

Position Description

Title	Senior Registered Nurse
Business Unit	AOD & MH, Curran Place Adult and Mother Baby Withdrawal facility
Location	164 Banksia St Ivanhoe 3079
Employment type	Part time 0.5 – 0.6 EFT set days Mon, Tues and alternating Wed or Wed, Thurs, Fri Paid as Grade 4A Year 1 as per the ANMF and Uniting Nurses Agreement
Reports to	Manager Curran Place

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

- Curran Place is a 16 bed inpatient facility located in Ivanhoe. The Senior RN assists the manager and team to manage staffing and clinical scenarios including working with Medical and Nurse Practitioners, staff on shift and consumers, in day to day management of withdrawal related treatment.
- To contribute to the provision of a safe and hospitable environment for consumers including mothers with their babies, seeking withdrawal from the acute use of alcohol and/or other drugs.
- To contribute, along with the Nurse Unit Manager, to the provision of supervision and support to staff at the adult & mother baby withdrawal service. This role will assist in clinical management and decision making, service liaison and contribute to service planning for all program participants.

2. Scope

Position Description

Senior Registered Nurse

Budget:

nil

People:

Senior RN oversees all other staff including Administration, Intake, Registered nurses, AOD workers, family worker, childcare workers, students and visiting workers.

3. Relationships

Internal

- Manager of Curran Place
- Group Manager Residential Services
- All other staff and consumers at Curran Place

External

- Visiting GP's
 - Maternal and Child Health Nurses
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4. Key responsibility areas

Provision of treatment and support

- Provide high quality engagement, assessment, treatment and support services to individuals and their families, using best practice principles including Family Inclusive Practice and Dual Diagnosis Principles

Provision of Nursing Care and Treatment Services

- Carry out the admission and ongoing clinical monitoring and observation of consumers, in consultation with authorised prescribers to ensure the delivery of safe, prompt, appropriate and efficient clinical service.
- Manage the administration of medically prescribed drugs, in accordance with the Drugs, Poisons and Controlled Substances Act 1981. And Curran Place Poisons control plan and as directed by authorised prescribers
- Adhere to the Australian Nursing and Midwifery Councils National competency standards for the Registered Nurse. <http://www.ahpra.gov.au/>
- Undertake other elements of discharge planning including harm reduction strategies, overdose prevention and education strategies.
- Inform the Manager and Registered Nurses, and other staff where appropriate, of relevant interactions and communications with consumers, and document as appropriate.
- After hours, notify on-call of appropriate clinical emergencies.
- Provide counselling and support to consumers as appropriate to assist in the achievement of identified treatment goals.
- Contribute to a 24 hour On Call roster.
- Work in collaboration with manager to arrange adequate staffing levels.

Administration, Quality and risk

- Contribute to the achievement of quality improvement, both in terms of individual and program performance by encouraging an environment where high quality work is achieved and supported by the adherence to/development of quality systems documentation.

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- Adhere to and keep informed of all relevant legislative compliance requirements, and report any perceived breaches, risks, hazards, incidents and complaints to line Manager or other appropriate person.
- Undertake other duties as directed by the Manager, Residential Withdrawal Services.
- Contribute to the achievement of quality improvement by encouraging an environment where high quality work is achieved and supported by the adherence/development of quality systems documentation
- Participate actively in the day-to-day administration of Withdrawal Services to ensure the efficient operation of the service
- Identify program and staff issues as they arise and assist the Manager in addressing these issues.

People and teams

- Establish, lead, coach and inspire an engaged and productive team
- Act in managers role during leave replacement
- Lead the team in leading practices and effective process governance
- Provide support, guidance, coaching, leadership, and empowerment to the team including feedback through performance reviews and regular supervision.
- Undertake regular supervision and performance review with line manager, providing feedback to promote collaborative working relationships
- Promote and maintain a positive, respectful and enthusiastic work environment
- Provide authentic team leadership and the highest level of professional conduct in alignment with Uniting's values.

Legal requirements & risk management

- Ensure all legal, funder and statutory requirements pertaining to the position are met including serious incidents, reportable conduct, and mandatory reporting (child safety)
- Foster a culture where risks are identified and appropriately managed
- Report areas of serious risk to next level supervisor and work together to mitigate those risks.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report **health** and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organisation

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5. Person specification

Qualifications

- A current Victorian Registration as a Division 1 or 3 Nurse.
- Competencies in dual diagnosis or Qualification in AOD Drug dependency related field

Experience

- Previous experience working with people with problematic alcohol and/or other drug use and an understanding of alcohol and/or other drug problems.
- An awareness of alcohol and/or other drug treatment interventions.
- Experience in managing complex consumer behaviours
- An understanding of the complexity of a rotating shift environment.
- Leadership experience, skills and training

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
 - Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
 - Demonstrated skills in communicating and working with persons with problematic alcohol and/or other drug use including marginalised groups and the ability to deal with consumers in a calm, tolerant, non-judgemental and positive manner.
 - Demonstrated experience in communicating and working with a range of people and organisations including consumers, families, prescribers and other stakeholders.
 - Demonstrated balance between client focused philosophy of care, quality interventions, outcomes and adherence to organisational processes.
 - Demonstrated complex and confident decision making within community organization guidelines.
 - Ability to understand and take appropriate responsibility for the physical care of consumers.
 - Demonstrated ability to work as part of a multi-disciplinary team, to work under supervision of the Manager, to take appropriate individual and team responsibility for the welfare of consumers, and to contribute to the provision of a safe and hospitable environment.
 - Demonstrated skills in teamwork and use of conflict resolution processes.
 - Strong work ethic and interest in career progression.
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6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

7. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Position Description Senior Registered Nurse

Name:

Signature:

Date: