

# Position Description: Primary Health/Home Based Withdrawal Nurse



**Vision:** A community where all young people are valued included and have every opportunity to thrive

**Purpose:** To enable young people experiencing serious disadvantage to access the resources and support they require to lead healthy and fulfilling lives.

**Values:**

<b>Honesty</b>	We are impartial and authentic in our practice and in how we relate to colleagues within and outside of our organisation
<b>Empowerment</b>	We create a positive environment for staff and young people to make valuable contributions
<b>Accountability</b>	We set high standards and we are answerable for our decisions and actions
<b>Respect</b>	We respect the rights of others and treat others as we would like to be treated

YSAS is a Child Safe organisation. We actively promote the safety and wellbeing of young people, and are committed to protecting young people from harm or abuse who come into contact with and/or access our service. Applicants must undergo rigorous screening and recruitment processes, including providing evidence of current WWCC and National Police Check.

**Location:** Abbotsford YSAS

**Employment Status:** Fixed term contract, 45.6 hours (0.6FTE) until 31<sup>st</sup> December 2021

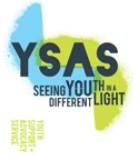
**Remuneration:** Annual salary (RN Division 1 dependent on qualifications and experience) plus 9.5% Employer superannuation, salary packaging.

**Responsible to:** Abbotsford Primary Health Manager

**Direct reports:** NIL

**Key responsibilities:** Clinical services and General Health Assessment, Education and Health Promotion, primary and secondary Consultation, Administration tasks, Liaison, Program Development and Reporting. The position will facilitate withdrawal plans for young people seeking assistance in their physical detoxification from licit and illicit substances, including supporting transitions to and from residential withdrawal units and residential rehabilitation programs.

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## Primary Purpose:

This position plays an important role in the provision of a comprehensive integrated Health Service at YSAS Abbotsford. It has the overall objective of providing optimal primary health care to young people accessing support via YSAS services in the North West Region. The duties of the position include managing home based withdrawal screening, assessment, treatment, supported referral and health promotion and education based on a harm minimisation framework.

It is expected that the nurse will maintain relationships with a wide range services including; medical, alcohol and drug specific and youth services to assist young people in meeting their individual treatment needs. The nurse is required to contribute to holistic care plans so that primary health is an integrated aspect of care to young people presenting to YSAS. Via a brief intervention framework, the nurse will ensure young people are provided with health care plans that support their needs in relation to sexual & reproductive health care, information and education, immunisations, and general health follow up.

## Key Responsibilities

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Key Area	Key Responsibilities	Agreed Achievement
<b>Clinical Services and Service Delivery</b>	<ul style="list-style-type: none"> <li>• Assessment and management of young people with both complex and simple clinical presentations.</li> <li>• Assessing and managing intoxication when necessary.</li> <li>• Provide brief intervention, education and supported referrals where appropriate.</li> <li>• Assisting young people to navigate the health care system.</li> <li>• Develop and carryout management plans based on assessment for general illness, health issues and injuries.</li> <li>• Manage drug withdrawal syndromes, including assessment and support for appropriate pharmacotherapies in a community setting.</li> <li>• Set up or liaise with community health providers or care teams to facilitate follow up of ongoing health issues and immunisation catch ups.</li> <li>• Triage support and follow up in a GP Clinic.</li> <li>• Provide Clinical support to YSAS sunshine via an outpost one day per week.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor and manage withdrawal as per YSAS clinical practice guidelines.</li> <li>• Create individual health plans to respond to identified health needs for each registered client.</li> <li>• Accurate recording of medical and client information.</li> <li>• Complete comprehensive assessments, meeting organizational procedures as required.</li> </ul>
<b>Clinical Services and Service Delivery (cont)</b>	<ul style="list-style-type: none"> <li>• Supervision of withdrawal from dependent drug use in a non-residential setting as required.</li> <li>• Participate in the Nurses/medical Communities of Practice and contribute to supporting the wider nursing group.</li> </ul>	<ul style="list-style-type: none"> <li>• Timely and appropriate support and or referrals provided where appropriate.</li> </ul>

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Key Area	Key Responsibilities	Agreed Achievement
<b>Education and Health Promotion</b>	<ul style="list-style-type: none"> <li>• Deliver health education and promotion e.g. harm reduction, relapse prevention, sexual health education, nutrition/diet education etc. to young people.</li> <li>• Provide education and support to YSAS North West Region staff on medications or medical interventions, sexual health, AOD.</li> <li>• Provide (or facilitate access to) Pre and post-test counselling for Hepatitis B and C or pregnancy.</li> <li>• Provide education regarding AOD issues, harm reduction, relapse prevention, clinical presentations and issues, etc. to external agencies as requested if deemed appropriate.</li> <li>• Assist to build capacity of workforce to deliver health promoting information to young people.</li> <li>• Develop, facilitate and evaluate relevant primary health and health promotion group and workshop programs e.g. exercise, sexual and reproductive health, diet and nutrition, sleep hygiene.</li> </ul>	<ul style="list-style-type: none"> <li>• Conducting relevant information and education sessions either individually or in a group context.</li> </ul>
<b>Consultation</b>	<ul style="list-style-type: none"> <li>• Provide clinical expertise with regard to assessment, treatment and care planning, information on treatment options to clients.</li> <li>• Provide clinical input to care planning processes in consultation with health care services including GP's.</li> <li>• Provision of secondary consultation to YSAS staff and external stakeholders as required.</li> <li>• Provision of information and expert advice/support to family members/significant others/guardians as appropriate and in line with YSAS privacy and confidentiality policy and procedure.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide training and consultation in line with YSAS clinical practice guidelines and best practice principles in youth.</li> <li>• Record all secondary consultations in accordance with data reporting procedures.</li> </ul>

