Position Description

Title	Alcohol and Other Drugs (AOD) Support Worker
Business Unit	Williams House - Residential Withdrawal Unit
Location	4 Jessie Street, Coburg
Employment type	Full Time
Reports to	Team Leader, Williams House

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 ad confront injustice

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

1. Position purpose

The Alcohol and other Drugs Support Worker contributes to the provision of a safe and hospitable environment for young people voluntarily seeking withdrawal and/or respite from the acute use of alcohol and/or other drugs.

2. Scope

Budget: nil

People:

- Team Leader
- Manager youth residential withdrawal
- Senior AOD support workers
- Other AOD staff

3. Relationships

Internal:

- Team Leader
- Manager Youth Residential Withdrawal

- Senior Management
- Senior AOD support staff
- Other ReGen staff

External

- Department of Health and Human Services
- Clients and their families

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.

Individual Treatment Plans:

- Communicate and build supportive relationships with clients to assist them to achieve the goals identified in their individual treatment plans.
- Review with clients their progress in relation to their individual treatment plan and discuss with Coordinator, A&DSWs and other professionals as required.

Withdrawal Support:

- Provide high quality, evidence based withdrawal services to assist clients to reduce, stabilise or cease their problematic use of alcohol or other drugs or to reduce the harm associated with their drug use.
- Work with clients to review and implement their Individual Treatment plans, developed at assessment
- Provide ongoing monitoring and observations of clients including close liaison with General Practitioners, monitoring of withdrawal symptoms, mental health screening and assessment and documentation of progress.

Program Support:

- Provide education and information through individual and group based programs as part of the overall program, and encourage clients to participate fully.
- As appropriate, assist clients with daily living activities (eg showering, washing clothes, and helping to bed) in such a way as to maintain dignity and promote self- reliance.
- Take clients to appointments in the community or at other services as required

Professional Liaison and Consultation:

- Develop and maintain linkages and close working relationships with the Assessment and Intake service, youth counsellor and other ReGen staff
- Communicate with community General Practitioners to facilitate medical management of withdrawal as required.
- Clients and other local, regional and state-wide Alcohol & other Drugs Agencies including services in Hume Region.
- Other medical and health services professionals as required.

Teamwork and leadership:

- Contribute to the leadership of the team to achieve service priorities.
- Mentor new and existing staff members as appropriate to ensure best practice is followed.
- Take an active role as a member of the team to ensure effective decision making and communication flow

Personal accountability:

- Compliance with Uniting's values, code of conduct, policies and procdures 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

- A relevant qualification in a health and/or welfare related discipline.
- Certificate IV in AOD or Alcohol and Other Drug core competencies (or willingness to complete the core competencies within the first 12 months of employment).

Experience

- Demonstrated ability to effectively work with young people and families experiencing problematic alcohol and other drugs use in a respectful, compassionate and positive manner.

Core selection criteria

- Values alignment: ability to demonstrate and authentically promote Uniting's values.
- Agreement and willingness to work rotating rostered shifts over the full 24-hour period (including night shift)
- Ability to engage clients and potential clients in program activities.
- Ability to contribute to and support the provision of educational groups and activities for clients undergoing withdrawal.
- Ability and preparedness to assist clients with daily living tasks in a way that preserves dignity and encourages self- reliance.
- Demonstrated skills in communicating and working with a range of people and organisations in contact with the service and clients, such as families, significant others, students, relevant self-help and mutual aid groups, referring agencies, and other treatment, support, education and vocational services.
- Ability to understand and take appropriate responsibility for the physical care of clients (including service infection control procedures); and to observe and report communications and interactions with and between clients to Registered Nurses and the Coordinator.
- Demonstrated ability and willingness to work as part of a multi-disciplinary team, to take appropriate individual and team responsibility for the welfare of staff and clients, and to contribute to the maintenance of a safe and hospitable environment for clients in the service.
- Demonstrated skills in teamwork and use of conflict resolution processes

- A current Victorian drivers license

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. It is a condition of employment that all eligible workforce receive the COVID-19 vaccination and supporting evidence may be requested in order to perform duties at any of Uniting's workplaces.

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:	