

POSITION DESCRIPTION

Position Title:	Clinical Nurse Consultant – Mental Health Alcohol & Other Drugs (MHAOD) Hub
Business Unit/Department:	Emergency Department
Division:	Drug Health Services
Award/Agreement:	Nurses & Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	Clinical Nurse Consultant B (CAPR 3.2) (ZJ4)
Reports To:	<i>Operational:</i> AOD CNC Team Leader – SH & FH ED Hubs; <i>Professionally:</i> Director of Nursing & Midwifery
Direct Reports:	N/A
Date Prepared/Updated:	10 August 2026

Position Purpose

The MHAOD ED Clinical Nurse Consultant (MHAOD CNC) will work as part of the multidisciplinary Addiction Medicine team to deliver specialised Alcohol and Other Drug interventions to patients of the Footscray Hospital Emergency Department Mental Health, Alcohol & Other Drug Hub (FH ED MHAOD Hub).

The position supports the Emergency Department by undertaking a comprehensive substance use assessment, providing recommendations for treatment in the Hub or ED and providing linkages to appropriate community and / or hospital-based Addiction services. The MHAOD CNC also provides assessment, brief intervention and referral for low acuity, high prevalence mental health disorders, and supports ED staff with management of the patient cohort.

The MHAOD CNC works within, and will be supported by, the Addiction Medicine Consultation & Liaison program. They will work collaboratively to build the profile of this service within the Footscray Hospital ED. This will involve developing relationships with key stakeholders including medical and nursing staff, AOD Intake Services, MHAOD Connect, and the wider Western Health network.

The Clinical Nurse Consultant (CNC) will work within the area of specialisation team in the supervision, implementation and management of the specialist services and related strategic planning at Western Health.

As a member of a specialist team the CNC will provide expert and evidence-based direction to ensure service standards and practices related to their area of expertise are maintained and improved across all services of Western Health.

As a member of the health care team, the CNC is at the forefront of the provision of high-quality nursing care to consumers on a day-to-day basis.

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As a professional, the CNC is accountable for:

- The maintenance of their own clinical knowledge, further education and working within the confines of their specific scope of practice at all times, in accordance with the boundaries set by their experience and skill.
- Ensuring that they are registered to work as a Registered Nurse in Australia at all times whilst working as a nurse within Western Health and practice in alignment with Nursing & Midwifery Board of Australia (NMBA) Registered Nurse Standards for Practice.

The role of the CNC is working and providing advice and support to a multidisciplinary team environment to ensure an efficient program which meets the growing needs of this area of healthcare, incorporates the following activities; consumer advocacy, collaborative consumer and unit management, research, supervision and mentorship/preceptorship, interaction/liaison with multidisciplinary team, accurate and timely documentation.

The CNC will contribute to providing quality health and well-being services for our consumers demonstrating proficient to expert behaviours across the five domains of leadership, research, evidence-based practice, education & learning and clinical expertise as identified in the Western Health Nursing and Midwifery Professional Practice Framework.

Business Unit Overview

Drug Health Services is one of the most diverse specialist agencies in Victoria for the management of substance use, providing a range of residential and non-residential community and hospital-based alcohol and other drug treatment programs. The service caters to people across the development lifespan, with youth and adult programs, as well as specialist programs for women and for people with co-morbid AOD and mental health care needs.

As well as community AOD programs, the service offers Addiction Medicine Services to the community, in Dame Phyllis Frost Centre Women's Prison, and within the Western Health hospital in-patient network.

The service is committed to harm reduction as a guiding principle of practice, enabling clients to determine the pace and type of change they are seeking. This takes place within a robust governance environment, where treatment options are evidence-based and matched to presenting need.

Key Responsibilities



Leadership

- Communicates information and expectations clearly and concisely in a way that builds effective and collaborative working relationships with others.
- Maintains a professional demeanour and serves as a role model for all nursing staff, both as a clinician and in line with behavioural expectations.
- Provides leadership in clinical situations demanding action.
- Take accountability for own actions and others under direction and sphere of responsibility
- Promotes a culture of innovation, education, excellence and consumer/client first focus, through policies and practices that support and recognise individual and collective team contribution.
- Demonstrates strong mentoring skills within the nursing and multidisciplinary team and supports succession planning.
- As an expert resource, provides expert clinical knowledge and direction to ensure that clinical standards, policies and procedures promote a consumer focussed model of care.
- Exhibit a high level of emotional self-control and flexibility in complex, changing, and/or ambiguous situations and when confronted with challenges
- Maintains and fosters relationships with appropriate internal and external stakeholders.

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Research

- Obtains feedback through means such as surveys to ascertain whether service standards meet stakeholder expectations and responds to any identified deficits
- Identifies areas that require improvement through observation, audits, incidents and staff feedback and implements improvement initiatives accordingly.
- Lead quality or practice improvement initiatives at local level and/or contributes to quality or practice improvement initiatives at program or organisational level
- Apply research evidence to clinical practice, has well developed strategies to inform practice in the absence of high-level evidence
- Present and publish in appropriate professional conferences and journals and remain informed of the current literature



Evidence Based Practice

- Using evidence-based practice, participate in evaluation of the progress of individuals and groups towards expected outcomes and reformulation of care plans.
- Be familiar with local and organisational policies, procedures and guidelines
- Contribute to adverse event investigations, and undertake individual and team-based reflective practice
- Continuously reviews existing practices and policies according to evidence-based practice to minimise adverse, promote positive consumer outcomes and identify areas of improvement in nursing practice
- Participate in new initiatives to enhance patient and consumer outcomes and experience, or staff employment outcomes and experience
- Identifies opportunities for process redesign and to support staff in the implementation of redesign projects and activities.
- Be aware of Western Health's Strategic Priorities, and ensure activities align with these priorities



