

## Position Description

### AOD NON- RESIDENTIAL WITHDRAWAL NURSE

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Position Title:	AOD Non-Residential Withdrawal Nurse
Position Number:	VAC0977
Manager/Supervisor:	AOD Integrated Services Coordinator
Division	Healthy Communities
Program:	AOD and Health Promotion
Team (if applicable):	AOD Integrated Services
Primary Location (and other sites as required)	St Kilda (VPC, Fitzroy St, Mitford St)
Classification Grade & Level	Registered Nurse RN 3b
Enterprise Agreement or Award	Nurses and Midwives: Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2016-2020
Mode of Employment	Fixed term - Full Time
FTE (Part-time only)	N/A if Full-time per fortnight
Dates (Fixed Term ONLY)	Fixed Term: <b>19/01/2022</b> to <b>30/12/2022</b>
Fixed Term Reason	Specific Project or Purpose

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### Organisational Profile

Star Health is a provider of health support services in Victoria. Encompassing six main and five satellite locations, over 300 staff work in multi-disciplinary teams to deliver health outcomes. It is a responsive and agile community health service, providing a wide range of healthcare and welfare services for all members of the community.

Star Health Provides services spanning all periods of life including specialist childhood, youth and aged care services. In achieving its vision of **health and wellbeing for all**, Star Health is guided by our distinct service principles which include working with people and communities to achieve their health goals, understanding the context in which people live their lives, providing friendly, adorable, joined up services with a 'no wrong door' approach.

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### Position Objective

The Non- Residential Withdrawal Nurse (NRW) is primarily responsible for the provision of specialist drug and alcohol outreach withdrawal service. The NRW program provides alternative detox and reduction options for clients wishing to remain in the community and whose substance use falls within the low to moderate range and who may present with a range of cooccurring issues and complexities.

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The program aims to:

- Support a person to cease or reduce alcohol and other drug use to a level that restores their health and wellbeing.
- Provide a firm foundation for a person's longer-term improved health and wellbeing
- Provide care that is cognizant and responsive to individual need and level of complexity
- Form part of an integrated and coordinated care pathway.

### Key Responsibilities

- Provide a specialist drug and alcohol outreach non-residential withdrawal service in consultation with the team, clients and relevant medical specialists
- Provide client services in a range of clinical and outreach settings, which may include Star Health centres, private hotels, client homes, community residential settings and others as required
- Provide holistic assessment, care planning, interventions, and risk management within a non-residential AOD withdrawal service
- To provide pre and post residential withdrawal support to clients
- To provide specialist consultation on alcohol and drug withdrawal issues to staff from internal and external agencies
- To participate in team, case review and group supervision meetings
- To contribute to the development of Star Health AOD services in conjunction with other local health services agencies to be part of an efficient and coordinated network of health services for people with substance related issues
- Conduct risk assessments to identify and respond to harm to self or others and comply with legislative requirement of the Family Violence Information Sharing Scheme and Child Information Sharing Scheme.
- Foster and maintain sector partnerships and relationships to ensure timely and seamless access to treatment and support options for clients
- To participate in planning and policy development for alcohol and drug services
- Participate in Program development, promotion and marketing
- To maintain accurate client and program records and produce statistical and qualitative reports as required.
- To contribute to sector development through the supervision and training of students

### Skills and Experience

- Minimum 2 years postgraduate experience
- Minimum 2 years' experience working in the AOD sector
- Experience delivering services to people experiencing mental health and /or co-occurring issues

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#### Key Selection Criteria

##### Essential Skills & Experience

- Demonstrated understanding of the clinical nursing requirements for drug and alcohol withdrawal.
- Understanding and adherence to harm minimisation strategies and approaches
- Demonstrated proficiency in providing AOD withdrawal services including clinical assessment, care planning, interventions, risk assessment and safety planning
- Dual diagnosis capacity and ability to practice utilising the recovery approach in a community setting
- Demonstrated skills and knowledge of working with clients within a strength based, client centred and trauma informed framework
- Demonstrated understanding of integrated care and proven ability to work collaboratively within a multidisciplinary and mixed clinical environment
- Knowledge of the Victorian AOD and Mental Health treatment system
- Well-developed interpersonal and communication skills

