

## Position Description

Role title	<b>Alcohol &amp; Other Drug Clinician</b>
Status	<b>Permanent Full time (76 hours per fortnight)</b>
Location	<b>Wide Bay QLD, Fraser Coast, North Burnett</b>
Salary range	<b>\$31.03 – \$35.51 per hour, dependent of skills and qualifications</b>
Award	<b>Qld Community Services and Crisis Assistance Award State 2011</b>
Closing Date	<b>July 21<sup>st</sup>, 2014</b>
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### Working Environment

Since 1997, Bridges Health & Community Care has assisted hundreds of people to move beyond the isolation and stigma of mental illness to a meaningful existence with a sense of purpose. The key foci on this journey of recovery are:

- Fostering the belief that recovery is possible and cultivating optimism;
- Strengths and resilience rather than illness and the possibility of failure,
- Building personal capacity, self-reliance, social and community connections and mainstream integration,
- Celebrating small steps rather than expecting over-night transformations.

In 2007, Bridges commenced Bundaberg's first community strength-based Alcohol and Other Drug psychosocial treatment service for people who misuse alcohol and/or drugs.

We have since introduced additional mental health and drug and alcohol services such as our Psychology Practice and Youth Services implementing the principle of "No Wrong door" for people in the Wide Bay area with mental health issues and/or problematic substance use and for families, carers and loved ones affected by these issues.

We adhere to evidence based practice, embrace a multidisciplinary approach and utilise the strengths, culture and diversity in our staff and interventions to offer the best possible service for our clients, consumers and carers.

## Drug & Alcohol Treatment Service (DATS)

Entry to the AOD service is via referral, appointment and assessment. We use a standard assessment tool that meets current best practice standards and provide a range of treatments based on the type(s) of substance misused, the level of dependency, the preparedness for change and other special needs: For example:

- Clients not ready to modify their substance misuse are given a brief motivational intervention and followed-up at pre-determined intervals;
- Psychosocial treatments such as motivational interviewing, cognitive behavioural therapy, goal setting, illness education and assistance with life-style change are available for clients who are motivated to change;
- We offer family therapy to help re-build family connections and improve treatment retention;
- We use an integrated approach to ensure that people with a dual diagnosis receive the best possible opportunities to address their substance misuse and mental health concerns;
- We liaise with local GPs to ensure coordinated care for clients who require pharmacotherapy interventions;

All interventions are determined within a framework of harm minimisation, re-engagement and cooperation and we base our services on recovery, consumer participation, empowerment and community integration.

### Purpose of the Role

- Provide evidence-based psychological and psychosocial treatment based on individual need to help service users and their significant others) moderate their use of substances, reduce risk-taking behaviour, improve physical and psychological health and improve social functioning;
- Provide psychosocial rehabilitation to help reduce relapse and promote psychosocial functioning;
- Provide family therapy to help reduce relapse and re-build family functioning.

### Objectives of the Role

1. Minimise the harm associated with the misuse of alcohol and/or drugs;
2. Improve the family functioning, social connectedness and life skills of people who misuse substances.

Key Responsibilities	Key Performance Indicators
<b>Client Assessment &amp; Intake</b>	<ul style="list-style-type: none"><li>· All referrals are assessed using the Bridges Drug &amp; Alcohol Psychosocial Assessment Form and psychometric tools i.e. AUDIT, DUDIT.</li><li>· Assessment and need are identified and recorded accurately.</li><li>· Intake, treatment and referrals are based on identified needs.</li><li>· Referring agencies are provided with prompt written feedback on referral outcomes.</li></ul>
<b>Client</b>	<ul style="list-style-type: none"><li>· Treatment is based on an individual's preparedness for change, type(s) of</li></ul>

<b>Key Responsibilities</b>	<b>Key Performance Indicators</b>
<b>Treatment</b>	<p>substance misused, the level of dependency and other special needs.</p> <ul style="list-style-type: none"> <li>· Psychological treatments (including motivational interviewing, brief interventions, behavioural reinforcement, resistance training, cognitive behavioural interventions and lifestyle adjustment) are evidence-based and appropriate for the individual.</li> <li>· Psychosocial treatment (including practical assistance in addressing day-to-day issues such as housing, financial management and employment) is provided in collaboration with a range of community-based and public-sector agencies.</li> <li>· Client's goals are reviewed regularly and treatments adjusted where necessary.</li> <li>· All treatments, referrals, progress and outcomes are accurately recorded in a timely fashion and in the prescribed format.</li> </ul>
<b>Family and Group Therapy</b>	<ul style="list-style-type: none"> <li>· Family and group therapy sessions are evidence-based;</li> <li>· Progress and outcomes are accurately recorded in a timely fashion and in the prescribed format.</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>· Electronic and paper-based client files contain the data and information necessary for Bridges to comply with statutory and funder reporting requirements.</li> <li>· Reports and data are accurate and consistently provided on time.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>· Active participation in program development, implementation and review activities.</li> <li>· Active contribution to staff development and supervision programs.</li> <li>· Proactive identification of and participation in training, development and supervision needs.</li> <li>· Active participation in community networks and broader organisational forums.</li> </ul>
<b>Compliance</b>	<ul style="list-style-type: none"> <li>· Compliance with contractual agreement, Policies and Procedures, Statutory and Legislative requirements particularly relating to: <ul style="list-style-type: none"> <li>· Workplace Health &amp; Safety,</li> <li>· Working with Children and Young People,</li> <li>· Harassment,</li> <li>· Grievance,</li> <li>· Participation in Decision Making,</li> </ul> </li> </ul>

<b>Key Responsibilities</b>	<b>Key Performance Indicators</b>
	<ul style="list-style-type: none"> <li>· Duty of Care,</li> <li>· Privacy</li> </ul>
<b>Relationships</b>	<ul style="list-style-type: none"> <li>· Contribution to productive and harmonious relationships between staff, management, clients and other key service providers.</li> </ul>
<b>Values</b>	<ul style="list-style-type: none"> <li>· Commitment to Bridges values of harm minimisation and engagement, services based on recovery, consumer participation, empowerment and community integration and delivery of evidence-based services and programs</li> </ul>

### **Key Selection Criteria**

1. Qualifications in the health, social or behavioural science field and/or extensive AOD training with a minimum standard of a Diploma in Alcohol & Drugs.
2. Minimum 5 years' experience in working with individuals and families who have alcohol or other drug issues.
3. Demonstrated ability to apply harm minimisation practices in the treatment of people and families with AOD issues.
4. Demonstrated ability to conduct client assessments and prepare treatment plans based on those assessments.
5. Ability to provide evidence-based brief interventions for people who misuse alcohol and other drugs.
6. Ability to provide evidence-based clinical practice for people with complex needs and/or dual diagnosis.
7. Knowledge of community resources, treatment services and referral networks or the capacity to obtain that knowledge effectively and efficiently.
8. Possession of or ability to obtain a Blue Card for Working with Children and Young People.
9. Current Driver's Licence