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Key Area	Key Responsibilities	Agreed Achievement
<b>Administration</b>	<ul style="list-style-type: none"> <li>• Maintain medical / client records.</li> <li>• Maintain stocks of medical, health promotion and harm minimization consumables.</li> <li>• Data entry of clinical notes onto client database.</li> <li>• Preparation of written reports (i.e. Clinical reports, management plans, discharge summaries, publications etc.).</li> <li>• Complete funding and project reports as part of the project requirements or as directed by manager.</li> </ul>	<ul style="list-style-type: none"> <li>• Administrative tasks are completed to organisational standards and procedures.</li> <li>• Episodes of care are met for the program.</li> </ul>
<b>Liaison</b>	<ul style="list-style-type: none"> <li>• Attend and participate in supervision as specified in YSAS organizational policy and procedure.</li> <li>• Attend supervision with line manager.</li> <li>• Participate in the team meetings as scheduled.</li> <li>• Liaise with relevant community members and groups.</li> <li>• Participate in identified network meetings as required.</li> <li>• Access professional development opportunities.</li> <li>• Build and maintain relationships with external service providers and stake holders, including General Practitioners, dental and allied health services, hospitals, mental health services, community support services, youth justice, child protection etc</li> </ul>	<ul style="list-style-type: none"> <li>• Build and maintain external relationships with relevant health service providers and private practitioners.</li> <li>• Actively participate in supervision.</li> </ul>

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Key Area	Key Responsibilities	Agreed Achievement
<b>Continuous Improvement</b>	<ul style="list-style-type: none"> <li>Contribute to continuous quality improvement in relation to service delivery.</li> <li>Developing linkages with referral services.</li> <li>Participation in evaluation and ongoing monitoring of the program.</li> <li>Include clients in the evaluation of the service where appropriate.</li> <li>Collaborate with other support services and community based activities to integrate support and provide optimal service provision.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure all work complies of the relevant legislation/ regulations, YSAS' policies and procedures</li> <li>Ensure confidentiality of documentation is maintained</li> </ul>
<b>Professional Conduct and Relationship Management</b>	<ul style="list-style-type: none"> <li>Adhere to all YSAS' policies and procedures including the Code of Conduct, Confidentiality Agreement, EEO policy.</li> <li>Demonstrated commitment to YSAS' organisational values.</li> <li>Provide highest ethical standards at YSAS; not only to young people in the communities we serve, but to our co-workers and ourselves.</li> </ul>	<ul style="list-style-type: none"> <li>On every occasion YSAS is represented ethically and professionally.</li> <li>Good working relationships with stakeholders.</li> <li>Organisational needs understood.</li> </ul>

## Position Requirements

<b>Education</b>	<ul style="list-style-type: none"> <li>Division 1 Registered Nurse, current registration with the Australian Health Practitioner Regulation Agency (AHPRA);</li> </ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>A current First Aid (Level 2) certificate</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>An understanding of health issues facing young people, including mental health, drug and alcohol and diversity groups such as LGBTIQ+ or Aboriginal and Torres Strait Islander young people.</li> <li>Clinical management of drug withdrawal;</li> <li>Work in community based nursing roles is preferable but not essential;</li> </ul>

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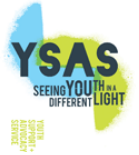


<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Demonstrated knowledge and practical application of relevant legislation, policy and clinical practice that relates to the engagement and care of young people</li> <li>• Significant skills in screening systems, assessment, care planning and service consultation</li> <li>• A knowledge of relevant primary health &amp; tertiary level clinical and referral pathways</li> <li>• Well-developed written and verbal communication skills</li> <li>• Ability to manage confidential and sensitive information, and work independently and as a part of an integrated multidisciplinary team.</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• A team player, able to work in a collaborative way.</li> <li>• Tact, sensitivity and diplomacy; ability to think on feet and act proactively with discretion.</li> <li>• Commitment to personal learning, development and improvement in pursuit of own performance objectives and those of the team and organisation.</li> <li>• Commitment to YSAS' values and a working style that reflects these</li> </ul>
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Current Victorian Driver's Licence</li> <li>• Current and ongoing successful National Police check</li> <li>• Current and ongoing Working With Children Check is desirable</li> </ul>

## Key Selection Criteria (These must be addressed in your application)

<ol style="list-style-type: none"> <li>1. Describe your experience working as a registered nurse, including experience at conducting comprehensive health assessments.</li> <li>2. Outline any experience in the delivery of clinical interventions, brief interventions or health promoting programs within scope of practice for young people.</li> <li>3. Outline your understanding of the principles and practice of harm minimisation orientated treatment and prevention interventions in the alcohol and drug field.</li> <li>4. Elaborate on your knowledge and understanding of adolescent development issues and common presenting health needs of young people.</li> <li>5. Outline your knowledge of the drug treatment system, pharmacotherapies, withdrawal symptomology and management, and drug interactions.</li> <li>6. Outline any translatable skills or experience you have that may be advantageous to this role.</li> <li>7. Give examples of your well-developed interpersonal, written, organisational and communication skills, including the ability to complete these requirements in a timely and succinct manner.</li> </ol>
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I accept the PD as acknowledged above and understand that the PD will be reviewed as required. I also understand that the PD may need to be amended occasionally due to variations in responsibilities and organisational requirements. Changes to the PD will be consistent with the purpose for which the position was established.

## SIGNED

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Primary Health/Home Based Withdrawal Nurse  
Name:  
Date:

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Abbotsford Primary Health Manager  
Name:  
Date: