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SA Health Job Pack

Job Title	Family Reunification Initiative - Social Worker or Clinical Nurse
Job Number	614206
Applications Closing Date	25/08/17
Region / Division	Southern Adelaide Local Health Network
Health Service	Drug and Alcohol Services South Australia - Northern Services
Location	Elizabeth
Classification	AHP2 / RN2
Job Status	Temporary P/T (22.5 hrs p/wk) up to 30/06/2018
Indicative Total Remuneration*	AHP2: \$86,052 - \$99,495 (pro rata) RN2: \$83,585 - \$106,643 (pro rata)

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- ☒ Child Related Employment Screening - **DCSI**
- ☐ Vulnerable Person-Related Employment Screening - **NPC**
- ☐ Aged Care Sector Employment Screening - **NPC**
- ☒ General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Contact Details

Full name	Jacky Talmet
Phone number	8287 5742
Email address	Jacky.Talmet@sa.gov.au

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✍ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✍ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



ROLE DESCRIPTION AHP2 DA00071

Role Title:	Social Worker
Classification Code:	AHP 2
LHN/ HN/ SAAS/ DHA:	DHA
Hospital/ Service/ Cluster	DASSA
Division:	Community Based Treatment
Department/Section/Unit/Ward:	Northern Services
Role reports to:	Regional Manager
Role Created/ Reviewed Date:	2014
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)

ROLE CONTEXT

Primary Objective(s) of role:

- > The Social Worker role works within Families SA, Reunification Initiative and works collaboratively as member of a multi-disciplinary child protection team to reduce identified child safety and risk factors and increase protective factors

The Social Worker is a member of a multi-disciplinary team to deliver a comprehensive high quality specialist Alcohol, Tobacco and Other Drug (ATOD) Service including assessment, counselling, treatment and referral of parents involved with the child protection system with alcohol and drug related problems

The role requires extensive liaison, case management and collaboration with the health, welfare and other relevant systems in the brokerage of services and it involves building the capacity of the Families SA and DASSA services to respond to the alcohol and other drug issues/service delivery needs of parents with high and complex needs.

The role also provides consultancy, liaison and support to other professional disciplines and non-government organisations.

Direct Reports:

- > Reports to the Director Community Based Treatment through the Regional Manager and via the Clinical Supervisor at Families SA and is required to work in close collaboration with colocated peers with in the regional team and other DASSA staff.

Key Relationships/ Interactions:

Internal

- > Work in close collaboration with colocated peers with in the regional team and other DASSA staff.
- > Develop professional support and clinical supervision network within DASSA in negotiation with the Regional Manager.
- > Work with minimal supervision and is responsible for the management of own work practice on a day-to-day basis

External

- > Fosters partnerships with government and non-government organisations
- > Is required to work in close collaboration with the Families SA Team Co-ordinator for direction of day-to-day activities and client outcomes.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Providing services to clients with alcohol and drug related problems and concurrent child protection and/or comorbid medical and mental health issues.
- > Working within a host agency which has a focus on the child in contrast to DASSA services having a focus on both the child and the client.

Delegations:

- > Nil

Resilience:

- > SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.
- > Prioritising workload and meeting set timelines, whilst working under minimal supervision.
- > Being creative, innovative and flexible when approaching issues within the health service.

Performance Development

- > The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.
- > Role Descriptions are reviewed regularly as part of the ongoing Performance Development process.
- > Develop professional support within DASSA in negotiation with Manager.
- > Receives clinical supervision and professional support and development from the Drug & Alcohol Clinical Supervisor.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation Guidelines for Health Care Workers in South Australia 2014*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > Information Privacy Principals Instruction – Premier and Cabinet Circular 12.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, Health Care Act 2008, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

Special Conditions:

