

Ramahyuck District Aboriginal Corporation



Position Title	Alcohol & Other Drugs Worker (Equivalent to SCHADS 3.1+ depending on experience/training equivalent)
Reports to	Manager Community Support & Engagement
Direct Reports	No
Status	Full time – Ongoing
Location	Sale and Morwell VIC 3840
Organisational Background	
<p>Ramahyuck District Aboriginal Corporation (RDAC) was established as an Aboriginal Community Controlled organisation in 1992 to improve the social, health and economic outcomes for Aboriginal people. RDAC is a leading provider of primary health care and related social and family support services to Aboriginal people and communities across Gippsland. RDAC's services are provided at the following locations: Wellington, Latrobe and Baw Baw local government areas. RDAC's services include: general practice; health assessment and education; dental, audiology; chronic disease management; drug and alcohol counselling; child and family services; child and maternal health; home and community care; immunisation and vaccinations; social and emotional wellbeing support and counselling; allied health; client transport and corporate services; child care service and Aboriginal Best Start program.</p>	
Team Information	
<p>RDAC prides itself on its strong, culturally appropriate support and friendly team culture, which are all linked into our desire to improve the lives of those who have often social emotional wellbeing issues, drug and alcohol concerns or are involved with the justice system.</p> <p>We provide holistic quality services, which meet the needs of the communities in which we deliver services. All of Ramahyuck clinic's are accredited against the RACGP Standards and registered with GPA+. Our health team professionals provide a comprehensive range of health care services inclusive of: health checks, general medical complaints, immunisation, diabetes education, venepuncture, maternity care and chronic disease management.</p>	
Child Safe Commitment	
<p>Ramahyuck District Aboriginal Corporation is committed to child safety.</p> <p>We want children to be safe, happy and empowered.</p> <p>We support and respect all children, as well as our staff and volunteers.</p>	

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We are committed to the safety, participation and empowerment of all children.

We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures.

We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow rigorously.

MARAM Alignment Statement

Ramahyuck District Aboriginal Corporation is committed to aligning to The Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM). In doing so, we will ensure services are effectively identifying, assessing and managing family violence risk to assist to keep the community safe and free from family violence.

Position Purpose

We have an opportunity to join an energetic multi-disciplinary team, that is focused on improving the health and wellbeing of the local aboriginal community, within the role of Alcohol and Drugs Worker . The role will assist clients to overcome various identified Alcohol & Other Drug issues. Provide assistance which is based upon on a harm minimisation approach, involving: health promotion, education, developing and maintenance of Aboriginal /TI community linkages, referral support and counselling. The AOD Worker partners with the client in their individual treatment journey and in conjunction with the above, provides appropriate flexible support. Your clients will engage on a voluntary and mandated nature, and you will have to undertake financial management (brokerage), lead care team meetings and have a complex case load of the clients on your case load and your team.

Key areas of accountabilities

Service Delivery

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| 1 | <ul style="list-style-type: none"> • Deliver educational programs and offer support, advocacy and referral, by referring clients appropriately to other services both internal & external to the organisation. • Provide clients with information about the services they are being referred to and provide support as necessary to clients attending other services • Ensure access to a comprehensive range of treatment and support services across the continuum of care including prevention and health promotion, planning and evaluation of client programs and service delivery options. • Provide high quality assessment and intervention for clients in a professional, confidential and culturally safe manner, in keeping with accepted best practice standards, via group programs and in and outreach support styles. • Work closely with internal and external stakeholders to support regular tracking of progress in monitoring client progress and care, ensuring feedback is provided to staff and supporting implementation of changes in response to identified gaps |
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	<ul style="list-style-type: none"> • Participate in case management and service coordination practices with other professionals, supporting the clients' journey through relevant treatment services • Participate in case allocation, case review and exit planning processes • Contribute to the support of clients who are waiting for service provision and assist in the management of waiting lists and service allocation; • Hold case load of mandated (forensic) and/or voluntary clients. • Ensure information is recorded accurately and in a timely manner • Meet annual KPI's • Other tasks/special projects as directed
2	<p>General</p> <ul style="list-style-type: none"> • Model the behaviors as outlined in the Ramahyuck Code of Conduct and reflective of Ramahyuck values • Provide and promote effective communication, excellent customer service; empathy and compassion; and cultural awareness in all activities. • Attend staff and medical team meetings • Undertake mandatory training as directed • Ensure personal and team contribution to support overall team effectiveness • Ensure compliance with Statutory and Regulatory requirements, and RDAC policies, processes and procedures • Foster productive working relationships with relevant external stakeholders, including specialist providers, hospitals and government departments. • Participate in regular supervision and debriefing with the Lead Clinician/Dual Diagnosis • Complete other tasks as directed by the Manager of Community Support and Engagement or Team Leader
Other responsibility areas (All staff)	
<p>Quality and Risk Management Actively participate and incorporate continuous quality improvement and sound risk management principles to all aspects of the role and in accordance with RDAC policies</p>	

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Professional Development & Education

Actively participate in relevant continuing professional development as required.
Participate in educational activities relevant to the role within RDAC

Occupational Health and Safety

Ensure a safe working environment is maintained to RDAC staff and clients.

Cultural Diversity

Actively participate in a continuous process of developing cultural competence by broadening knowledge of and respect for diverse individuals and communities with particular emphasis on the local East Gippsland demographic.

Teamwork

Work proactively with all members of the Health Services Team in supporting the Unit and its strategic aims.

Position Requirements

Qualification/Licenses	
1	Cert 4 or above qualification in AOD/Mental Health, Community Services or related discipline; extensive skills and experience in case management/AOD support.
2	Current Working with Children's Check
3	Satisfactory Criminal History Check
4	Current Victorian Driver's License
5	Must pass drug & alcohol testing
6	Evidence of Full Covid 19 Vaccinations.
7	DFFH accredited AOD assessor (or working towards)

Key Selection Criteria

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1	Knowledge and understanding of Aboriginal and Torres Strait Islander cultures. Well-developed interpersonal skills with the ability to communicate effectively with people, particularly Aboriginal and Torres Strait Islander peoples.
2	Proven ability and experience to work with a range of people and organisations (including specific client groups such as Aboriginal, CALD and Forensic clients) in a non-judgemental and respectful manner.
3	Maintain confidentiality in all aspects of client interactions and record keeping.
4	Demonstrated skill in working autonomously in a primary care setting, in particular the ability to work as part of a multidisciplinary team.
5	Demonstrated understanding of community-based interventions for reducing alcohol and drug related harm.
6	Experience and training in therapeutic approaches such as: Motivational Enhancement Therapy, Cognitive Behavioural Coping Skills Training, Family Inclusive Practice and self-help groups or similar.