

Position Description

Title	Senior AOD Clinician
Business Unit	NEAMI From Homelessness to a Home
Location	Broadmeadows
Employment type	Part-Time Maximum term up 30 Sept 2022 0.8 FTE
Reports to	Team Leader Co-ordination and Support

About Uniting

Uniting Victoria and Tasmania (VicTas) 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

The Victorian Government Initiative, From Homelessness to a Home (H2H) aims to provide housing and support to people experiencing homelessness and have been accommodated in hotels during the Covid-19 crisis. This position is part of the H2H Team, a joint support initiative led by Neami and partnered with Uniting AOD metro services (formerly ReGen) Housing Choices Australia, Bolton Clarke and Merri Community Health.

The Senior AOD Clinician role will work directly with those presenting with alcohol and drug issues (AOD) and their families and carers to determine an appropriate pathway of integrated health care and social support facilitation. The Senior AOD clinician will also work in a collaborative and coordinated manner with all components to the H2H team to ensure an integrated service response.

The Senior AOD Clinician role will:

- Support people in the program to identify any AOD related goals

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- To improve consumers and the H2Ht team's awareness of AOD services and program types
- To provide brief AOD evidence-based interventions and actively support referral and AOD treatment participation where this is identified as a goal by the consumer.

Based at Neami's Broadmeadows office, the H2H Team will work intensively with people to establish and maintain tenancy. They will work with people to identify barriers to maintaining tenancy, develop skills necessary for long term accommodation and self-management, connect with family, culture and community networks and via a collaborative shared care planning approach, engage with primary health, mental health, vocational and other support services. The service will operate Monday to Friday 9am to 5.30pm.

2. Scope

Budget: nil

People: nil

3. Relationships

Internal

- ReGen
- NEAMI
- Uniting

External

- DHHS
 - Department of Justice
 - AOD Services
 - Housing Services
 - ACSO
 - Mental Health Services
 - GPs and Allied Health Services
 - Material Aid providers
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4. Key Selection Areas:

Service delivery

- Use a consumer-centred approach focused on engagement, risk assessment and rapport building.
- Provide high quality engagement, assessment, treatment and support services to people using best practice principles including dual diagnosis principles.
- Provide specialist alcohol and other drug (AOD) expertise as part of a secondary consultation role to the team, or on occasions, directly to consumers who have needs that require specialist AOD interventions.
- Conduct assessments, support access to treatment and health services and provide recovery focused support.
- Collaborate with existing service providers and facilitate referrals to other services if required.
- Case management.
- As a member of the H2H Team you will be required to deliver a consistent and persistent approach that includes:
 - Mobile Assessment** that is assertive and engaging. You will rapidly assess consumers using a range of tools and identify risk, vulnerability and provide rapid access to emergency accommodation, health services, AOD services etc.
 - Tenancy establishment and maintenance** supported by specialist housing and tenancy support, designed to improve daily living skills and reduce barriers that prevent ongoing tenancy.
 - Brief intervention and short-term support** using approaches including the Collaborative Recovery Model to meet immediate needs, identify goals and strengthen connections.
 - Longer term flexible case-management** utilising approaches such as the Collaborative Recovery Model and a shared care approach to address complexity and improve both short- and long-term housing access and engagement with services.
 - Service navigation and referral** that uses a collaborative shared care approach and establish collaborative, person-centred shared care plans. This will include supporting engagement with mainstream community services such as primary health care - GPs, clinical mental health services, employment services, legal services and the NDIS. The CRSW may be asked to follow the consumers through the journey of service delivery in H2H.
 - Mental Health Status assessment** using a strengths-based approach. **Collaborative Recovery Model (CRM)** protocols to work collaboratively with consumers to identify their needs, set goals and develop a plan to meet those goals.

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People and teams

- Engage cooperatively in a team approach to ensure continuity of care and comprehensive service to consumers
- Actively participate in reflective practice through team meetings, decision-making processes, service planning sessions, supervision and staff development activities
- To work, where applicable, in conjunction with and engage with other H2H and homelessness and housing services.

