

BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: COMMUNITY HEALTH NURSE - ALCOHOL AND OTHER DRUGS (AOD) RESIDENTIAL WITHDRAWAL & PHARMACOTHERAPY SERVICES

Award:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2016 – 2020
Classification:	Classification will be based on qualifications and experience
Site:	NOVA House or Kangaroo Flat sites however the position may work from any Bendigo based BCHS site as negotiated
Hours per fortnight:	Ongoing and casual hours available, ranging from 1.0 EFT to as required
Tenure:	Ongoing and Casual
Position description developed:	September 2020
Responsible to:	Team Manager – Alcohol and Other Drugs Clinical Services

We want (Vision)

Better health and wellbeing across generations.

We exist (Mission)

To work hand in hand with our community to achieve healthier lives.

We strive for (Values)

- **Integrity**
We are authentic and accountable, and we honour our obligations.
- **Respect**
We build respectful relationships through trust, empathy and collaboration.
- **Inclusive**
We recognise and promote accessible, safe and holistic supports and services as a basic human right.
- **Innovation**
Through continuous learning, we ensure an agile, responsive and sustainable service.
- **Togetherness**
We create a sense of connectedness, pride and support through enjoying our work and being passionate about making a difference.

Our pillars	Consumer and Community	Influence	Visible	Sustainable
The change we want to see	People in our community, especially those most in need, have improved health and wellbeing	We use evidence, data and the voice of our community to shape our supports and services	Our service is identified as a quality provider and our people are recognised as leaders	Our sustainability is based on a healthy culture, improved systems, outcomes and growth

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The Role of the Team

The Alcohol and Other Drug Services Team is a multi-disciplinary team, supporting clients requiring a range of treatment, support and education related to their use of alcohol and other drugs. The team supports clients along the continuum of AOD use from active using to seeking access to stop their use.

The Nova House Team provide a combination of clinical responses and therapeutic supports to residents undergoing withdrawal from alcohol and/or drugs. The focus of the team is to provide seamless treatment, coordinated support pathways, and a range of information and education interventions relating to individual withdrawal experiences.

The Pharmacotherapy Clinic operates from our Kangaroo Flat site providing a range of community supports relating to assessment, prescribing and dispensing within the opiate replacement therapy (ORT) program. The Pharmacotherapy team comprises the clinic nurse, a Nurse Practitioner and General Practitioners.

The Alcohol and Other Drug Services Team provides a range of AOD services and programs on an individual, family or group basis within a harm minimisation and recovery framework. Service and program streams include; assessment and treatment planning, general and forensic AOD counselling, care and recovery coordination, residential and community-based withdrawal, family supports, pharmacotherapy, harm reduction and community education. The focus of the team is to provide seamless treatment pathways, coordinated and holistic treatment and supports for clients to a range of internal and external services.

Position Role

The positions will support the Team Manager - AOD Clinical Services with day to day clinical duties in operating a Residential Withdrawal Program (Nova House) and the Pharmacotherapy Clinic. These clinical roles provide a broad range of care and support responsibilities relating to service assessment, care and recovery planning, withdrawal treatment, opiate replacement treatment supports, and post-care coordination. The roles work within a multi-disciplinary team with primary focus on supporting persons with complex issues and choices related to their use of alcohol and other drugs.

Position Responsibilities

The responsibilities of the position are:

1. To undertake clinical practice – assessment, intake, pharmacotherapy, and withdrawal services, ensuring high service standards and effective outcomes for clients are consistently delivered.
2. Ability to demonstrate the capacity to transfer generalist nursing knowledge to holistically support clients to safely and effectively participate in withdrawal and/or pharmacotherapy treatment programs.
3. Support other clinical and non-clinical practitioners with the provision of addiction-focused medical care and ORT prescribing.
4. Maintain data and program evaluation and participate in program development opportunities to improve aspects of service delivery.
5. Be specifically responsible for providing a comprehensive range of care and support including, assessment, waitlist management, care and recovery planning, treatment monitoring and facilitation into post-treatment supports for persons with complex issues related to their use of alcohol and other drugs.
6. Participate in team quality improvement of programs, program performance reviews and redevelopment to achieve best practice standards.
7. Assist in the development of a multi-skilled and multi-disciplinary team to meet service goals.

