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SA Health Job Pack

Job Title	Clinical Practice Consultant – DASSA Country Community Services
Job Number	620291
Applications Closing Date	25 August 2017
Region / Division	Öi~ * ÁÖË @ Ä~içã • ÜÖÄÖÜÖÄ
Health Service	SA Health
Location	Ceduna
Classification	RN/RM3
Job Status	Ongoing, Full-time or Part-time Appointment
Indicative Total Remuneration*	\$119,087 - \$127,262 pa (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	Donna Newman
Phone number	(08) 7087 1704
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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 M56875

Role Title:	Clinical Practice Consultant – DASSA Country Community Services
Classification Code:	RN3
LHN/ HN/ SAAS/ DHA:	DHA
Hospital/ Service/ Cluster	Drug & Alcohol Services SA (DASSA)
Division:	Community Based Treatment
Department/Section / Unit/ Ward:	DASSA Country Community Services
Role reports to:	Regional Manager
Role Created/ Reviewed Date:	01/05/2016
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 Clinical Practice Consultant provides clinical expertise for DASSA's response to alcohol and other drug health issues, with an emphasis on secondary and tertiary prevention, assessment, management, referral and rehabilitation of patients in hospital and in community outpatient settings.

The service includes assessment, counselling, psychosocial interventions, medication assisted treatment, case management and referral of people with drug and alcohol related problems and their families, and the provision of information, training, clinical consultation, advice and support to other service providers.

The Clinical Practice Consultant also undertakes consultation liaison responsibilities by:

- o undertaking assessment of hospital patients in response to requests by admitting teams
- o recommending interventions and investigations, in management of patients [when occasion arises and within own scope of practice and level of expertise].
- o using diagnostic tools to aid accurate assessment
- o communicating treatment management plans to all relevant members of the health care team including health workers in the community and
- o collaborating with the health care team, facilitating the implementation of the treatment management plans.

The Clinical Practice Consultant is accountable for their own practice standards, the delegation of activities to others, and the professional development of less experienced staff. The Clinical Practice Consultant will represent DASSA at the local level and will maintain collaborative working relationships with all levels of nursing and health professional within DASSA, hospitals, PHC and other community services including NGO's.

Direct Reports:

Nil

Key Relationships/ Interactions:Internal

- > Reports to the Director, Community Based Treatment through the Regional Manager, and to the Director of Nursing [Level 6.3] for professional standards.
- > Works in close collaboration with other DASSA units and staff, particularly peers working within the region.
- > Develops professional support and clinical supervision networks within DASSA and within the region in negotiation with the Manager.
- > Maintains cooperative and productive working relationships with members of the health care team.

External

- > Collaborates with staff of relevant hospital and external services and provides consultation with a broad range of health disciplines, general practitioners and community services across government and non-government sectors.
- > Consults with the relevant team leader or manager of the host agency/hospital.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Providing expert clinical nursing care to clients with high severity alcohol and drug related problems, concurrent comorbid medical and mental health issues and social and cultural issues.
- > Working with a hospital treating team that includes non-hospital staff who may not be aware of and hence not work within endorsed SA Health evidenced based withdrawal management clinical protocols.
- > Working with minimal supervision, and managing own work practices

Delegations:

- > Nil

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Position requires:

- > Prioritising workload and meeting set timelines, whilst working under minimal supervision.
- > Being resourceful, 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.

- > The Clinical Practice Nurse Consultant is required to enter into an annual performance appraisal system for the achievement of (specific or service or program) outcomes.
- > Role Descriptions are reviewed regularly as part of the ongoing Performance Development process.
- > Develop professional support within DASSA in negotiation with the Regional Manager and Director of Nursing.
- > Maintains a professional portfolio containing evidence of postgraduate qualifications, ongoing learning and reflective practice issues that underpins the role.

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.
- > Code of Fair Information Practice.
- > 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.
- > The position is located in Ceduna
- > Role Descriptions are reviewed regularly as part of the ongoing Performance Development.
- > Must attend in-service and orientation programs and team meetings as required face to face and or via the video conferencing service.
- > A current South Australian driver's licence and 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. Ensures high quality patient care in the specialty area of drug and alcohol, aimed at improving health outcomes through:	<ul style="list-style-type: none"> > Providing specialist assessment, counselling and psychosocial interventions, and/or therapeutic rehabilitation services and programs, to improve self-efficacy, recovery and health outcomes for individuals, couples, families or groups. > Providing proficient clinical nursing care and/or individual case management to clients as defined in the DASSA model of nursing practice, the DASSA model of care, the principles of primary health care, and harm minimisation. > Within a multidisciplinary primary health care setting, undertake comprehensive bio-psycho-social assessment of client's needs, plan, implement, evaluate and coordinate appropriate and comprehensive service delivery, including home based withdrawal in collaboration with GPs and improve client's health by early identification and treatment of co-existing conditions. > Establishing and participating in case conferences aimed at coordinating the care of other disciplines or agencies to meet individual and/or group health care needs and mapping care or service delivery processes. > Demonstrating and promoting a risk reduction approach to practice by implementing and maintaining systems to protect clients, visitors and staff. > Monitoring client intervention plans, participating in clinical auditing and/or evaluative research, and maintain clinical records and client outcome measures data that ensures appropriate client care outcomes are achieved. > Apply integrated and advanced theoretical knowledge, and best practice evidence from a range of credible sources to achieve agreed client care outcomes. > Providing and promoting an effective standard of drug and alcohol nursing practice, advice and consultation in local regional hospitals. > Providing DASSA management and other relevant bodies, accurate and timely information about work processes and outcomes for clients including: <ul style="list-style-type: none"> ○ Providing consultation and liaison with country hospitals to facilitate assessment and management of client withdrawal and detoxification regimes. ○ Developing clinical partnerships with other key services to support special needs groups. ○ Ensuring timely referral to other agencies, the provision of appropriate client advocacy and maintaining client rights that ensures equity of access to services. ○ Contributing to clinical policy development and client service planning objectives. ○ Co-operating with the public and private Medication Assisted Treatment for Opioid dependence and other Medication Assisted Treatment programs in the induction and stabilisation of clients. > Providing support, information, advocacy and consultation to community groups to address alcohol, tobacco and other drug issues. > Participating in regional planning and programs to address and monitor local needs, issues and trends, and develops strategies/programs and monitor efficacy and sustainability of programs, utilising program

	<p>monitoring, evaluation and research in collaboration with the Regional Manager. Working within the DASSA colleagues and peers to attain consistency of nursing practice standards and local service outcomes</p>
<p>2 Contributes to clinical leadership and support for the specific area of clinical speciality by:</p>	<ul style="list-style-type: none"> > Undertaking a high level of independent clinical decision making and judgement within the area of expertise. > Leading clinical practice within the DASSA professional practice framework. > Contributing to the development and sustainability of nursing skills using systems of resource and standards promulgation including the development of clinical protocol and standards. > Participating in DASSA consultation liaison processes that ensure responsiveness of service programs to specific patients and/or hospitals and health services. > Working within a DASSA regional nursing leadership team and or multi-agency team to attain consistency of community service delivery, nursing practice standards, and local service outcomes including working with local health services leadership to attain consistency of best practice standards to increase capacity to respond to people experiencing AOD problems. > Developing and implementing orientation programs for peers, and acting as a clinical supervisor for peers, other DASSA clinical staff and the staff of other services where there is a formal agreement. > Utilising research data on current best practice in intervention, and incorporating findings into daily practice, and act as a resource person in the region based on knowledge, experience and skills. > Participating in clinical supervision, overseeing learning experiences, and goal setting for students on placement, new staff and staff with less experience, and through the provision of consultation and training. Providing or facilitating the access of local medical and nursing staff to consultation on the medical/nursing management of people with alcohol or other drug related problems from DASSA specialty units.
<p>3 Contributes to the achievement of professional expertise through personal professional development/continuing education and teaching by:</p>	<ul style="list-style-type: none"> > Ensuring continuous skill and professional development by participating in and contributing to DASSA in service education seminars, workshops and programs. > Managing own professional development activities and portfolio, supporting the development of others and contributing to learning in the work area. > Ensuring professional development, support and clinical supervision are met by informing the regional manager of support, clinical supervision, consultation, education and training needs. > Accessing the latest literature, attending professional meetings within DASSA and DASSA seminars and workshops. > Participating in clinical teaching, through overseeing learning experiences and goal setting for students and peers with less experience > Acting as a resource person for peers within an area based on knowledge, experience and skills. > Participating in and contributing to the CBTI in-service education programs.
<p>4 To initiate capacity building opportunities for a range of staff within the health services and the community, to respond appropriately to patients with alcohol and other drug use by:</p>	<ul style="list-style-type: none"> > Providing leadership through advocacy and inclusive team building across the various key areas of the acute hospital sector and community based services and programs. > Liaising and providing advice, support and information provision to staff within hospital and community settings and, a wide range of government, non-government, general practice based community services. > Contributing clinical expertise to learning environments with a range of individuals, community teams and health services, and specific programs