Community and Partners

- Seek to learn consumers' interests, connections with family and friends and work together to build capacity to be part of their community
- Involve carers, family and friends as identified by the consumer in the individual service plan for the consumer
- Work closely with clinical case managers to comprehensive service to consumers
- Work closely with community welfare staff, cultural and recreation and education staff to create opportunities for consumers to participate in community activities
- Co-operate and plan with the Community Housing Provider staff to ensure consumers maintain their accommodation
- Develop collaborative and productive working relationships with intra and inter service providers and stakeholders.
- Maintain regular communication and feedback with the Service Manager - NEAMI and Uniting AOD & Mental Health Services management.

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Maintain records and resources

- Maintain file records, data collection processes and reporting as required.
- 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
- 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.

Supervision & Professional Development

- Actively participate in ongoing professional development via the annual performance reviews, individual and group supervision provided by Uniting AOD & Mental Health Services and attend relevant training as required.
- General supervision will be provided by the Service Manager - NEAMI. Uniting AOD & Mental Health Services will also provide regular individual clinical supervision.

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.

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5. Person specification

Qualifications

- Relevant health and or welfare Tertiary Qualification such as Social Work, Psychology, Nursing or Allied Health Sciences.
- Certificate IV in AOD or have completed the core competencies (or able to complete within the first 24 months of employment).
- Competencies in dual diagnosis (or able to complete within the first 24 months of employment).
- (refer to appendix A for details on competencies)

Experience

- Significant experience working with AOD or people with dual diagnosis.
- Demonstrated skills and experience providing drug and alcohol assessment, assertive outreach, counselling and case management activities.
- A demonstrated understanding and knowledge of the key issues affecting the homelessness or at risk of homelessness.
- Knowledge of /understanding of the link between trauma and homelessness.
- Ability to liaise and effectively communicate with a wide manage of stakeholders including the ability to consult, liaise and negotiate with consumers, carers, family members, general community and professionals

Core selection criteria

Values alignment: ability to demonstrate and authentically promote Uniting's values

Statutory knowledge: an understanding of the relevant legislation and current policy relating to the care of children and families.

- A sound understanding of the issues surrounding homelessness and a commitment to working with people who are disadvantaged within the community.
- An ability to work sensitively and effectively with people who are homeless and in housing crisis.
- An understanding of the specialist homelessness system including current forms of housing assistance.
- Well-developed interpersonal communications, advocacy, negotiation and conflict management skills.
- Proven ability to work collaboratively within an interdisciplinary team and contribute to a positive team culture.
- Demonstrated high level of energy, enthusiasm, reliability, resilience and flexibility.
- Demonstrated communication skills especially in the areas of communicating plans, negotiating agreements, resolving conflict and following up arrangements.
- Demonstrated ability to work in partnership with a range of stakeholders, including clinical and non-clinical staff and consumers carers, family and/or friends.
- Current Drivers Licence

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Appendix A - AOD Competencies

Uniting AOD & Mental Health Services requires people in clinical positions to have the following competencies (or their equivalent). Where people do not already have these competencies ReGen will invest in the person's professional development by providing them through its RTO.

The competencies required in the **first 12 months** of employment are:

- CHCAOD001 - Work in the AOD sector – 4 days
- CHCAOD004 - Assess needs of clients with AOD issues and CHCAOD009 - Develop and review individual AOD treatment plans – 6 days combined

The competencies required in the **second 12 months** are:

- CHCAOD002 - Work with clients who are intoxicated – 3 days
- CHCAOD006 - Provide interventions for people with AOD issues and CHCAOD007 - Develop strategies for AOD relapse prevention and management – 8 days combined

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 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.

Acknowledgement

I have read, understood and accepted the above Position Description

	Employee	Manager
Name:		
Signature:		
Date:		