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- > Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993 (Cth)* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 1998* made in pursuant to the *Aged Care Act 2007 (Cth)*.
- > The position is located at Blair Athol Families SA hub and is required to provide services at the Woodville Families SA site. Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident. Depending on work requirements the incumbent may be transferred to other locations across SA Health
- > Flexibility and some out of hours work may be required
- > A current South Australian driver's licence and a willingness to drive is essential.
- > May be required to undertake a health assessment prior to commencement.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
1. Ensure the co-ordination and delivery of a high quality, client centred, comprehensive individual case management for clients experiencing alcohol and other drug problems, their families and significant others by providing or facilitating:	<ul style="list-style-type: none"> > Maintaining collaborative relationships within the multidisciplinary team to ensure effective outcomes for children and families. > Leadership and mentoring in social work practices and standards to other professionals within the unit > Assessment, counselling, and treatment using a variety of treatment modalities directed to the reduction and/or cessation of tobacco, alcohol and/or other drug consumption > Participation in review of team aims, objectives and policies and contribute towards their achievement > Promotion of service integration through the development of active collaborative partnerships with relevant agencies and individuals > Working with families to support the safe care of their children > Working in a culturally appropriate manner with community, kin and family for the safety of children. > Developing relapse prevention plans including coaching parents to identify warning signs of relapse, enhancing their problem-solving and coping capacities and engaging them to take personal ownership of their care and recovery journey > Writing and action case plans and maintain client files > Connecting clients to appropriate services including formal and informal community networks > Organising, conducting and reviewing all aspects of case work identified in case planning as the responsibility of the Drug and Alcohol Clinician > Utilising a range of professional interventions, case work methods and techniques, in conjunction with a relevant professional member of the team > Initiating regular case discussions with appropriate professional and non-professional team members and other parties > Consulting with workers undertaking investigations and assessments in a child-centred environment, focused on the safety of the child and on the support of the parent/family to effectively and safely care for their child > Engaging family and community to deliver the best possible outcome for children > Acting as a witness in court proceedings for child protection matters. <p>Contributes to the human resource management of the unit/service by;</p> <ul style="list-style-type: none"> > Supporting change management processes > Contributing to communication processes that effectively deal with challenging behaviours and the resolution of conflicts
2. Facilitate and assist Families SA, DASSA and the community to address drug related issues, promote health	<ul style="list-style-type: none"> > Working within the Families SA Team and DASSA Regional Team to attain consistency of community service delivery and local service outcomes. > Participating in and providing supervision, overseeing learning experiences, and goal setting for students on placement, new

and reduce drug related harm and responses to parents by:	<p>staff and staff with less experience.</p> <ul style="list-style-type: none"> > Acting as a resource person within the region based on knowledge, experience and skills > Assisting in orientation programs for new staff, and acting as a preceptor for peers and other Families SA and DASSA staff as required > Responding to requests to meet the educational needs of professional and community groups and either assist in or provide programs to meet those needs and encouraging workers from other agencies to reorientate their services to address AOD issues. > Providing consultation and support for peers, other community groups, sharing knowledge and skills at appropriate opportunities.
3. Ensure own continuing professional development knowledge, skill and service provision is in keeping with current alcohol and other drug practices by accessing the latest literature, attending professional seminars, workshops and in-service education programs by:	<ul style="list-style-type: none"> > Managing own professional development activities, supporting the development of others and contributing to learning in the work area > Ensuring that needs for professional development support and clinical supervision are met by informing the Team Coordinator Families SA and the DASSA Team Coordinator of supervision, consultation, education and training needs > Attending local professional, FSA and DASSA seminars and workshops
4. Contribute to and comply with DASSA and DHA's policies, directives and guidelines through:	<ul style="list-style-type: none"> > Understand and follow workplace safety initiatives, identify hazards and contribute to a safe working environment, as well as follow procedures to manage and minimise risks within Families SA. > Follow the principles of a sustainable working environment by following departmental greening initiatives. > Model ethical behaviour and practices consistent with SA Government Code of Ethics for Public Sector Employees and Families SA stated values.
5. Promote the standards of DASSA and Families SA community work practice by:	<ul style="list-style-type: none"> > Ensuring that work practices meet the standards of the Social Work profession > Acting as a role model.
6. Adherence to your role (s) and responsibilities in accordance to DHA and DASSA Policies and Procedures and Families SA Policies and Procedures by	<ul style="list-style-type: none"> > Adhering to the role and responsibilities in accordance with DHA and DASSA, Policies and Procedures and Families SA Policies and Procedures.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Appropriate degree or equivalent qualification which gives eligibility for full membership of the Australian Association of Social Workers.

Personal Abilities/Aptitudes/Skills:

- > Effective written and verbal communication (including IT literacy - computer skills, word processing and email), problem solving, conflict resolution and negotiation skills.
- > Demonstrated ability to assess, identify client needs, and develop, implement, follow-up and evaluate appropriate intervention using a case management plan/framework.
- > Self-directed and demonstrated ability to work under varying workload demands, maintain accurate records, assess and analyse problems, formulate suitable solutions, set and achieve objectives manage time effectively, prioritise workload and meet deadlines, whilst working under minimal supervision.
- > Being creative, innovative and flexible to meet the changing needs of client groups and in approaching issues within the community setting.

