

Position Description

Title	Senior Registered Nurse
Business Unit	Residential Withdrawal
Location	164 Banksia St Ivanhoe 3079
Employment type	Ongoing, 0.9 – 1 FTE
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

To contribute to the provision of a safe and hospitable environment for clients 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 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

Budget:

nil

People:

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

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3. Relationships

Internal

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

External

- Visiting GP's
 - Maternal and child Health Nurses
-

4. Key responsibility areas

Provision of Treatment & Support 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.

Provision of Nursing Care and Treatment Services

- Carry out the admission and ongoing clinical monitoring and observation of clients, 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 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.
- Contribute to a 24 hour On Call roster.
- Work in collaboration with manager to arrange adequate staffing levels

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Professional Liaison & Consultation

- Ensure that collaborative and productive working relationships with current and potential key stakeholders are established and maintained.
- Participate in and provide direction in regard to policy development, steering groups and other network meetings inside and outside the agency as appropriate
- Provide consultancy services for staff and external stakeholders as required
- Actively participate in ongoing professional development via individual and group supervision provided by UCMH and attend relevant training as required.

Program Development and evaluation

- 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.

Quality Assurance

- 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

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 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.
- Undertake other duties as directed by the Manager, Residential Withdrawal Services.

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People and teams

(delete if not applicable)

- Oversee the delivery of services to clients including supervision of the activities of Registered Nurses and Alcohol and Drug Support Workers, education and activities worker, family worker, child care workers and administration worker.
- Provide strategic direction, leadership and innovation with regard to clinical services
- Act in Managers role during leave replacement
- Lead, coach and inspire an engaged and productive team
- 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

(for supervisor, manager, SLG, EO, HO and ELT positions only – delete if not applicable)

- 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, reported and work together to mitigate those risks.

Personal accountability

(Mandatory for all positions)

- 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. Person specification

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Qualifications

- A current Victorian Registration as a Division 1 or 3 Nurse.
- Competencies in dual diagnosis (or willingness to complete the core competencies within the first 12 months of employment). The core competencies are;
 - CHCMH401A: Work effectively in mental health settings
 - CHCMH504D: Provide a range of services to people with mental health issues
 - CHCMH408B: Provide interventions to meet the needs of consumers with mental health and AOD issues
- Certificate IV in AOD or have completed the core competencies (or able to complete within the first 24 months of employment, (refer to appendix A for details on competencies)

Experience

- **Highly Desirable;**
 - 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.
 - An understanding of the complexity of a rotating shift environment.
 - Leadership training

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- **Registered Nurse division 1 or 3**
- 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 a calm, tolerant, non-judgemental and positive manner.
- Demonstrated experience in communicating and working with a range of people and organisations including clients, families, General Practitioners 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 organisational guidelines.
- Ability to understand and take appropriate responsibility for the physical care of clients and where appropriate their babies, including infection control procedures.
- 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 clients, and to contribute to the provision of a safe and hospitable environment for clients in the service.
- Demonstrated skills in teamwork and use of conflict resolution processes.
- Strong work ethic

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

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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.

7. Acknowledgement

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

	Employee	Manager
Name:		
Signature:		
Date:		