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8. Initiate, provide and participate in the provision of therapeutic interventions for clients in alcohol and drug treatment programs and for clients with dual diagnosis.
9. Work with the Team Manager to review existing policy, procedures and service processes to ensure they are contemporary.
10. Engage with internal and external stakeholders to ensure clients receive a timely, individually responsive, effective and professionally interconnected suite of services.
11. Contribute to service integration, team development and BCHS strategic directions.
12. Undertake responsibilities of the position adhering to professional standards, relevant legislation and Occupational Health and Safety Legislation and requirements.
13. Working within current equity and access legislation/standards inclusive of all abilities, cultures, genders, sexuality, age and faith.
14. Perform other duties as directed that are within the limits of the staff member's skill, competence and training and the scope of the staff member's award/agreement classification.

Key Selection Criteria

Essential

1. Registered Nurse Division 1 or Medication endorsed Enrolled Nurse Division 2 with current registration with the Australian Health Practitioner Regulation Agency (AHPRA) with at least 1 year relevant experience.
2. Demonstrated experience in working within a multidisciplinary team with the capacity or understanding of what is needed to coordinate daily operation of a residential program including rostering and team coordination.
3. Demonstrated knowledge of policy, evidence and practice as it relates to AOD Nursing, AOD Services, and Dual Diagnosis (Mental Health) clinical responses.
4. Strong interpersonal and communication skills demonstrating a capacity to build and maintain relationships with diverse stakeholder groups in achieving collaborative outcomes.
5. Commitment to the achievement of quality outcomes for clients, including demonstrated understanding of setting and delivering meaningful goals and their evaluation.
6. Demonstrated experience supporting teams and individuals to enhance skills and capabilities.
7. The ability to confidentially maintain accurate records in accordance with BCHS procedures with intermediate to high level skills in Microsoft Office programs.
8. Excellent interpersonal skills and communication skills and ability to work as a member of a multidisciplinary team.
9. Current drivers licence.

Desirable

1. Experience in working in an AOD service or working directly with clients undergoing withdrawal and or Opiate Replacement Therapy.
2. Experience in change management and quality improvement processes.

Probationary Period

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

Staff Review & Development (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the Position Role and Responsibilities and Key Selection Criteria in addition to the relevant Branch and Team Plans and the following Performance Indicators.

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Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Data must be entered in a timely and regular manner. The team has a culture that prides itself in maintaining this value.
- Plan against identified need, service gaps and evidence
- Demonstrate positive outcomes for consumers through your intervention.
- Show evidence of an integrated service delivery approach for consumers.
- Participate in supervision and professional development as negotiated with line manager.
- Knowledge and compliance with BCHS privacy and confidentiality procedures.

Communication and Team Work:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' Vision, Values, and Strategic Directions.

Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth.

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.

Administration and Documentation:

Through the use of BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and team work plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.
- Demonstrate a willingness to undertake any further learning to enhance your understanding of AOD issues as they relate to the care of the client.

Diversity and Culture:

BCHS treats all people with respect; values diverse perspectives; participates in diversity training opportunities; and provides a supportive work environment. BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

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Child Safety:

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **ALL** children to reach their individual potential.

Other Essential Requirements

Staff will:

- Complete all required probity checks BEFORE employment is confirmed.
- Sign the pre-existing Injury/Disease Declaration.
- Present a copy of your original professional qualifications document or registration (if required).
- Receive and comply with the BCHS policies and procedures including the Code of Conduct.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification and management.

BCHS believes that “*Quality is everyone’s business, safety is my responsibility*”

Co-operate with and contribute to BCHS Occupational Health & Safety procedures and participate in appropriate safety information and education activities as required.

Other Information

- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS has a commitment to environmental sustainability.