Experience

- > Counselling clients at risk and working with clients and communities experiencing diverse and complex problems including homelessness and family violence.
- > A range of activities related to the key responsibilities of the role including community education and training, health promotion, psychosocial assessment, case management, counselling, client advocacy, and managing aggressive/disruptive clients in unpredictable environments, health promotion, community development and early intervention programs

Knowledge

Sound working knowledge of:

- > Demonstrates knowledge of alcohol and drugs as they relate to physical problems, mental health issues and complex client issues

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Post graduate qualification relevant to the discipline, work practice skills in community settings or knowledge of working with the DASSA client group or communities.
- > Post graduate qualifications in addictions, substance use disorders or related areas, or the willingness to undertake further study in these areas.

Personal Abilities/Aptitudes/Skills:

- > Ability to be innovative and contribute to the development of more effective approaches to AOD

issues.

Experience

Demonstrated experience in:

- > Drug and alcohol experience – assessment, intervention and evaluation.
- > Mental health and responding to the needs of people with ATOD and mental health or other comorbidities.

Knowledge

- > Drug and alcohol issues/counselling techniques, harm minimisation and community capacity building.
- > Relevant legislation related to:
 - o Controlled substances;
 - o Child protection.
 - o Mandatory reporting
 - o Mental health

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Drug and Alcohol Services South Australia (DASSA) Community Based Treatment Services:

DASSA forms a part of the Mental Health and Substance Abuse Division of the Department of Health, is responsible for the provision of a state-wide service which addresses alcohol, tobacco, pharmaceutical and illicit drug issues across the state. DASSA's model of care involves working with people with high and complex needs and has a focus on shared care and DASSA's provision of clinical liaison services. Training and consultancy are provided to assist other services to respond to the needs of people experiencing problems related to the use of alcohol and other drugs.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The Code of Ethics for the South Australian Public Sector provides an ethical framework for the public sector and applies to all public service employees; it sets out the South Australian Public Sector values as:

- > Service – Proudly serve the community and Government of South Australia.
- > Professionalism – Strive for excellence.
- > Trust – Have confidence in the ability of others.
- > Respect – Value every individual.
- > Collaboration & engagement – Create solutions together.
- > Honesty & integrity – Act truthfully, consistently, and fairly.
- > Courage & tenacity- Never give up.
- > Sustainability – Work to get the best results for current and future generations of South Australians.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date:



ROLE DESCRIPTION D00070

Role Title:	Clinical Nurse
Classification Code:	RN 2
LHN/ HN/ SAAS/ DHA:	SALHN
Hospital/ Service/ Cluster	DASSA
Division:	CBTI
Department/Section / Unit/ Ward:	DASSA Northern Services
Role reports to:	Regional Manager
Role Created/Reviewed Date	June 2014
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)

ROLE CONTEXT

Primary Objective(s) of role:

- > The Drug and Alcohol Clinical Nurse role works within Families SA, Reunification Initiative and works collaboratively as member of a multi-disciplinary child protection team to reduce identified child safety and risk factors and increase protective factors

The Clinical Nurse is a member of a multi-disciplinary team to deliver a comprehensive high quality specialist Alcohol, Tobacco and Other Drug (ATOD) Service including assessment, counselling, treatment and referral of parents involved with the child protection system with alcohol and drug related problems

The role requires extensive liaison, case management and collaboration with the health, welfare and other relevant systems in the brokerage of services and It involves building the capacity of the Families SA and DASSA services to respond to the alcohol and other drug issues / service delivery needs of parents with high and complex needs.

The role also provides consultancy, liaison and support to other professional disciplines and non-government organisations

Direct Reports:

- > Reports to the Director Community Based Treatment through the Regional Manager and via the Clinical Supervisor at Families SA and is required to work in close collaboration with colocated peers with in the regional team and other DASSA staff.

Key Relationships/ Interactions:

Internal

- > Work in close collaboration with colocated peers with in the regional team and other DASSA staff.
- > Develop professional support and clinical supervision network within DASSA in negotiation with the Regional Manager.
- > Work with minimal supervision and is responsible for the management of own work practice on a day-to-day basis

External

- > Providing services to clients with alcohol and drug related problems and concurrent child protection and/or comorbid medical and mental health issues.
- > Working within a host agency which has a focus on the child in contrast to DASSA services having a focus on both the child and the client.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Providing services to clients with alcohol and drug related problems and concurrent child protection and/or comorbid medical and mental health issues.
- > Working within a host agency which has a focus on the child in contrast to DASSA services having a focus on both the child and the client.

Delegations:

Major challenges currently associated with the role include:

- > Nil

Resilience:

- > SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback. SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.
- > Prioritising workload and meeting set timelines, whilst working under minimal supervision.
- > Being creative, innovative and flexible when approaching issues within the health service.

Performance Development

- > The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.
- > Role Descriptions are reviewed regularly as part of the ongoing Performance Development process.
- > Holds a professional portfolio containing evidence of postgraduate qualifications, learning and reflective practice issues that underpins the role.
- > Receives clinical supervision and professional support and development from the Drug & Alcohol Clinical Supervisor

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation Guidelines for Health Care Workers in South Australia 2014*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > Information Privacy Principals Instruction – Premier and Cabinet Circular 12.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008*, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

Special Conditions:

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- > Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993 (Cth)* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 1998* made in pursuant to the *Aged Care Act 2007 (Cth)*.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > 5 day roster
- > Some out of hours work may be required.
- > The position is located at the DASSA Northern region.
- > Must be willing to work in any clinical area of DASSA, and/or SA Health, as required.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
1 Assists with the provision of professional high quality patient care within the service aimed at improving client health outcomes through:	<p><i>1.1 Improving nursing and client care procedures and practices by;</i></p> <ul style="list-style-type: none"> > maintaining collaborative relationships within the multidisciplinary team to ensure effective outcomes for children and families > Provide assessment, counselling, and treatment using a variety of treatment modalities directed to the reduction and/or cessation of tobacco, alcohol and/or other drug consumption > Providing discipline specific expertise in team assessment, planning and service delivery processes > Participate in review of team aims, objectives and policies and contribute towards their achievement > Promote service integration through the development of active collaborative partnerships with relevant agencies and individuals > Working with families to support the safe care of their children > Work in a culturally appropriate manner with community, kin and family for the safety of children. > Developing relapse prevention plans including coaching parents to identify warning signs of relapse, enhancing their problem-solving and coping capacities and engaging them to take personal ownership of their care and recovery journey > Write and action case plans and maintain client files. > Connect clients to appropriate services including formal and informal community networks. > Organise, conduct and review all aspects of case work identified in case planning as the responsibility of the Senior Drug and Alcohol Clinician > Utilise a range of professional interventions, case work methods and techniques, in conjunction with a relevant professional member of the team. > Initiate regular case discussions with appropriate professional and non-professional team members and other parties. > Consult with workers undertaking investigations and assessments in a child-centred environment, focused on the safety of the child and on the support of the parent/family to effectively and safely care for their child. > Act as a witness in court proceedings for child protection matters. <p><i>1.2 Contributing to the human resource management of the unit/service by;</i></p>

	<ul style="list-style-type: none"> > Acting to resolve local and/or immediate nursing care or service delivery problems. > Supporting change management processes. > Contributing to communication processes that effectively deal with challenging behaviours and the resolution of conflicts.
2 Contributes to the achievement of nursing and alcohol and other drugs (AOD) best practice and where relevant facilitates the development and application of relevant nursing/AOD research by:	<ul style="list-style-type: none"> > Working within the Families SA Team and DASSA Regional Team to attain consistency of community service delivery, nursing practice standards, and local service outcomes. > Participating in and providing clinical supervision, overseeing learning experiences, and goal setting for students on placement, new staff and staff with less experience. > Acting as a resource person within the region based on knowledge, experience and skills. > Assisting in orientation programs for new staff, and acting as a preceptor for peers and other Families SA and DASSA staff as required. > Responding to requests to meet the educational needs of professional and community groups and either assist in or provide programs to meet those needs and encouraging workers from other agencies to reorientate their services to address AOD issues. > Providing consultation and support for peers, other community groups, sharing knowledge and skills at appropriate opportunities.
3 Contributes to the achievement of professional expertise through the maintenance of ongoing personal professional development/continuing education by:	<ul style="list-style-type: none"> > Managing own professional development activities and portfolio, supporting the development of others and contributing to learning in the work area. > Ensuring that needs for professional development support and clinical supervision are met by informing relevant personnel of supervision, consultation, education and training needs. > Attending local professional and DASSA seminars and workshops.
4 In addition to the foregoing the Clinical Nurse may:	<ul style="list-style-type: none"> > Be required to participate in and/or provide clinical teaching and/or research. > Be required to contribute to a wider or external area team working on complex or organisation wide projects such as

