

# Social Worker / Psychologist / Occupational Therapist (Senior) “AOD Toolkit Project”

<b>Location*:</b>	Brisbane CBD	<b>Unit/Department:</b>	Insight Training and Education Metro North Mental Health – Alcohol and Drug Service
<b>Status:</b>	Temp full-time to 30 June 2018	<b>Classification:</b>	HP4

## Our Hospital and Health Service

Delivering outstanding healthcare is just one of the ways that we care for our community. Our passion for people is reflected in the way we live our values every day. We value and nurture our staff so that they can provide quality value based care across our diverse organisation every day. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women’s and newborn care, and more than 30 sub-specialities. Metro North services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospital. We expect our staff and volunteers to translate our values into action through providing high quality, safe, connected care that is relevant, efficient and respectful of our patient’s needs and wishes. Our people are passionate about our community and patients with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Please visit our website for additional information about Metro North. <http://www.health.qld.gov.au/metronorth/>

## Our Vision

Changing the face of health care through compassion, commitment, innovation and connection.

## Our Values



### Respect

Displays appropriate workplace behaviours and attitudes with colleagues, patients and visitors



### Teamwork

Builds relationships and works collaboratively to improve patient outcomes



### Compassion

Displays empathy and concern towards colleagues, patients and visitors



### High performance

Consistently delivers work to a high standard to meet a rapidly changing environment



### Integrity

Acts with honesty and transparency to maintain a high standard of ethical conduct

## About Metro North Mental Health

Metro North Mental Health (MNMH) commenced as a Clinical Directorate with a single point of accountability and budget as of 1 July 2014. MNMH employs 1130 full time equivalent staff, has an annual expenditure of \$172 million and a catchment area population of over 1,000,000 people.

Mental health services are provided across the age spectrum including perinatal, child and adolescent, adult and older persons. A number of specialist services are also provided including consultation liaison, forensic, addiction, eating disorders, community mental health and an inner city homeless team. The service supports the recovery of people with mental illness through the provision of recovery focussed services and consumer and carer services in collaboration with primary and private health providers and our Non-Government partners. The service is a leader in clinical care, education and research. Training for all mental health disciplines is a priority. There are joint nursing and medical appointments and close links with multiple universities and specialist medical and nursing colleges.

There are 334 inpatient beds comprising: 182 acute adult, 12 adolescent, 40 Secure Mental Health Rehabilitation, 60 Community Care, 24 long stay nursing home psycho-geriatric and 16 state-wide alcohol and drug detoxification beds.

Community services are based at Brisbane City, Fortitude Valley, Herston, Nundah, Chermshire, Strathpine, Caboolture and Redcliffe with outreach services to Kilcoy.

Metro North Mental Health - Alcohol and Drug Service (MNMH-ADS) provides evidence based treatments including opioid maintenance, substance withdrawal management and counselling at a number of multidisciplinary clinics for patients with alcohol and drug dependence, many of whom also have comorbid mental health and medical problems. MNMH-ADS has a focus on the acute hospitals within Metro North to help early diagnosis of patients with substance use disorders, prevent complications, reduce length of stay, facilitate effective discharge planning/community aftercare and avoid re-admissions. Queensland-wide consultation/ liaison, information, education, training and research services are also provided.

## About Insight Training and Education

Insight provides a range of alcohol and other drug training, education, research and other workforce development activities for government and non-government services across Queensland. The program offers face-to-face, online and webinar-based training services alongside the provision of clinical advice, tools, resources and other professional support to workers and services. We also provide specific workforce services for Nursing, Allied Health, Youth and Aboriginal and Torres Strait Islander practitioners.

For more information visit [www.insight.qld.edu.au](http://www.insight.qld.edu.au).

## About the Role

### Context

- This role reports directly to the Director - Insight / Statewide Clinical Support Services.
- This role has a professional reporting line to the relevant Allied Health Professional Lead for MNMH-ADS
- This role will work directly with health and community service practitioners across Queensland. There is no direct patient / client care associated with this role.