##### Essential Attributes

- Client focussed and client centred
- Strong collaborative and team work ethics
- Ability to adapt to change, new information and service development and innovation.
- Upholds Star Health's Vision, Mission and Values

##### Qualifications / Registrations Requirements

- Degree or equivalent in Nursing
- Level 2 First Aid Certificate
- Certificate IV in AOD (Core Modules)
- Current registration with the Victorian Nursing Board

#### Compliance

##### Compliance Responsibilities:

It is the responsibility of both the Manager and Incumbent(s) of the role to ensure the employee(s) performing the role will meet relevant requirements of:

- Professional Standards/Codes of Conduct imposed by AHPRA, National Boards, or under Industry Codes.

#### Probity Checks

**Probity checks must be completed as indicated -**

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- National Police Check/Criminal Record Check  Working with Children Check  NDIS Worker Screening Check  
 Aged Care statutory declaration  AHPRA Registration  DWES  Evidence of Right to Work in Australia.

### Occupational Health and Safety (OHS) Commitment

Ensure that adequate resources (financial, human and physical) are allocated within the program to address the OHS risk for employees, clients and visitors

#### Managers/Team Leaders

- Identify, assess, manage and review risks to the health and safety of employees, contractors, and clients.
- Ensure that the documented systems of work are safe and without risk to health, and are adhered to by employees through appropriate training, supervision and monitoring

#### Employees

Comply with all Star Health and safety policies and procedures, take all reasonable care to ensure actions or omissions do not impact on the health and safety of others in a Star Health workplace.

Staff have a responsibility to participate in the development of a safe and healthy workplace and must comply with safe work practices for their own health and safety, and that of others.

### Mandatory Vaccinations

Star Health adheres to State and Commonwealth Government public Health Orders and Directions regarding mandatory vaccination requirements within Healthcare and Residential Aged Care Facilities. Applicants must meet the vaccination requirements applicable, or be willing to be vaccinated, should they be the successful candidate.

Consistent with the public health Orders and Directions and Star Health's Vaccination Policy, all candidates must produce evidence that they have received the current (i.e. COVID-19, seasonal influenza) vaccinations or medical evidence to Star Health's satisfaction of an accepted medical contraindication to receiving the vaccination(s)

### Equal Opportunity

Star Health is an equal opportunity employer and encourages individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and LGBTI+ community to apply.

### Gender Equity

At Star Health we believe that people of all genders deserve equal rights, voice, opportunities, dignity, fairness, equity and to feel safe, valued and respected in their workplace and community. As a workplace and health service we are committed to promoting gender equality and creating a culture, conditions and practices that are inclusive and equitable for all genders.

### Protecting babies, children and young people from child abuse and neglect.

Protecting Children Policy Information:

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Star Health has zero tolerance of child abuse. Protecting babies, children and young people from child abuse and neglect is integral to the provision of health services to this group and their families and is a core responsibility for all Star Health staff.

#### Important Information

- Star Health is committed to providing and maintaining a working environment which is safe and without risk to the health of its employees. The organisation is a smoke-free workplace.
- Star Health’s usual span of operating hours are from 8:00am to 8:00pm Monday to Friday. For Programs that operate on weekends, weekend work may be required. Specific days and hours of work will be determined in accordance with operational requirements and contained the Contract of Employment.
- Your Letter of Offer may state you will be based at a Star Health site; however, it is expected that you may be required to work at different locations.

#### Offers of employment are contingent upon:

- Successful references check (all positions)
- Non-Adverse National Police Check/Criminal Record Check (all positions)
- Holding and maintaining a valid ‘Working with Children Check’ (all positions)
- NDIS Worker Screening Check (select positions)
- Fitness for work medical examination (specific positions)

#### Salary Packaging Information

Star Health currently has two types of Salary Packaging:

- General salary packaging of \$15,900 per FBT year; and
- Meal Entertainment/Facility leasing of \$2,650 per FBT year
- Salary packaging is optional.
- You should seek independent financial or taxation advice when considering salary packaging.

Person who completed and authorised the Position Description	
Position Title	Program Manager – AOD and Health Promotion
Division/Program	Healthy Communities/AOD and Health Promotion

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**Recruitment Contact:** [hr@starhealth.org.au](mailto:hr@starhealth.org.au)

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