	<p>clinical procedures, guidelines, process mapping.</p> <ul style="list-style-type: none"> > Be required to undertake a specific activity and/or portfolio to support the Reunification Initiative. > Be required to provide timely appropriate documentation of program planning and evaluation and statistical data. > Assisting with other projects or programs aimed at attaining Families SA and DASSA corporate goals. > Providing support and guidance to team members to improve team performance and communication.
5 Contribute to the promotion and implementation of SALHN and DASSA, Policies and Procedures and Families SA Policies and Procedures	<ul style="list-style-type: none"> > Understand and follow workplace safety initiatives, identify hazards and contribute to a safe working environment, and follow procedures to manage and minimise risks within Families SA. > Follow the principles of a sustainable working environment by following departmental greening initiatives. > Model ethical behaviour and practices consistent with SA Government Code of Ethics for Public Sector Employees and Families SA stated values.
6 Adherence to your role (s) and responsibilities in accordance to SALHN DASSA & Families SA Policies and Procedures.	<ul style="list-style-type: none"> > Adhere to the role and responsibilities in accordance with SALHN and DASSA, Policies and Procedures and Families SA Policies and Procedures. > >

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Registered or eligible for registration as a Nurse by the Nursing and Midwifery Board of Australia and holds, or is eligible to hold, a current practicing certificate with at least 3 years, full time equivalent, post registration experience.

Personal Abilities/Aptitudes/Skills:

Demonstrated Abilities/Aptitudes/Skills in:

- > Effective written and verbal communication (including IT literacy - computer skills, word processing and email), problem solving, conflict resolution and negotiation skills.
- > Self-directed and demonstrated ability to work under varying workload demands, maintain accurate records, assess and analyse problems, formulate suitable solutions, set and achieve objectives manage time effectively, prioritise workload and meet deadlines, whilst working under minimal supervision.
- > Being creative, innovative and flexible to meet the changing needs of client groups and in approaching issues within the community setting.

Experience

Demonstrated Experience in:

- > Counselling clients at risk and working with clients and communities experiencing diverse and complex problems including homelessness and family violence.
- > A range of activities related to the key responsibilities of the community nursing role including community education and training, health promotion, psychosocial assessment, case management, counselling, client advocacy, and managing aggressive/disruptive clients in unpredictable environments, health promotion, community development and early intervention programs.

Knowledge

Sound working knowledge of:

- > Demonstrates knowledge of alcohol and drugs as they relate to physical problems, mental health issues and complex patient issues

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Post Registration qualification in Mental Health Nursing
- > Post graduate qualifications in addictions, substance use disorders or related areas, or the willingness to undertake further study in these areas.

Personal Abilities/Aptitudes/Skills:

- > Ability to be innovative and contribute to the development of more effective approaches to AOD issues

Experience

- > Drug and alcohol experience – assessment, intervention and evaluation.
- > Mental health and responding to the needs of people with ATOD and mental health or other comorbidities.

Knowledge

Demonstrated Knowledge in:

- > Drug and alcohol issues/counselling techniques, harm minimisation and community capacity building.
- > Knowledge of the South Australian Public Health System, primary health care and public health principles and strategies as well as
- > Knowledge of contemporary professional nursing/midwifery issues.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Drug and Alcohol Services South Australia (DASSA) Community Based Treatment Services:

DASSA forms a part of the Mental Health and Substance Abuse Division of the Department of Health, is responsible for the provision of a state-wide service which addresses alcohol, tobacco, pharmaceutical and illicit drug issues across the state. DASSA's model of care involves working with people with high and complex needs and has a focus on shared care and DASSA's provision of clinical liaison services. Training and consultancy are provided to assist other services to respond to the needs of people experiencing problems related to the use of alcohol and other drugs.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The Code of Ethics for the South Australian Public Sector provides an ethical framework for the public sector and applies to all public service employees; it sets out the South Australian Public Sector values as:

- > Service – Proudly serve the community and Government of South Australia.
- > Professionalism – Strive for excellence.
- > Trust – Have confidence in the ability of others.
- > Respect – Value every individual.
- > Collaboration & engagement – Create solutions together.
- > Honesty & integrity – Act truthfully, consistently, and fairly.
- > Courage & tenacity- Never give up.
- > Sustainability – Work to get the best results for current and future generations of South Australians.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date: