

## BENDIGO COMMUNITY HEALTH SERVICES

### POSITION TITLE: RURAL ADDICTION MEDICINE PHARMACOTHERAPY SERVICE (RAMPS) PROJECT WORKER

<b>Award:</b>	Commensurate with applicants existing Award
<b>Classification:</b>	Classification will be based on qualifications and experience
<b>Site:</b>	This position is primarily based at our Kangaroo Flat site, however may be required to work from any BCHS site or outreach location as negotiated.
<b>Hours per fortnight:</b>	15.2 hours per fortnight & 0.2 FTE
<b>Tenure:</b>	June 2024
<b>Position description developed:</b>	Jan 2023
<b>Responsible to:</b>	Senior leader – Alcohol and Other Drugs (AOD) 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

## **BENDIGO COMMUNITY HEALTH SERVICES**

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### **The Role of the Team**

The primary focus of the Alcohol and Drug Services Team is to provide a comprehensive range of specialist treatments and supports to clients of BCHS and lead coordinated care internally and externally across a multidisciplinary network. The team works within a social model of health framework with an emphasis on provision of health promoting information and education with a commitment to equity and access.

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 a general practitioner.

### **Position Role**

The position will support the Senior leader – AOD Clinical Services with support of duties in operating as an Oricare addiction specialist health clinician and meeting the requirements of Oricare activities. This role is that of a health clinician educated and authorised to function with a high degree of autonomy and accountability whilst also working collaboratively in a multidisciplinary team. This position is grounded in the health clinician profession's values, knowledge, theories and practice.

This position will engage collaboratively with colleagues within Bendigo Community Health Services (BCHS) and community partners to ensure promotion and support of Pharmacotherapy prescribing. This position will provide clinical leadership and act as a resource for AOD staff, nursing, pharmacist and medical colleagues within the Greater Bendigo region.

### **Position Responsibilities**

The responsibilities of the position are:

- To liaise with Oricare staff as agreed
- To promote pharmacotherapy prescribing to GP practices in the Greater Bendigo Region
- To promote and provide support to access Oricare as a Pharmacotherapy resource
- Provide prescribing support for Pharmacotherapy prescribers
- To promote and provide support for local clinicians (GPs, Nurses, Pharmacists, AOD workers) to access Victorian Opioid Management ECHO sessions
- To promote and provide support for local clinicians to access the RAMPS addiction medicine telehealth consulting service.
- To promote, organise and support local clinical networks (GPs, Nurses, Pharmacists, AOD workers)
- To present a minimum of one case for Project ECHO per six monthly reporting period
- To maintain data of activities of the role.
- Other duties as directed.

## **BENDIGO COMMUNITY HEALTH SERVICES**

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### **Key Selection Criteria**

#### **Essential**

1. A Health Clinician with current registration with the Australian Health Practitioner Regulation Agency (AHPRA)
2. Ability to provide vaccination information that meets the requirements for healthcare workers.
3. Demonstrated experience and evidence of advanced clinical knowledge and clinical skills in AOD and Pharmacotherapy clinical practice.
4. Demonstrated knowledge of policy, evidence and practice as it relates to Pharmacotherapy and AOD Services.
5. Strong interpersonal and communication skills demonstrating a capacity to build and maintain relationships with diverse stakeholder groups in achieving collaborative outcomes.
6. Demonstrated highly developed written and verbal communication skills and proven interpersonal and problem-solving skills.
7. Personal Commitment to promoting equality, diversity and human rights in all aspects of service delivery.
8. Ability to demonstrate and display the values of Bendigo Community Health Services.
9. Current drivers licence.

#### **Desirable**

1. Experience in change management and quality improvement processes
2. Experience in working in an AOD service and or Opiate Replacement Therapy

#### **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.

#### **Position Performance:**

Demonstrate achievement of negotiated performance indicators specific to your position.

- Evidence of liaising with Orticare staff
- Evidence of promoting pharmacotherapy prescribing to GP practices
- Evidence of providing prescribing support for Pharmacotherapy prescribers
- Evidence of promoting and providing support for local clinicians (GPs, Nurses, Pharmacists, AOD workers) to access Victorian Opioid Management ECHO sessions
- Evidence of promoting and providing support for local clinicians to access RAMPS addiction medicine telehealth consulting service.
- To promote, organise and support local clinical networks (GPs, nurses, pharmacists, AOD workers)

## **BENDIGO COMMUNITY HEALTH SERVICES**

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- Evidence of presenting a minimum of one case for Project ECHO per six month reporting period
- 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.
- Demonstrate understanding and behaviour to reflect BCHS' values.

### **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.

### **Diversity and Culture:**

BCHS treats all people with respect; values diverse perspectives; provides 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.

### **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.

## **BENDIGO COMMUNITY HEALTH SERVICES**

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### **Other Essential Requirements**

#### **Staff will:**

- Complete all required probity checks **before** employment is confirmed.
- Provide vaccination information that meets the requirements for healthcare workers.
- Present a copy of original professional qualifications document or registration (if required).
- Receive and comply with 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**

- Salary Packaging would be available to the successful applicant.
- BCHS' Employee Assistance Program is available to employees and immediate family.
- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS has a commitment to environmental sustainability.

APPROVED