

Position Description

Position Title:	Nurse Practitioner – Alcohol and Other Drugs
Reports to:	Manager – Goulburn Valley Alcohol & Drug Service
Department:	Goulburn Valley Alcohol and Drug Service
Directorate:	Community Care & Mental Health & Chief Allied Health Officer
Cost centre:	M0755
Code & classification:	Nurse Practitioner (N01 – N02)
Employment conditions:	Nurse and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028 and its 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).

POSITION SUMMARY

The Alcohol and Other Drugs (AOD) Nurse Practitioner will provide alcohol and other drug care to select groups of patients and clients within a framework of clinical practice guidelines and in collaboration with hospital and community clinical staff and with Addiction Medicine and Addiction Psychiatry Physician(s).

The AOD Nurse Practitioner (AOD NP) also works closely with other AOD service streams (e.g. AOD Intake and Assessment, Counselling, Care and Recovery Coordination, Non-Residential Withdrawal) and other related sectors, including general practitioners (GPs), primary care providers and small rural hospitals to provide an integrated catchment wide service response. The AOD NP reports operationally to the Manager of Goulburn Valley Alcohol and Drug Service (GVADS) and professionally to the Director of Nursing, GV Health.

The role will encompass the clinical domains of practice framework endorsed by GV Health:

- Clinical Care
- Support of Systems
- Education
- Research
- Leadership

The Nurse Practitioner (NP) is a registered practitioner by the NMBA. The NP meets and complies with the NP standards for practice, has direct clinical contact and practices within their scope under the legislatively protected title 'nurse practitioner' under the National Law. The NP conducts advanced, comprehensive and holistic health assessments of patients/clients within our community.

The Nurse Practitioner (NP) role is a registered nurse who practices at an advanced clinical level. The NP's scope of practice is underpinned by their individual qualifications, expertise and clinical reasoning.

The scope of practice is determined by the context in which the NP is credentialed by GV Health to practice. The NP Model of Care is determined by the NP's scope of practice and aligned with the strategic plan pillars of GV Health.

The NP advanced practice role functions autonomously to provide a safe, quality cost-effective, positive person-centred health experience for individuals across the continuum within the constraints and accountability of GV Health clinical governance and the AOD funding models and reporting. The NP conducts advanced comprehensive and holistic health assessments and adopts evidence-based practice to deliver care to patients/clients within our community. The NP engages the patients/clients, customises care to meet the client's needs and improves health outcomes.

The AOD Nurse Practitioner will largely work with the GVADS team providing pharmacotherapy services to community-based clients both in person and via telehealth, as well as provide clinical liaison consultation and support for patients/clients presenting through the emergency department with substance use disorders, and/or admitted to the hospital undergoing withdrawal. This clinical liaison consultation and support extends to non-residential settings e.g. Non-Residential Withdrawal and the Addiction Medicine Service. They will apply their scope of practice managing patients/clients to safely withdraw and or be stabilised/treated with applicable medications related to their substance use disorders.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to:

The Nurse Practitioner clinical domains of practice duties:

1. CLINICAL CARE

The protected title of Nurse Practitioner (NP) allows the nurse to apply diagnostics, prescribe to their endorsed notation and implement therapeutic interventions to plan and evaluate quality care where referral to and from other clinicians is required to assist with the management of the patient/client.

The duties and responsibilities of the role of this NP position can achieve the Clinical Care - clinical domain of practice by:

- Provide high-quality timely expert AOD-related advice and consultancy to internal and external customers, consumers and GVADS staff and clients within the GV catchment that reflects best practice and adds value to GV Health.
- Assessing and developing client-centred evidence-based assessment and management plans with a focus on clients with complex substance use disorders relevant to the scope of practice.
- Providing advanced clinical practice to include care coordination, assessment, planning, education, review, case conferencing and discharge of referred patients/clients within professional boundaries and responsibilities of the nurse and the organisation.
- Ensure consumers, families/representatives or carers are provided with timely information and are involved in decision-making about their care planning and treatment.
- Accept accountability for own actions and seek guidance if situations exceed the experience and/or knowledge or the scope of practice of a NP.
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure.
- Consumer feedback and complaints are responded to appropriately to ensure that issues are resolved and quality and safe clinical care is provided.
- Maintain accurate and current clinical records ensuring documentation meets professional and legal standards.

- Working in partnership with clinical staff at GVADS and hospital staff to build staff capacity in assessing and managing AOD use, utilizing an evidence-based approach to clinical decision-making.
- Maintaining open and effective channels of communication with clients and their families/carers, professional colleagues, the health care team and external service providers.

2. SUPPORT OF SYSTEMS

The Nurse Practitioner works as a clinical leader within GV Health who can influence other clinicians to improve the patient/client experience. The NP collaborates with other clinicians through sharing, supporting, giving and receiving referrals that improves the efficacy of care provided. The NP has the capacity to explore, strengthen and influence processes and systems to embed a client-centred culture for internal or external care.

The duties and responsibilities of the role of this NP position can achieve the Support of Systems - clinical domain of practice by:

- Facilitating links with existing key stakeholders in AOD services across the GV catchment including GPs, primary care providers and small rural hospitals.
- Involvement in committees relevant to the nurse's scope of practice.
- Supporting clinicians within the region to alleviate barriers and promote enablers to ensure patients/clients receive the best possible care.
- Identifying opportunities for new service initiatives, establish and support implementation and evaluation.
- Working within the interdisciplinary health care team, contributing to the development of strategies to measure clinical management and outcomes of care.
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas.
- Collaborate and communicate with all members of the health care team to achieve desired consumer outcomes.

3. EDUCATION

The NP is proactive and analytical in acquiring new skills and knowledge and utilises this direct care and the education of others. Education enhances the involvement and active participation of patient/client, caregivers and clinicians. The NP educates the public and increases awareness to the benefits of wellness, health and prevention of illness. The NP works collaboratively in educating and supporting others as mentors within clinical care and professional development including informal and formal staff development.

The duties and responsibilities of the role of this NP position can achieve the Education - clinical domain of practice by:

- Maintain and demonstrate regulated clinical skills and competencies by undertaking professional development and completing mandatory training as defined by GV Health.
- Undertake credentialing and review scope of practice.
- Continuing professional development for self so that new information can improve the care provided and lead others.
- Being involved in identifying learning and practice gaps and contributing to education programs and resources.
- Engagement in clinical education, guidance and mentorship and professional activities that assist the development and extensions to practice.
- Increasing awareness to promote health and wellbeing for all.
- Actively participate in identifying where improvements can be made to the quality of consumer care.

4. RESEARCH

The NP critically evaluates and integrates relevant research findings into practice and more broadly through publication and presentations. The NP contributes to development of evidenced based clinical guidelines, standard work place documents, policy and procedures within GV Health and beyond. The NP advocates on behalf of the patient/client to receive care that is safe, effective and evidence based. The NP supports and strengthens a culture that seeks better outcomes for clients through evaluating care provision, collecting data, conducting clinical research, involvement in quality activities and risk management strategies.

The duties and responsibilities of the role of this NP position can achieve the Research - clinical domain of practice by:

- Being aware of what is available and how to access new and developing research that will assist with delivering evidence-based care to the patient/client.
- Developing clinical guidelines, standard work place practice documents, policy and procedure documents to assist clinicians to deliver best practice.
- Contributing to the quality assurance activities of GV Health through; innovation, data collection, changes to process and systems, education and risk mitigation.
- Contribute to new evidence through research.

5. LEADERSHIP

The NP demonstrates innovative ways to provide care ensuring care is dynamic and meets the needs of the patient/client, the clinician and the services within our community. The NP provides clinical leadership that influences partnerships, clinical care, policy and collaboration throughout the continuum of care at GV Health and the wider health services. The NP demonstrates leadership to build, inspire, advocate, evaluate and develop adaptive models of care. The NP facilitates the development of a nursing workforce that enhances the health and wellbeing of our community. This incorporates timely access and equity to quality, cost-effective, health care for all.

The duties and responsibilities of the role of this NP position can achieve the Leadership - clinical domain of practice by:

- Demonstrating clinical leadership, mentoring, support and the development of others by acting as a resource to colleagues.
- Facilitate and contribute to interdisciplinary healthcare team meetings and clinical education sessions to facilitate consumer care goals.
- Engaging in opportunities of research, journal writing and conference participation.
- Participate in committees and professional groups and disseminate relevant information to other healthcare professionals.
- Actively engage and promote the role with relevant regional, state and national agencies.
- Undertake credentialing and review of scope of practice and work within these.
- Improve performance by seeking feedback, setting goals and participating in annual performance reviews.
- Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health.
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas.

KEY SELECTION CRITERIA

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

- Current registration with the Australian Health Practitioner Regulation Agency as a Registered Nurse Practitioner.
- Master of Advanced Nursing (Nurse Practitioner).

Essential:

- Minimum of five years' experience with a broad-based general nursing experience across a variety of practice settings, with a scope of practice to include Opiate Substitution Therapies/Medication Assisted Treatment of Opioid Dependence (MATOD).
- MATOD prescriber accreditation.
- Post Graduate qualification (Graduate Diploma or Graduate Certificate) in alcohol and drug studies.
- Demonstrate the experience, skills and knowledge you must assist to achieve the clinical domains of practice of Clinical Consultation, Supporting Systems, Education, Research and Leadership.
- Excellent interpersonal, written and verbal communication skills including problem solving and report writing abilities and a high degree of computer literacy.
- Demonstrated experience with coordinating, motivating and leading performance within defined resources across a complex and diverse organisational structure.
- Current Victorian Drivers Licence.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- AHPRA Registration is maintained and working within the scope of practice.
- Credentialed to work within individual scope of practice as approved by the GV Health credentialing committee.
- Demonstrated evidence in the yearly NP reporting template that accompanies the annual Performance Review and verifies how the clinical domains of practice have been met with the role.
- Engages and links with the GVADS services of the GV catchment.
- Excellent interpersonal, written and verbal communication skills including problem-solving and report writing abilities and high degree of computer literacy.
- Demonstrated experience with coordinating, motivating and leading performance within defined resources across a complex and diverse organisational structure.
- Demonstrates evidence of education. Furthers own knowledge and share this knowledge with staff patients/clients, either formally or informally, which may include increasing public awareness and acting as a mentor or clinical supervisor to staff.
- Demonstrates (at least 3) contribution or development of; guidelines, standard work practices, policy and procedure, data collection, formal research, practice change, presentations and publications.
- Attendance and active participation at meetings as required

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.
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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.

Community Care & Mental Health & Chief Allied Health Officer**Nurse Practitioner – Alcohol and Other Drugs**

Reviewed by:**Manager - Goulburn Valley Alcohol & Drug Service****Issue Date:****July 2026**

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](#)