

## Position Description

Position Title	Alcohol Tobacco Other Drug Specialist
Position Number	30028598
Division	Clinical Operations
Department	Psychiatry Adult
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Psych Nurse G4 Y1 – Y3
Classification Code	NP75 - NP77
Reports to	Nurse Unit Manager Adult Acute Unit
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>
Mandatory Requirements	<ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Registration with Professional Regulatory Body or relevant Professional Association</li> <li>• Immunisation Requirements</li> </ul>

## Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

## Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

## Our Values

**PASSIONATE** – We are passionate about doing our best – for our patients, our colleagues and our community.

**ACCOUNTABLE** – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

## The Position

All staff at Bendigo Health should have, or aspire to, the personal qualities, knowledge and skills described in the Staff Capability Statement. The Alcohol, Tobacco & Other Drugs Specialist (ATODS) Nurse provides advanced clinical care, leadership and consultancy in the assessment and management of substance use and withdrawal within an inpatient mental health setting.

The role is responsible for delivering evidence-based assessment, treatment and harm minimisation interventions, while supporting the development of workforce capability and improving responses to consumers presenting with co-occurring mental health and AOD issues.

## Responsibilities and Accountabilities

### Key Responsibilities

#### Clinical Care and Assessment

- Conduct comprehensive Alcohol and Other Drug (AOD) assessments, including intoxication, withdrawal risk and co-occurring mental health conditions
- Lead and support the clinical management of acute substance withdrawal presentations within the inpatient unit
- Monitor, assess and interpret withdrawal using validated tools (e.g., CIWA-Ar, COWS)
- Recognise and respond to clinical deterioration, ensuring timely escalation and intervention
- Contribute to safe and effective pharmacological management of withdrawal

#### Clinical Monitoring and Investigations

- Interpret pathology and toxicology results (e.g., urine drug screens, blood alcohol levels, liver function tests) and integrate findings into care planning
- Apply structured monitoring frameworks to guide clinical decision-making

#### Clinical Leadership and Education

- Provide specialist consultation, advice and support to multidisciplinary staff
- Deliver education, bedside teaching and structured training programs to improve staff capability
- Act as a clinical resource for complex AOD and dual diagnosis presentations

#### Service Development and Improvement

- Develop and facilitate group programs and education sessions for consumers
- Contribute to dual diagnosis, harm minimisation and smoke-free initiatives
- Promote evidence-based practice and support quality improvement activities

#### Collaboration and Care Coordination

- Participate in multidisciplinary care planning and review processes
- Engage consumers, families, carers and external services to support recovery-oriented care

## Documentation and Compliance

- Maintain accurate, timely and high-quality clinical documentation
- Ensure compliance with organisational policies, professional standards and legislative requirements

## Key Selection Criteria

### Essential

1. Postgraduate qualification in Addiction, Dual Diagnosis, Mental Health or a related field, and/or equivalent specialist training.
2. Demonstrated advanced clinical experience in alcohol and other drug (AOD) withdrawal assessment, management, and care planning.
3. Highly developed skills in recognising and responding to deterioration associated with intoxication and withdrawal, including proficiency in the use and interpretation of withdrawal assessment tools and monitoring frameworks.
4. Sound understanding of psychopharmacology related to withdrawal management, with the ability to interpret pathology and toxicology results and integrate findings into clinical decision-making.
5. Demonstrated knowledge of the Mental Health & Wellbeing Act 2022 and other relevant clinical and governance frameworks.
6. High-level organisational, leadership, communication and interpersonal skills, including the ability to effectively engage with consumers, carers, and culturally and linguistically diverse populations.
7. Ability to work both autonomously and collaboratively within multidisciplinary teams, and to provide clinical leadership, education, and support to staff in acute mental health settings.

### Desirable

8. Advanced clinical reasoning in AOD and acute psychiatric settings
9. Experience managing high-risk withdrawal and behavioural disturbance
10. Knowledge of state-wide addiction services, treatment pathways and rehabilitation service

## Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health

- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- 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 Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

*All Bendigo Health sites, workplaces and vehicles are smoke free.*

*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. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*