

Position Description

Position title	Consultant - Alcohol and other Drugs (AOD)
Department / Division	Mental Health/Medicine
Classification	In accordance with the Medical Specialists (Victorian Public Health Sector) (AMA Victoria/AAMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026
Position reports to	Director, Mental Health
No. of direct & indirect reports	N/A
Location	RCH 50 Flemington Road Parkville 3052 Vic
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at www.rch.org.au</p>

ROLE PURPOSE

The Alcohol & Other Drugs Consultant works with young people, their families, the RCH Mental Health team, other RCH departments as well as community health supports to minimise health risks associated with the use of alcohol and other drugs. The AOD Consultant will be an effective advocate for young people and their families, while upholding their responsibilities of duty of care.

The main objectives of the role are to:

- Provide AOD assessment, evidence-based treatment and harm minimization interventions to young people with substance use issues and complex physical, mental health and social needs who meet intake criteria for inpatient, community and consultation-liaison mental health.
- Provide short-term outpatient follow-up for young people seen as an inpatient, to facilitate appropriate ongoing care and ensure transition and connection to community supports.
- Provide secondary consultations to RCH and RCH Mental Health staff in the management of children and young people with an AOD problem, parents with an AOD problem of children and young people receiving a service from RCH and RCH Mental Health.
- Undertake collaborative care planning, as the AOD specialist, in multidisciplinary care teams, within RCH and with community health partners.
- Identify additional support needs and facilitate referral into additional AOD services where appropriate.
- Provide paediatric AOD specific health education for the professional development of RCH staff and other health professionals, including the development of educational and clinical resources, such as clinical practice guidelines.

KEY ACCOUNTABILITIES

Direct service delivery including clinical care

- Provide secondary consultation, case support and participate in care team meetings and case planning with RCH departments in relation to children and young people with significant substance use issues, advice and consultation in supporting parents with an AOD problem of children and young people receiving care from RCH and RCH Mental Health
- Provide direct assessment and intervention services to children and young people and their families including AOD-specific input into individual treatment plans, including crisis management plans, where indicated
- Refer and facilitate entry into specific drug and alcohol inpatient or outpatient community-based services as appropriate
- Triage referrals or secondary consultation requests received from RCH departments, to determine need for AOD-specific consultation
- Maintain a collaborative relationship, with bidirectional communication, with the RCH Mental health inpatient and community teams, the RCH Emergency Department and the Department of Adolescent Medicine, other RCH Medical Departments to ensure patients with AOD-specific needs are being met, and resources are being allocated appropriately
- Develop ways of engaging and working collaboratively with 'at risk' children, young people, families, and support networks who may not have responded to traditional AOD interventions
- Appropriately document all client information and care in the EMR, report clinical activity through mental health systems to deliver the program in line with program activity-based targets, program guidelines, and reporting requirements.

- Ensure appropriate documentation and records are maintained of drug and alcohol services delivered to consumers and their families/caregivers.

Education/Research:

- Provide AOD education and supervised training to RCH Mental Health colleagues including RACP and RANZCP trainees, other professionals at the RCH and appropriate external stakeholders
- Provide AOD specific education to young people and their caregivers accessing AOD care at the RCH
- Contribute to the development of AOD specific clinical practice guidelines, hospital procedures and policies
- Contribute to continuous quality improvement and research in relation to service delivery by ongoing monitoring and evaluation, involving young people and caregivers where practical

QUALIFICATIONS AND EXPERIENCE

Essential

- Registration as medical practitioner and Fellowship of the Royal Australasian College Physicians or Fellowship of the Royal Australian and New Zealand College of Psychiatrists or equivalent qualification
- Demonstrated experience in AOD treatment (assessment, counselling, and outreach) with children, young people and families from diverse backgrounds and with complex issues and histories.
- Comprehensive knowledge of practice in AOD work and of protective issues, effects of substance abuse, homelessness, trauma, disability and the implications for the emotional and behavioural development of young people.
- Demonstrated experience in working with children, young people, and families who have complex needs and statutory services involved.
- Demonstrated experience in networking, program promotion and cooperative work with the government and non-government sector.
- Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies

Desirable

- Training in Adolescent and Young Adult Medicine, and/or Paediatrics and Child Health or Child and adolescent psychiatry
- An understanding of the Child, Youth and Families Act 2005 and the Family Violence Protection Act 2008.
- An understanding of the Mental Health and Wellbeing Act 2022
- An interest in teaching and research with publications in refereed journals in the field of mental health, adolescent medicine and/or paediatrics

KEY SELECTION CRITERIA

- Highly evolved clinical, interpersonal and communication skills including both verbal and written skills.
- Highly developed ability to work in a multidisciplinary team and provide effective clinical leadership to the team
- Effective stakeholder management with proven ability to build and maintain strong relationships
- Demonstrated ability to form links with all areas of an organisation to support the achievement of objectives and goals (including clinical and research)
- Detailed knowledge of the Victorian AOD service system
- Demonstrated ability to operate in a manner that is consistent with the RCH compact
- Demonstrated ability to investigate issues and develop appropriate, stakeholder focussed solutions.

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTIQI community and people with disability.

Position description last updated	July 2025
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