	<p>such as transition to practice programs and other services to:</p> <ul style="list-style-type: none"> ○ Build the capacity to respond to the AOD issues experienced by their client population through developing partnerships and working in conjunction with other services and DASSA units to ensure a coordinated approach. ○ Develop, provide, evaluate and document training programs aimed at promoting the principles of harm minimisation and strategies of harm reduction; factual drug awareness; the nursing management of intoxication and withdrawal; the use of AOD screening tools and early identification and a range of intervention strategies and other DASSA training priorities. <ul style="list-style-type: none"> > Providing orientation and preceptorship to meet the needs of students and professionals on placement. DASSA Consultation Liaison. > Representing DASSA and the nursing profession on issues concerning alcohol, other drugs and community health. > Participating in QI, research and or evaluation projects and provide timely project documentation and provision of statistical data. > Contributing to a wider or external area team working on complex or organisation wide projects such as clinical protocols, guidelines, process mapping. > Undertaking a specific activity and/or portfolio to support Country Community Services.
5 Actively contribute to the achievement of the goals and the efficient functioning of DASSA Consultation Liaison through:	<ul style="list-style-type: none"> > Working with other DASSA programs in collaborative Quality Improvement activities. > Planning, reviewing and evaluating service delivery activities and their outcomes > Establishing collaborative working relationships with key units within DASSA and across other host hospital and community services external to DASSA, in responding to AOD issues within the hospital environment.
6. Adherence to the role (s) and responsibilities in accordance to SA Health, Local Health Network and DASSA, Policies and Procedures	<ul style="list-style-type: none"> > Provides comprehensive services to clients within a broad framework of policies and procedures at the SA Health, Local Health Network and local DASSA level.

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 who is eligible to hold, a current practicing certificate

Personal Abilities/Aptitudes/Skills:

- > Demonstrated ability to work independently and self-direct to manage workload demands, maintain accurate records, assess and analyse problems, and formulate solutions to achieve objectives.
- > Effective written and verbal communication including problem solving, conflict resolution and negotiation skills.
- > Ability to lead in the development, management and maintenance of treatment plans which demonstrates flexibility, innovation and creativity.
- > Ability to effectively and sensitively lead and direct others in the management of a broad range of physical, mental health and social comorbidities..

Experience

- > Registered nurse with at least 3 years post registration experience, working with clients with alcohol and other drug health problems in an acute hospital and/or community setting.
- > Demonstrated experience counselling clients at risk and working with clients and communities experiencing diverse and complex problems including homelessness and family violence.
- > Experience in a range of activities related to the key responsibilities of the consultation liaison/community nursing role including community education and training, psychosocial assessment, case management, counselling, client advocacy, and managing aggressive/disruptive clients in unpredictable environments, and early intervention programs.
- > Demonstrated experience in evaluating the results of nursing research and the integration of relevant results into nursing practice.

Knowledge

- > Expert knowledge of assessment, treatment and management of people with high and complex needs related to drug and alcohol problems and concomitant physical health and illness mental health problems and social issues.
- > Demonstrated knowledge of alcohol and other drug counselling strategies and interventions.
- > Demonstrated knowledge of effective approaches to promote health and prevent illness early intervention and treatment of drug problems.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

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

Personal Abilities/Aptitudes/Skills:

Experience

- > Experience with quality improvement activities.

Knowledge

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

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.

Department for Health and Ageing:

The Department for Health and Ageing assists the Minister for Health and Ageing and Minister for Mental Health and Substance Abuse to set the policy framework and strategic directions for SA Health. The Department supports the delivery of public health services, formulates health policy, facilitates public and consumer consultation on health issues, and monitors the performance of South Australia's health system by providing timely advice, research and administrative support.

Health Network/ Division/ Department:

The Drug and Alcohol Services SA (DASSA) is a health centre incorporated under the SAHC Act 1976 which provides a diverse range of facilities and services state-wide for persons experiencing physical, psychological and social problems arising from the abuse and misuse of alcohol and other drugs. These services aim to prevent and minimise the harm related to alcohol and other drug use, to reduce the incidence of people experiencing adverse consequences of alcohol and other drug use, to minimise the level of harm, to improve accessibility to acceptable and timely services, and to ensure that services incorporate the best process for the best outcome in the most cost effective manner. DASSA undertakes this role through the provision of:

- assessment and treatment services
- education and training
- health promotion
- community development
- research and development
- information and support to Ministers and other Government officials, other health agencies and organisations, both within and without the public arena.

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:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

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: