

	NEXUS PRIMARY HEALTH	Date: May 2022
	POSITION DESCRIPTION	Version No: 002
		Authorising Manager A. Mullins - CEO

Position:	Withdrawal Nurse
Classification:	Registered Nurse –G4B
Reports to:	AOD Team Leader
Direct Reports:	Nil
Agreement/Award:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2016 - 2020
Employment Status:	Full Time
Approved By:	Signature:
	Name: Amanda Mullins Position: Chief Executive Officer Date:

Organisation Context

Nexus Primary Health (Nexus) conducts business from offices located in Broadford, Wallan, Seymour, and Kinglake and across the Mitchell, Murrindindi, Greater Shepparton, and Strathbogie Shires. Some services are provided on an outreach arrangement.

Nexus is committed to excellence in the delivery of holistic, affordable, accessible community-based health services that meet quality and safety standards. To ensure this, all staff have a responsibility to provide client services that are designed with a quality and safety framework in mind. We recognise that the landscape of health is changing, and to ensure that our communities have continued access to services, Nexus endeavours to be innovative and flexible in program delivery and funding of services. Nexus recognises that the identification, assessment, and management of family violence risk is a shared responsibility across our organisation.

Nexus is a health promoting workplace that actively celebrates and promotes diversity of backgrounds and differences to realise the potential of our employees. We encourage job applications from Aboriginal and/or Torres Strait Islander people, people with disabilities, people from the LGBTIQ+ community and people from culturally diverse backgrounds.

Nexus is committed to the safeguarding of children and vulnerable people. All employees will undergo rigorous compliance screening prior to and during their employment.

Our Values

At Nexus, our shared values are what makes a difference. They define who we are, what we stand for and how we work.

Innovation	We lead by example using evidence and embracing new ideas.
Integrity	We act ethically and professionally.
Diversity	We seek variety and difference.
Empowerment	We enable people to live well.
Accountability	We be responsible for our behaviours, actions, and outcomes.
Respect	We value the rights of others.

Position Purpose

The Withdrawal Nurse is responsible for the provision of specialist drug and alcohol outreach withdrawal service. The role provides expert advice and support, across the Lower Hume Alcohol, Other Drugs (AOD) catchment, to individuals and professionals in relation to people seeking health and medication information and support linking in with local GP's. The role aims to support a person to cease or reduce alcohol and other drug use to a level that restores their health and wellbeing

The position will work directly with clients, families through a variety of modalities including technology driven and face to face meetings to ensure that their support requirements are accurately assessed and provided.

Primary Accountabilities

The role will include but not limited to:

- Identifying and responding to family violence, consistent with the responsibilities within the Multi-Agency Risk Assessment and Management (MARAM) framework.
- Deliver direct and comprehensive person-centred AOD withdrawal services and individual case management to clients including clinical assessment, care planning, interventions, and risk assessment.
- Undertake, or support other clinicians to undertake a comprehensive assessment to determine the best options for client safety and outcomes in relation to alcohol or drug withdrawal.
- Use a variety of modalities to monitor and support the withdrawal process for identified clients in the catchment.
- Provide education to clients and clinicians in relation to the neuroadaptation process for drug or alcohol withdrawal, and the appropriate treatment regimens.
- Support and enable other workers including General Practitioners, Nursing staff, and alcohol and drug clinicians to monitor and support the withdrawal process for identified clients in the catchment.
- Assist local hospitals and general practitioners and drug and alcohol service providers in the catchment to establish protocols and processes that support clients to gain access to withdrawal in a safe and supported manner.
- Actively participate in the education of community and health workers in the catchment to understand the process of drug and alcohol withdrawal to expand the opportunities for people and their families to be supported to withdraw in their own communities.
- Establish and increase the relationships with state-wide withdrawal services to ensure a responsive service system for clients identified as requiring these services.
- Participating in action research and policy development within the practice setting.
- Responsible for meeting program KPI's (Outcomes = Episodes of Care).

Key Communications

Internal

Internal staff, Other Service providers, Leadership Team and Administration Staff

External

Clients, partner agencies, negotiated networks, GP Practices, Local Hospitals

Qualifications, Interpersonal Skills, Knowledge, Management and Licenses

Qualifications

Essential:

- Current registration with Australian Health Practitioner Registration Australia – (AHPRA) as Registered Nurse Division 1.
- Extensive experience working with AOD clients.

Desirable:

- Other qualifications required for work in the employee's particular practice setting (i.e., Alcohol and Other Drugs, Mental Health, Dual Diagnosis or Counselling).
- Case management experience.
- Understanding of the knowledge and skills required in working with diverse members of the community.

Interpersonal Skills
<ul style="list-style-type: none"> • Person-centred skills and a genuine interest in working with our client group • Demonstrating creativity, critical thinking and problem solving. • Understanding behaviours towards others. • Ability to collaborate with teams to achieve a common outcome ensuring sensitivity and emotional engagement. • Knowing your strengths and weaknesses, confident in communication ensuring to achieve the opportunities sought. • Willing to answer for the outcomes resulting from your choices, behaviours, and actions. • Listening to what others have to say rather than listening only to respond. Accepting others' ideas and opinions.
Knowledge
<ul style="list-style-type: none"> • Knowledge of principles of prevention and harm minimisation as these relate to alcohol and other drug use. • Demonstrated understanding of the clinical nursing requirements for drug and alcohol withdrawal; • Demonstrated proficiency in providing AOD withdrawal services including clinical assessment, care planning, interventions, risk assessment and safety planning • Capacity to provide AOD interventions within the context of substance reduction, cessation and recovery philosophy; • Dual diagnosis capacity and ability to practice utilising the recovery approach in a community setting • Demonstrated skills and knowledge of working with clients within a strength based, client centred and trauma informed framework • Demonstrated understanding of integrated care and proven ability to work collaboratively within a multidisciplinary and mixed clinical environment
Management
<ul style="list-style-type: none"> • Effectively plan, organise and manage time to achieve outcomes and priorities, including meeting funding performance indicators, targets and Nexus internal targets. • Be responsible for the reporting of complaints and incidents and monitoring of those directly related to service provision. • Representation of Nexus at appropriate forums and provide feedback.
Licences
<ul style="list-style-type: none"> • Fully Vaccinated for COVID-19. • Current Police Records Check. • Current National Disability Insurance Scheme (NDIS) Worker Screening Clearance. • Current Working with Children Check (WWCC). • Current Victorian Drivers Licence.

Employee Acceptance (NA for New Starter via online onboarding)			
Name	Position Title	Signature	Date
			/ /

Managers Authorisation			
Name	Position Title	Signature	Date
			/ /

REVISION TABLE

Rev No	DATE	DESCRIPTION	PAGES	BY
1	12/11/2021	Formulation of Position Description	All	S. Burns
2	12/11/2021	Revised Format	All	S. Burns