.
- Participate in the development and implementation of quality improvement activities to ensure that services provided by the GSSM Local meet relevant best practice standards, e.g.; National Safety and Quality Health Service Standards, Standards for Mental Health Services.
- Ensure that service continuity is maintained for participants of the program, staff and family members
- Maintain a strong working relationship with GSSM Local Partners (Wellways and APMHA HealthCare)
- Participate in daily handovers and workplace huddles with GSSM Local staff.
- Liaise with family or other carers, mental health and alcohol and drug service staff (e.g. Key Workers, Community Clinicians, Medical Officers, Addiction Medicine/Psychiatrists/Registrars, AOD Nurses).
- Monitor and facilitate the documentation and reporting compliance including; clinical documentation, outcome measures, risk assessment and Client Management Interface (CMI) reporting.
- Maintain all clinical records, documentation and ISBAR and secure information adhering to GV Health and GSSM Local processes.
- Assist in the maintenance of Occupational Health and Safety in the work place.
- Participates in the training and supervision of less experienced staff and students on placement.
- Provide support and consultation to other team members to assist their duty performance

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- Current registration with the Australian Health Practitioner Regulation Agency as a Registered Nurse or ability to apply to the relevant Allied Health professional association.

Essential:

- Postgraduate Diploma (or higher) in Addiction Studies (or equivalent/related field) and have at least 5 years of experience.
 - Experience working in and knowledge of the Alcohol and other Drug sector with a broad understanding of relevant primary and community services.
 - Completion of the four core competencies in AOD (or able to complete within the first 12 months of employment)
 - High level case management skills with demonstrated ability to engage people experiencing complex issues and access and integrate specialist supports as required.
 - Relevant experience and demonstrated skills in the principles and practice of working with people with psychiatric disorders and with people with alcohol and other drug misuse/addiction issues.
 - Ability to effectively work as a member of a multi-disciplinary team as well as to work autonomously in a self-directed way, including the ability to work with initiative and appropriately with limited direction.
 - Experience working with consumers from various ethnic backgrounds and with a diverse range of psycho-social backgrounds.
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KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Registration being maintained and working within scope of practice
 - Attendance and active participation at meetings as required
 - 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
 - Active participation in the Performance and Development review process
 - Adhere to relevant professional body code of conduct
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AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;
- Maintain a safe working environment for yourself, your colleagues and members of the public;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;

- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
- Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Department of Health Victoria;
- Comply with all applicable to position pre-employment checks, which may include but is not limited to; police checks, working with children's check (WWCC), National Disability Insurance Scheme (NDIS), Aged Care screening requirements.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Goulburn Valley Alcohol and Drug Service

Program Manager (Nurse unit Manager) Goulburn Valley Alcohol and Drug Service

Reviewed by:

Cheryl Sobczyk

Issue Date:

July 2025

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)