

Position Description

Title	Forensic AOD Clinician
Business Unit	Forensic Services, Alcohol and Other Drugs & Mental Health
Location	Port Philip Prison, 452 Doherty Road, Truganina
Employment type	As per the Employment Agreement
Reports to	Manager of Forensic Services

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

To reduce AOD related harms with a focus on the relationship between the prisoner's substance use and offending behaviour. This position plays a critical role in the provision of effective forensic AOD treatment through comprehensive assessments and treatment services using the Risk Need Responsivity Model, assisting prisoner to exit the prison system with the skills to assist them to live a substance and offence free life in the community.

2. Scope

Budget:

Nil

People:

- Nil
- Reports to the Team Leader of Forensic Services

3. Relationships

Internal

- Manager and Team Leader of Forensic Services
- Senior Managers
- Other Uniting agencies and staff

External

- G4S and Partner Services
 - Adult Parole Board
 - Correction Victoria
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4. Key responsibility areas

Provision of Treatment Services

- Provide high quality engagement, assessment, treatment and support services to prisoners, using empirically based practices
- Effective delivery of AOD treatment and psycho-educational programs for prisoners
- Administer required psychometric tests
- Undertake intensive therapeutic individual AOD and offence related counselling for prisoners
- Conduct other specialized targeted programs as required
- Ensure all programs are delivered in accordance with the Justice Health Quality Framework 2016 AOD Service principles and meet the targets specified by G4S and Department of Justice and Regulation
- Develop treatment plans that meet the individual needs of a client
- Develop linkages and work closely with other Uniting services as required
- Contribute to the development of programs and evaluation that are responsive to the needs of participants, in accordance with The Victorian Prison Drug Strategy (2002) and Justice Health Quality Framework 2016 AOD Service.
- Contribute to the development of internal guidelines and policies

Professional Liaison & Consultation

- Facilitate linkages with other health and welfare agencies through regular case conferences and information sharing
- Facilitate links with specialised cohort including Cognitive Disability and CALD clients
- Prepare treatment reports and attend parole board hearings and Court for adult prisoners when required
- Represent Uniting at inter-agency meetings, as appropriate
- Attend case management meetings as appropriate to assist in determining the best treatment options for prisoners

Supervision & Professional Development

- Actively participate in ongoing professional development via the annual performance reviews, individual and group supervision provided by Uniting and attend training as required

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Administration

- 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 of 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
- Keep progress notes and manage case files to ensure an accurate client history is maintained
- Undertake data collection for Prison Information Management System (PIMS) and Uniting program requirements and create reports for statutory bodies, the adult parole board, Corrections Victoria Courts and others as required
- Undertake other duties as directed by the Manager, Port Phillip Prison

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

5. Performance indicators

- **NIL**
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6. Person specification

Qualifications

- Relevant Tertiary Qualification such as Provisional Psychologist, Psychologist with full registration, Social worker, Occupational Therapist and Psych Nurse.
- 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)

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Experience

- 2 years of clinical work experience
- Experience working with Forensic AOD or dual diagnosis clients
- Knowledge of/understanding of the link between AOD use and offending
- Experience with group program
- Ability to liaise and effectively communicate with a wide manage of stakeholders including the ability to consult, liaise and negotiate with clients, carers, family members, general community and professionals

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Demonstrated knowledge and understanding of the Criminal Justice System and Victorian prison system and prison-based interventions for reducing alcohol and drug related harm/offending.
- Knowledge of 'What works' literature in offender rehabilitation such as Good Lives Model (GLM) and principles of Risk Need Responsivity (RNR)
- Demonstrated ability to apply therapeutic framework such as CBT & MI, to working with prisoners in a group setting and on an individual basis.
- Ability to facilitate psycho-educational and therapeutic based group intervention
- Demonstrated ability to undertake complex risk and needs assessments relating to AOD and offending, develop clinical formulations and treatment plans and write treatment reports
- Proven ability to effectively work with prisoners experiencing problematic alcohol and other drug use in a calm, tolerant, non-judgemental and positive manner.

7. 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.

8. Acknowledgement

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

Employee

Name:

Signature:

Date: