



Alcohol & Other Drug Nurse – Public Intoxication Response

EMPLOYMENT DETAILS			
Role type	Fixed Term	Award	Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS)
Hours per week	Part time	Pay Classification	Registered Nurse with Certificate in AOD
Reports to	Team Leader, Public Intoxication Response	Secondary Report	Program Manager, Public Intoxication Response
Additional Benefits	Access to Salary Packaging		

ORGANISATIONAL CONTEXT	
 <p>VACCHO member organisations</p>	<p>Bendigo & District Aboriginal Cooperative (BDAC) is an ACCO (Aboriginal Community Controlled Organisation) registered as a member under the umbrella of VACCHO (Victorian Aboriginal Community Controlled Health Organisation) and represented nationally through NACCHO (National Aboriginal Community Controlled Health Organisation).</p> <p>BDAC was founded to represent and provide services to Aboriginal and Torres Strait Islander people living on Djaara Country.</p> <p>BDAC has a responsibility to ensure growth of services, development of our Aboriginal and Torres Strait Islander community, better and improved health outcomes for our people, improved quality of life and be a lead agency in providing self-determination employment and career pathways for Aboriginal people.</p> 

LOCAL WORK ENVIRONMENT
Bendigo and District Aboriginal Co-operative provides a range of specialist services for Community living on Djaara Country including a Medical Clinic, Health and Wellbeing, Family and Community Services, and Kindergarten.

POSITION OBJECTIVE
The AOD Nurse will bring clinical expertise, cultural awareness, and a client-centred approach to the Public Intoxication Response (PIR) service, supporting Community members in the Greater Bendigo and Castlemaine areas who are affected by alcohol and

other drugs. In line with the Victorian Government's health-focused approach to public intoxication, the AOD Nurse will play a key role in driving high-quality care within the PIR space, conducting comprehensive health assessments, delivering harm minimisation strategies, monitoring health status, and coordinating follow-up care. This role will actively guide and influence care pathways, ensuring that individuals receive safe transport to appropriate environments, timely medical attention, and culturally safe support. Working closely with the PIR team and broader health networks, the AOD Nurse will help shape a compassionate, responsive, and effective service that improves outcomes, strengthens trust, and enhances the overall wellbeing of Community members.

BDAC'S VISION AND CORE VALUES

"Empowered generations belonging to strong families, culture and community".

Our Lore refers to the stories, customs, beliefs, and spirituality of our People. Our Lore guides our work and has been passed down through generations by our ancestors and knowledge holders. Our five LORE principles are:

- We keep our focus on Community priorities.
- We are brave.
- We think outside the box.
- We create a safe, caring, and supportive environment.
- We are accountable.

Please refer to our <https://www.bdac.com.au/our-strategy> for further information about our underlying principles within the BDAC Strategy.

KEY POSITION RESPONSIBILITIES

Primary Responsibilities

- **On-Call Outreach:** Participate in the PIR on-call roster, responding promptly to referrals from Centralised Intake. Conduct comprehensive AOD and medical assessments, provide immediate clinical interventions, and initiate appropriate care pathways in alignment with harm minimisation principles.
- **Specialist AOD Care:** Utilise advanced clinical skills to assess, manage, and monitor individuals affected by alcohol and other drugs. Deliver culturally safe, evidence-based interventions that address both immediate health needs and longer-term recovery goals.
- **Assertive Outreach:** Work proactively within the PIR team to identify and engage with individuals at risk in the Greater Bendigo/Castlemaine areas. Apply a hands-on, empathetic approach to build rapport, reduce harm, and support access to appropriate services.
- **Integration with BDAC Medical Clinic:** When not attending to clients in the field, the Community Health Responder will support the BDAC medical clinic by delivering nursing services to Community members.

	<ul style="list-style-type: none"> • Care Coordination & Advocacy: Actively coordinate care for clients across health and community services. Advocate for the rights, dignity, and health needs of individuals, ensuring equitable access to culturally safe and appropriate care. • Guidelines and Procedures: Operating under the guidance of the Program Manager, the Community Health Responder adheres to all reporting requirements, guidelines, and standards. This ensures that the efforts align with established protocols, promoting consistency, and quality in service delivery. • Stakeholder & Community Relationships: Develop and maintain strong working relationships with emergency services, health providers, community organisations, and other key stakeholders. Represent the PIR service in professional networks to strengthen referral pathways and collaborative responses.
Response to Family Violence	This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) as: Tier 3 Intermediate Risk Assessment training and responsibilities
General Responsibilities	<ul style="list-style-type: none"> • Uphold BDAC's Values, Code of Conduct, and all relevant policies and procedures. • Engage in supervision, professional development, and continuous quality improvement (CQI) activities. • Attend team meetings, staff meetings, and community events as required. • Comply with legislative and regulatory obligations. • Identify and report risks promptly to your line manager, including completing incident reports via LogiqcQMS. • Collaborate effectively within a team to meet performance and development goals in line with BDAC's program requirements. • Follow reasonable directions from BDAC management. • Maintain a safe work environment in accordance with BDAC's Occupational Health and Safety (OHS) policies.

COMMITMENT TO SAFETY

- BDAC has zero tolerance to all forms of violence.
- BDAC is committed to service delivery and a work environment that prioritises equity and diversity and actively supports inclusion. We aim to ensure every individual is treated with dignity and care with respect to their cultural background, ability, ethnicity, gender identity, sexual orientation, age, caring responsibilities, spirituality, or religion.
- BDAC is committed to the Child Safety Standards and believes that all children and young people have the right to be children and live free of abuse and neglect, so they can grow, learn, and develop. Everyone within BDAC is responsible for ensuring a culture of child safety, preventing child abuse.

- BDAC is committed to the health and wellbeing of its employees and stakeholders. Everyone within BDAC is required to foster a workplace that is safe and healthy that is free from all forms of harassment, bullying, and discrimination.

KEY SELECTION CRITERIA

- Registered Nurse or Aboriginal Health Practitioner
- Certificate or Post Graduate Studies in Alcohol & Other Drugs

CONDITIONS OF EMPLOYMENT

- Must pass a Criminal Police Record Check.
- Must pass and provide copy of Working with Children's Check (*or Teachers Registration if applicable*).
- Must hold current full Victorian Drivers Licence and provide a copy.
- Must have the right to work in Australia.
- Must pass an Employment History check; and
- Must have and maintain a commitment to child safety, equity, inclusion, and cultural safety.
- **Vaccination Policy:** all staff are encouraged to be vaccinated against whooping cough, measles, mumps, and rubella (MMR) (*if not immune*), influenza (*annually*), hepatitis A and B, chicken pox (*if not immune*); shingles (*for eligible people*), and COVID-19. It is expected that Clinic, aged care, and djimbaya, staff will be vaccinated against the above diseases and will be required to complete a **Vaccination Consent Form**. It is also expected that Clinic staff will be vaccinated again diphtheria, tetanus, and pertussis (DtP).

EMPLOYEE STATEMENT

I have read, understood, and accepted the above position description of the AOD Nurse – Public Intoxication Response.

EMPLOYEE NAME:

SIGNATURE:

DATE:/...../.....