Education & Learning

- Engage in learning and development opportunities that aim to expand capabilities across both Mental Health & Alcohol and Other Drug disciplines.
- Maintains and updates own professional development portfolio to demonstrate an ongoing commitment to learning and best practice.
- Exchange and share information from participation in seminars and conferences with colleagues via huddles, in-services, presentations, education forums, team and other meetings
- Provides education within area of extended nursing knowledge, skills & essence of nursing to multidisciplinary team members and consumers/families.
- Works with less experienced nurses to develop their capabilities.
- Promote the development of, and involvement in, professional networks and learning communities
- Develop and evaluate policy initiatives that aim to foster patient/consumer involvement and provide them with real and meaningful choices about treatment options



Clinical Expertise

- Screen for substance use disorders and conduct comprehensive clinical assessments (including comprehensive AOD assessments) of patients presenting with substance use issues.
- Identify patients who may benefit from discussing OST with a prescriber and provide support to access an OST prescriber.
- Make recommendations and provide support for substance withdrawal management.
- Provide assessment, brief interventions and referral for low acuity, high prevalence mental health disorders within scope of practice.
- Conduct Motivational Interviewing and Brief Interventions with patients referred from ED.
- Facilitate connection for continued Addiction Medicine Service support during Hospital In-patient admissions.

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- Use evidence-based mental health/AOD clinical practice to facilitate positive outcomes to patients in the ED.
- In a consulting capacity, provides clinical nursing expertise and direction in line with clinical standards policies and procedures to both internal and external customers, including providing high level nursing assessment, care planning and interventions/procedures.
- Is responsible for a timely response to referrals and manages and provides assistance to others in prioritisation and completion of tasks such as completion of necessary statistical data, including entry to support financial recuperation as appropriate.
- Act as a primary resource in relevant area and ensure the provision of high quality, culturally sensitive consumer care in partnership with consumers, their significant others and other members of the multidisciplinary care team
- Provides an efficient and customer focussed service commensurate with senior status and role. Analyses situations and make appropriate decisions in a timely manner that meets the needs of consumers, staff and organisation.
- Act to ensure safety by managing clinical risk and intervene, as necessary, to achieve optimal outcomes for patients/consumers and teams
- Represents clinical specialty in multidisciplinary working groups
- Contributes to a Quality and Business Plan as required in accordance with the National Safety and Quality Health Service Standards and Western Health Guidelines

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

Internal:

- Director & Deputy Emergency Department – Footscray
- Nurse Unit Manager/s Emergency & Short Stay Unit
- Director of Nursing, Emergency, Medicine & Access
- Footscray Emergency Department
- Associate Nurse Unit Managers
- Workforce and Quality, Safety, & Clinical Practice Improvement
- Operations Manager – Emergency Services
- ED Triage
- ED Nurse in Charge
- ED Consultants
- Access Manager/After Hours Coordinator
- Emergency Mental Health Clinicians
- Mental Health Consultants and Registrars
- DHS AOD CNCs
- MHAOD Connect service
- Drug Health Lived Experience Workforce
- Willim Berrbang Unit

External:

- Consultation Liaison Nurses
- Area Mental Health Services Mental Health Triage Services
- Mental Health Community Teams
- Western Health Mental Health Access Coordinator
- Mental Health Acute IPU
- General Practitioners
- Private Psychiatrists and Psychologists
- Mental Health & Wellbeing Locals
- AOD and mental health support services
- Consumers, families and carers, Next of Kin or Enduring Power Attorney

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Selection Criteria

Essential:

- Current registration as a Registered Nurse with AHPRA
- Experience working in a senior clinical role (CNS or above) in the delivery of mental health, AOD or dual diagnosis clinical services in a variety of settings, including emergency departments.
- Have completed or be working towards a Post Graduate Diploma in AOD and/or Mental Health
- Proven ability in all aspects of the medical management and contemporary practices of a client withdrawal program
- Demonstrated knowledge of Victoria opiate replacement pharmacotherapy system and relevant legislation
- Sound knowledge and understanding of screening, assessment and community-based treatment options for all clients with AOD, mental health and medical complexity
- Experience developing individual treatment plans, post-withdrawal and discharge planning
- An understanding of the issues related to marginalised groups and a commitment to working with these groups
- Demonstrated ability to deliver quality consumer care and possession of excellent clinical skills
- Demonstrated experience working effectively independently and also within a multidisciplinary team environment with minimal supervision
- Demonstrated time management, organisation and planning skills
- High level verbal and written communication skills
- Experience in the use of technology to create clear and concise documents, reports and proficiency with the Microsoft Office suite
- Demonstrated commitment to developing and improving personal education and skills appropriate to the position
- Demonstrated competency and knowledge to effectively undertake basic health care education
- Experience in the development, implementation and review of policy, procedures and guidelines
- Be innovative, resourceful and adaptable to change

Desirable:

- Have completed or be working towards a Masters in Nursing
- Membership of specific specialty Association and/or nursing professional body as required
- An up-to-date knowledge of issues, trends and government policies in the delivery of Alcohol and Other Drug Services
- Awareness of the Alcohol and other drugs sector, mental health and the general health and welfare sectors.
- Crisis management/suicide assessment and intervention skills
- Evidence of prior service delivery planning
- Demonstrated knowledge of quality management and improvement methodologies
- Demonstrated experience in research projects and publication of research activities.
- Training and experience in the development and delivery of education programs to consumers, carers, the community and health professionals

Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health

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- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A of the Family Violence Protection Act 2008 and Part 6A of the Child Wellbeing and Safety Act 2005, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2022
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

- Redeployment to other services and sites within Western Health may be required.
- Employment terms and conditions are provided according to relevant award/agreement.
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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