Swan Hill District Health
Connected Care. Best Experience.



Inclusive	Compassionate	Progressive	Accountable

Non Resi Withdrawal Nurse
Part-time
0.5 EFT – 40 hours fortnight
(5 mornings per week)

A part time position is available for a non-resi AOD withdrawal nurse to join our enthusiastic team of Health Professionals in the counselling department at Swan Hill District Health.

The Position

The primary role of the Non Resi withdrawal nurse is to work within the Counselling Services multidisciplinary team providing assessment and provision of safe environment for clients seeking to withdrawal from or reduce the harms of the use of alcohol and other drugs. This role will focus on providing assessment, support, education and referrals for clients seeking support to reduce harmful drug use. Registered nurses with interest and/or experience in AOD withdrawal encouraged to apply.

You Bring

- Registered nurse division 1, registered with Australian Health Practitioner Regulation Agency (AHPRA) and hold a current practicing certificate
- Certificate IV in AOD or have completed the AOD core competencies, or able to complete in the first 12 months of employment.
- Ability to provide high quality engagement, assessment, treatment and support services to individuals and their families
- High level of communication skills
- Ability to work well in a multi-disciplinary team

Mandatory requirements (remove or add as per position description)

- Current National Police Check, or will to obtain.
- Working with Children's Check, or will to obtain.
- NDIS worker screening check, or will to obtain.
- Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers).

About Swan Hill: Swan Hill is situated in North-West Victoria. Located on the beautiful banks of the Murray River with multiple tourist attractions and community events in the surrounding region.

About Swan Hill District Health: Swan Hill District Health is a 143 bed (including Aged Care), fully integrated rural public health facility servicing a greater community of around 35,000 people. At Swan Hill District Health (SHDH), our vision is to provide connected care, best experience for our community.
SHDH is a compassionate, family friendly employer where every employee is a valued team member. Whilst encouraging and supporting work/life balance, SHDH also provides:

®A dynamic workplace ®Discounted Corporate gym memberships
®Salary Sacrifice/Packaging ®Professional Development opportunities
®Employee Assistance Program

Attract Connect Stay; our community are excited to see you and your family arrive. Let us help you connect; schools, partner employment, clubs, housing and the things that matter to you when building your new life.

Apply for this Position via our SHDH Website link: SHDH Apply for this Job providing:

- Completed Application for Employment Form
- Cover letter addressing the selection criteria (included in the Position Description on our website)
- Current Curriculum Vitae

You will find the position description on our website – Vacant positions

Swan Hill District Health is an equal opportunity employer committed to diversity and inclusion. We welcome applications from Aboriginal and Torres Strait Islander people, people with diverse cultural and linguistic backgrounds and people with disability. If you require any reasonable adjustments to the recruitment process or the role, please let us know by contacting **employment@shdh.org.au**

This Position will remain Open until filled

Swan Hill District Health reserve the right to interview and appoint candidates prior to this date.

Position:	**Non Residential Withdrawal Nurse**
Classification:	Registered Nurse Classification Division 1 – Grade 4A Community Health.
Department:	Counselling Services
Reports to:	Mental Health Senior Manager
Position Summary:	Whilst it is anticipated that withdrawal staff will be located with the counselling staff presently at the Pritchard Street venue, it is recognised that a component of service delivery will take place in the client's home and a Medical Clinic in liaison with a Medical Practitioner.
Responsibilities:	The purpose of this position is to contribute to the provision of a safe environment for clients seeking to withdraw from or reduce the harms of the use of alcohol and other drugs. Delivery of non-residential withdrawal services and supports includes: • Supporting clients to access hospital based withdrawal • Providing in home withdrawal support • Supporting clients in an outpatient setting • Assist individuals and families to establish healthier lifestyles that lessen the negative impact of problematic alcohol and drug use. The Role of the position is: • Provide comprehensive clinical withdrawal assessment, withdrawal treatment, referral and information as required and to respond to Assessment referrals provided by Australian Community Support Organisation (ACSO) • Utilise evidence based withdrawal management, pharmacotherapy and behavioural therapies • Provide supports and treatment, using best practice principles including Family Inclusive and Dual Diagnosis Practices. • Undertake exit planning and tracking of client's recovery progress as well as structured follow up at 3 and 12 months. The Responsibilities of the position are: • Provide high quality engagement, assessment (as required), treatment and support services to individuals and their families • Assess the suitability of clients referred for non-residential withdrawal services and or respond to assessments provide by ACSO. • Facilitate the intake and assessment process in collaboration with external providers • Work with clients to develop, implement and review their individual therapeutic treatment goals and interventions including discharge planning and follow up • Facilitate engagement of families and carers of individuals in treatment as required • Liaise directly with the client's general practitioner, nurse practitioner (Addictions) and/or in the case of access to rural hospitals, the admitting medical registrar. • Manage the administration of medically prescribed drugs in accordance with the Drugs, Poisons and Controlled Substances Act 1981.

	• Collaborate with a range of service providers and facilitate referrals to other services if indicated. • Maintain and accurately record client progress and attend to administrative information and collection and collation of relevant mandatory and organisational data within given timeframes • Participate in clinical, group and management supervision and commit to critical reflection and discussion of values and ethical conduct, including: o Participation in professional network activities, including Advanced Practitioner Panel engagement o Commitment to the philosophy of harm minimisation • Undertake responsibilities of the position adhering to: • Professional standards, codes of practice and relevant legislation • Occupational Health & Safety Legislation and requirements • Organisational policies and procedures and quality assurance activities • Equal Opportunity • Actively participate in ongoing professional development attending relevant training and education as required
Key Selection Criteria:	**Essential** • Registered Nurse division 1, Registered with the Australian Health Practitioner Regulation Agency (AHPRA) and hold a current practicing certificate. • Minimum 2 year experience and or completion of a graduate year. • Certificate IV in AOD or have completed the AOD core competencies or able to complete in the first 12 months of employment. • Competencies in dual diagnosis (or able to compete in the first 24 months of employment). • A current (Australian) driver's licence. • A sound knowledge of the Drugs and Poisons Act and Mental Health Act. • Demonstrated skills in communicating and working with a range of individuals and families presenting with alcohol and other drug issues including marginalized groups with a personal commitment to promoting equality, diversity and human rights in all aspects of service delivery with the ability to deal with clients in a calm, tolerant, non-judgmental and positive manner. • Excellent interpersonal and communication skills in working with a range of people and organisations including individuals, families, carers and other service providers. • Demonstrated ability to work as a member of a multidisciplinary team with the capacity to develop collaborative and productive working relationships and use conflict resolution processes where required. • A working with Children card (if required, i.e. working with families in group settings). • Current National Police Check • Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers), through either documentation or copy of serology report. It is required that there is immunization for all vaccine preventable illnesses. **Desirable** • Minimum two years clinical practice experience in managing people undergoing neuro-adaptive changes due to alcohol and other drug withdrawal.

	• Experience in working with advanced skills in dual diagnosis (Mental Health and Alcohol and Other Drug competencies), or Acquired Brain Injury. • Highly developed knowledge and experience in use of computer and electronic Client Management systems, i.e. iPM,TRAK, ADIS, Penelope and SCTT. • Understanding of the philosophy and principles of harm minimization, Motivational Interviewing and Cognitive Behavioral Therapies. • Demonstrated ability to effectively communicate with other health professionals particularly General Practitioners and clients from diverse cultural, social and economic backgrounds
Salary/Award:	Nurses & Midwives Enterprise Agreement.
First Nations:	Swan Hill District Health would like to acknowledge First Nations communities of Wamba Wamba, Wadi Wadi, Barapa Barapa, Latji Latji and the Tatti Tatti people on whose land, we work and live. We pay respect to all Elders past and present and honour their connection to the land and water.
Continuous Quality Improvement:	• Each staff member is expected to demonstrate a commitment to best practice. • All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care. • All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards. • It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies & Protocols
Person Centered Care:	The Health Service supports in its values the philosophy of Person Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to participate in the provision of quality health care. We recognise diversity is part of every person & as such providers of health care must be actively involved in developing models of care that are person centered
Child Safety:	All children have the right to feel and be safe. Keeping children safe is everyone's responsibility. SHDH is committed to providing a child safe environment where children are safe and feel safe, and where their voices are heard about the decisions that affect them. SHDH have zero tolerance to child abuse. Each employee has a responsibility to adhere to this requirement. Any breach of this standard will result in disciplinary action.
Our Purpose:	**Connected Care / Best Experience** SHDH commits to meet the growing health care needs of our community through our new vision to provide better connected care and to achieve the best care experience.
Privacy and Confidentiality:	SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection. Each employee has a responsibility to adhere to SHDH's Privacy and

	Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.
Mandatory Training:	All employees must be aware of and complete designated mandatory training within the required time frame.
Safety:	**RESPONSIBILITIES: It is the responsibility of every staff member to:** • Take reasonable care for your safety and the safety of others while at work. • Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system. • Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your position. • Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual. • Complete all Mandatory training requirements as identified and directed. • Comply with the Occupational Health and Safety Act and all SHDH O.H. & S. online Policies and Procedures.
Asset Management:	Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.
Review:	Completion of My Work Plan on a yearly basis.
Previous Revision dates: **Current:**	June 2016, June 2017, Jan 2024 July 2026
Managers Name:	
Managers Signature:	
Employees Name:	
Employees Signature:	

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APPLICATION FOR EMPLOYMENT FORM

(To be attached to application)

The Application for Employment form is required to be submitted with the following documents:

- ☐ Covering letter in support of application
- ☐ Response to Key Selection Criteria
- ☐ Applicants Curriculum Vitae

Position Applying for	

General Information

Name			
Address			
Contact	**Home phone**	**Mobile**	**Email**

Are you of Aboriginal/Torres Strait Islander Origin? ☐ No ☐ Aboriginal ☐ Torres Strait Islander

(This question is voluntary)

Do you wish to be identified under this category? ☐ Yes ☐ No

Are you an Australian Citizen or Permanent Resident? ☐ Yes ☐ No Date of Grant _____

If no, what is your current Visa Status – Visa type _____ Expiry date _____

Place/Country of issue: _____ Issue Number: _____

Do you require sponsorship? ☐ Yes ☐ No

Conditions of Employment

Employment conditions are governed by the relevant Public Sector Health Industry Awards and EBAs relevant to the position applied for:

Initial employment is subject to:

- 6 months' probationary period (*with a review at 3 months.)*
- Requirement to work any shift
- Requirement to work in any department as required

Hours of Work – _____ (Availability)

Discipline/Misconduct

Have you experienced discipline or misconduct action at any previous employment? ☐ Yes ☐ No

If **Yes**, please provide details:

Police and Working with Children Checks

Satisfactory Police Checks, and in some areas, Working with Children Checks are mandatory at the point of employment.

If you have a current Police Check and/or Working with Children Check, please show the check identifying numbers and the date of issue: _____

Upon engagement, you will be required to provide the necessary information to complete a Check. Please note that it is a condition of employment that you maintain a current satisfactory Police Check and, if required, Working with Children Check.

Pre-existing Health and Injury Declaration

Swan Hill District Health (SHDH) is committed to achieving a safe working environment for all employees. As part of this, it is our objective to ensure potential employees are not required to work in duties that they are not able to perform safely. As part of the application process for employment with SHDH, we request you to disclose any pre-existing injury or disease which may be adversely affected by the performance of the inherent requirements of the position you have applied for – as described in the Position Description for the position.

Pursuant to S.41 (1) and (2) of the *Workplace Injury Rehabilitation and Compensation Act 2013,* you are required to disclose to SHDH any pre-existing injury or disease that you have suffered of which you are aware, and could reasonably be expected to foresee, could be affected by the nature of this proposed employment.

Failure to make a disclosure, or the making of a false or misleading disclosure, would disentitle you to compensation pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* should you suffer any reoccurrence, aggravation, acceleration, exacerbation or deterioration of your pre-existing injury or disease arising out of, or in the course of, or due to the nature of with SHDH. SHDH will rely upon any failure to disclose in accordance with the provisions of the *Workplace Injury Rehabilitation and Compensation Act 2013* as grounds for denying compensation in accordance with S.41 (1) and (2).

Should any alteration, change or rearrangement be necessary to enable you to carry out the inherent requirements of the position, we also request that you disclose these requirements. SHDH is an equal opportunity employer and will arrange any reasonable adjustment to enable a person with a disability to perform the inherent requirements of the position and therefore compete equally with other applicants for this position. Please disclose in the place below any pre-existing injury or diseases that you suffer from, or have suffered from, which could be affected by the nature of your proposed employment with Swan Hill District Health.

Disclosure advice: - (to be completed by the applicant)

I confirm that I have read and understood the contents of the above information and state that I have disclosed all relevant information in relation to my health and physical ability to carry out the inherent requirements of this position.

Signature of applicant: _____ **Date:**

NOTE: If providing this form electronically, you accept that the information is true and correct by the action of submitting the form. You will be requested to sign the printed version at your interview if you are selected.

Enquiries:
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Phone: 03 50339315
Postal Address: PO Box 483 SWAN HILL VIC 3585