Position Description

Title	Registered Nurse Division 1 Grade 3
Business Unit	Curran Place Adult and Mother Baby withdrawal service
Location	164 Banksia St Ivanhoe VIC, 3079
Employment type	Casual, rotating roster
Reports to	Manager / Nurse Practitioner

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

- Actively supporting consumers to achieve alcohol and drug withdrawal, in collaboration with the Senior RN on shift and oversee shift responsibilities after hours.
- In charge of shifts, overseeing AOD support workers, other clinicians, clinical responsibility and after hours, other day to day functioning of the facility.

2. Scope

Budget:

nil

People:

On shift, during business hours the Registered Nurse reports to the Senior RN and manager who oversee most of the day to day management of the facility, including staffing, rostering and facilities management. After business hours, the Registered Nurse on shift is responsible for oversight of all

staff including Division 2 enrolled nurses, AOD support workers, childcare workers, Family worker, Education and Activities worker.

- This includes clinical decision making for withdrawal and general health of consumers.
- Management of emergency situations such as seizure and subsequent contact with emergency services
- Liaison with prescribers
- Contact with After hours on call Registered nurse if secondary consultation is required.
- Responsibility for staffing

3. Relationships

Internal

List key internal relationships that this position has primary and regular day to interaction with

- Reports to Manager, Senior RN at Curran Place.
- Oversees shift responsibilities of AOD Support workers, intake Worker, Education and Activities workers, Family worker, Childcare workers and Administration worker at Curran Place.

External

- GP's, Prescribers, Addiction Medicine Physicians, Mental Health Case workers, Vaccination teams, Pathology providers, Maternal and child Health nurses, Specialist maternity services, Pharmacists, Care and Recovery Workers, Intake and Assessment workers, Case managers and all external workers involved in the resident's care.

4. Key responsibility areas

Provision of Treatment Services

- 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.
- Clinical monitoring and observation of clients, in consultation with authorised prescribers to ensure the delivery of safe, prompt, appropriate and efficient clinical service.
- Provide shift leadership to AOD support workers and sole RN on shift after hours, in charge of Curran Place to ensure the efficient operation of the service.
- 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.
- Facilities management after hours. Eg emergency plumber.
- Adhere to the Australian Nursing and Midwifery Councils National competency standards for the Registered Nurse. http://www.ahpra.gov.au/
- Discharge planning including harm reduction strategies, overdose prevention strategies.
- Inform the Manager, Senior RN and other staff where appropriate, of relevant interactions and communications with clients, and document in client records as appropriate.
- After hours, notify on-call of appropriate clinical emergencies.
- Provide counselling and support to clients as appropriate to assist in the achievement of identified treatment goals and conduct groups if required.

People and teams

- Establish, lead, coach and inspire an engaged and productive team
- Lead the team in leading practices and effective process governance

- Provide support, guidance, coaching, leadership, and empowerment to the team on shift.
- Undertake regular supervision and performance review with Senior RN or manager, proving 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.
- Completion of RiskMan incidents reports as required.

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

5. Person specification

Qualifications

- Relevant Tertiary Qualification in Nursing and registration with AHPRA as a Division 1 Registered Nurse
- Competencies in dual diagnosis (or able to complete within the first 24 months of employment).

Experience

- Experience as a registered nurse for 3 to 5 years or longer. This role suits RN's with experience in Alcohol and Drugs or Mental Health. Also suitable for RN's who have worked in emergency departments. Alcohol and Drug Experience preferred but not essential.

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.
- Agreement and willingness to work rotating rostered shifts over the full 24-hour period (including night shift).
- 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 clients in calm, tolerant, non-judgemental and positive manner. Ability to engage clients and potential clients in program activities.
- Demonstrated ability to work as part of a multi-disciplinary team, to work under supervision of the Manager and Senior RN, to take appropriate individual and team responsibility for the welfare of consumers, and to contribute to the provision of a safe and hospitable environment for consumers in the service.
- Employees in clinical positions are required to maintain up to date first aid and CPR training.
- Employees working night shifts understand they are stand up shifts and sleeping is not permitted.
- Uniting's Ivanhoe site Curran Place is a tobacco and vape free facility.
- Specific to the Mother baby beds, an awareness of maternal substance use issues and family violence would be helpful but not essential.
- Demonstrated skills in teamwork and use of conflict resolution processes.
- Current Drivers Licence
- Employees must be willing and able to travel during the course of fulfilling the duties of their position, and may be required to operate out of various Uniting locations.
- All employees are required to undergo a police check and those in clinical and/or management positions a working with children check. Any offer of employment is subject to the result of these checks.

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
Name:	
Signature:	
Date:	