### Purpose

It is the purpose of this role to utilise high level alcohol and other drug knowledge and skills to devise and develop a range of alcohol and drug related clinical tools and resources for use by health and community service providers in their provision of treatment to clients experiencing problematic substance use.

## Key Accountabilities

- Contribute to the development and delivery of evidence based clinical information, tools and resources that enhance professional competence and builds workforce capacity of the health and community service providers to work with people who use substances.
- Consult with stakeholders and clients/consumers in the design and development of alcohol and drug information products including information booklets, web-content, brochures, clinical tools and other resources that can be used to enhance direct AOD service provision.
- Provide clinical advice and professional support to workers and services across Queensland in matters relating to substance use.
- Collaborate and network at a state-wide level and across the government and non-government sector to enhance service delivery and quality outcomes for clients who use substances, applying independent professional judgement, analytical and stakeholder negotiation skills where necessary.
- Participate in the identification, design, monitoring and publication of research projects that aim to improve family-oriented alcohol and other drug practice
- Apply knowledge of project management to assist in the development, implementation and evaluation of statewide health service delivery improvement initiatives.
- Exercising clinical judgement in providing services of a complex nature where principles, procedures, techniques or methods require expansion, adaptation or modification.
- Participate as a member of the project team reporting on project activity progress and other issues and initiatives to ensure project objectives are delivered and service quality is improved.

## How you will be assessed

How we do things is as important as what we do therefore you will be assessed on your ability to demonstrate the following key technical and behavioural capabilities, knowledge and experience. Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

- High level knowledge and application of evidenced based alcohol and other drug assessment and intervention.
- High level project management skills including the ability to contribute to the development of clinical information, tools, brochures and other resources, including effective program review and evaluation.
- High level interpersonal, communication, collaboration and negotiation skills, enabling you to achieve successful outcomes with a wide range of internal and external stakeholders.
- High level leadership and problem solving skills with demonstrated capacity to work autonomously in the achievement of project deliverables in an environment with competing demands and priorities.

## Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires proof of qualification and registration (Occupational Therapy/Psychology) or eligibility for membership (Social Work) with the appropriate registration authority. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- It is a mandatory requirement for all Social Work positions that the candidate is eligible for membership of the Australian Association of Social Workers (AASW). Eligibility is dependent on the candidate having completed a University level Social Work degree accredited by the AASW and that the candidate does not have any other outstanding professional competency or ethical issues or complaints known to the AASW which may preclude membership to the association.
- Overseas qualified Social Work candidates require a "certification of eligibility" letter from the AASW to confirm their eligibility for membership of AASW. Overseas qualified applicants should include such evidence with their application to be considered for short listing in the selection process.
- Statewide travel, including overnight and multi-day trips, is a significant requirement of this role.
- Computer literacy skills are a core requirement of this role. Experience in graphic design and/or use of InDesign, Photoshop, e-learning authoring programs or other design programs would also be highly regarded.
- The incumbent is required to operate a motor vehicle. As driving may be a significant task in the delivery of this position's objectives, proof of a current 'C' Class licence must be provided.
- All staff are appointed to Metro North Mental Health (MNMH) and may be required to work across practice settings and/or participate in shift work providing extended services. Clinical movement across other similar positions in MNMH is a service wide expectation and is actively supported.

## How to apply

Please provide the following information to the panel to assess your suitability:

1. **A short statement (maximum 2 pages)** on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key accountabilities and meet the key skills requirements.
2. **Your current CV or resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or resume.
3. Submit your application online at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) by the closing date.
4. Please note that hand delivered applications will not be accepted.
5. Only those persons eligible to work in Australia may be employed by MNHHS. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
6. Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

<b>Job ad reference:</b>		<b>Closing Date:</b>	9am Monday 19 March 2018
<b>Contact name:</b>	Jeff Buckley	<b>Contact number:</b>	(07) 3837 5655
<b>Classification:</b>	HP4	<b>Salary Range:</b>	\$104,227 - \$112,155 per annum
<b>Online applications:</b>			

\* Please note: there may be a requirement to work at other facilities located across Metro North Hospital and Health Service

\*\*Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Hospital and Health Service

**APPLICATIONS WILL NOT BE ACCEPTED BY A THIRD PARTY**

## Team Structure

Metro North Hospital and Health Service

## Service Programs Mental Health



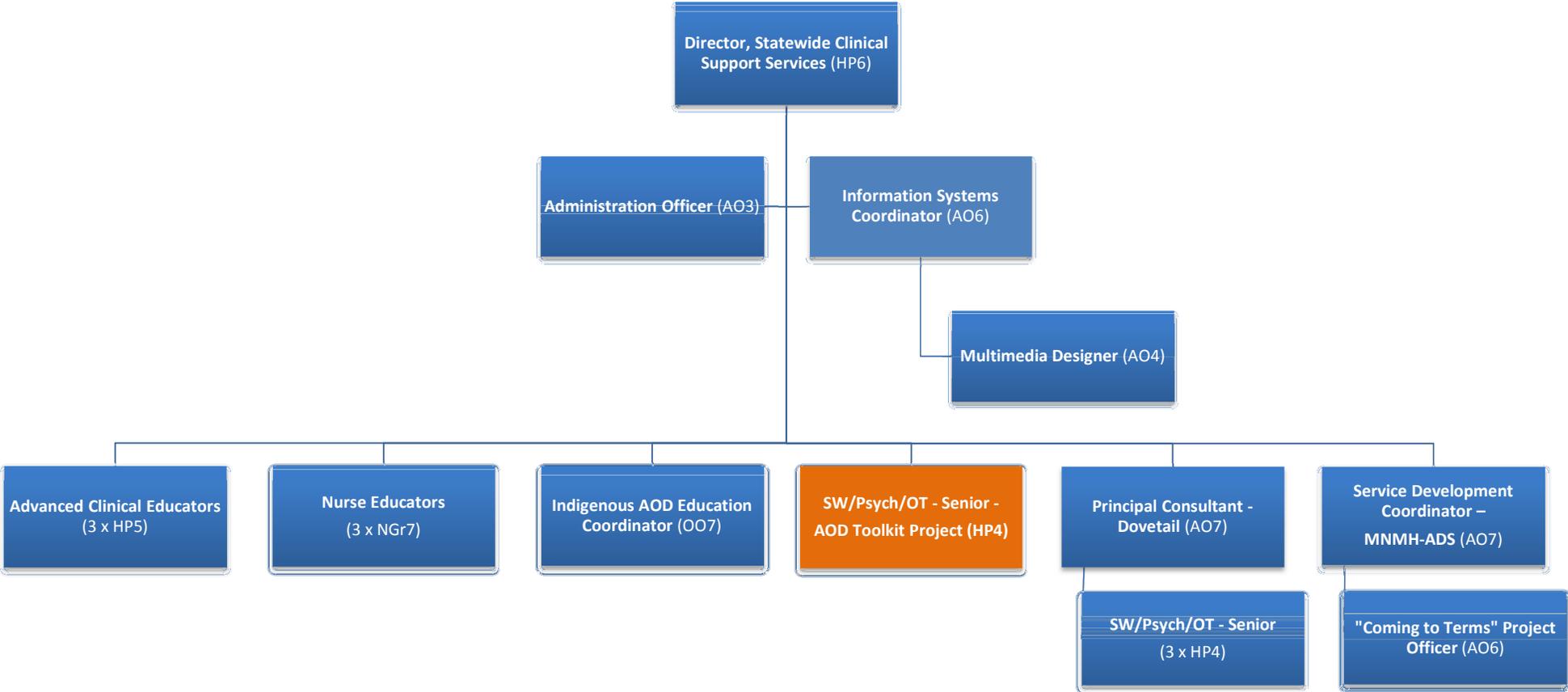
\* State wide services – note: Prison MHS and the High Secure Inpatient Service are managed by West Moreton HHS

# Includes Central Queensland, Sunshine Coast

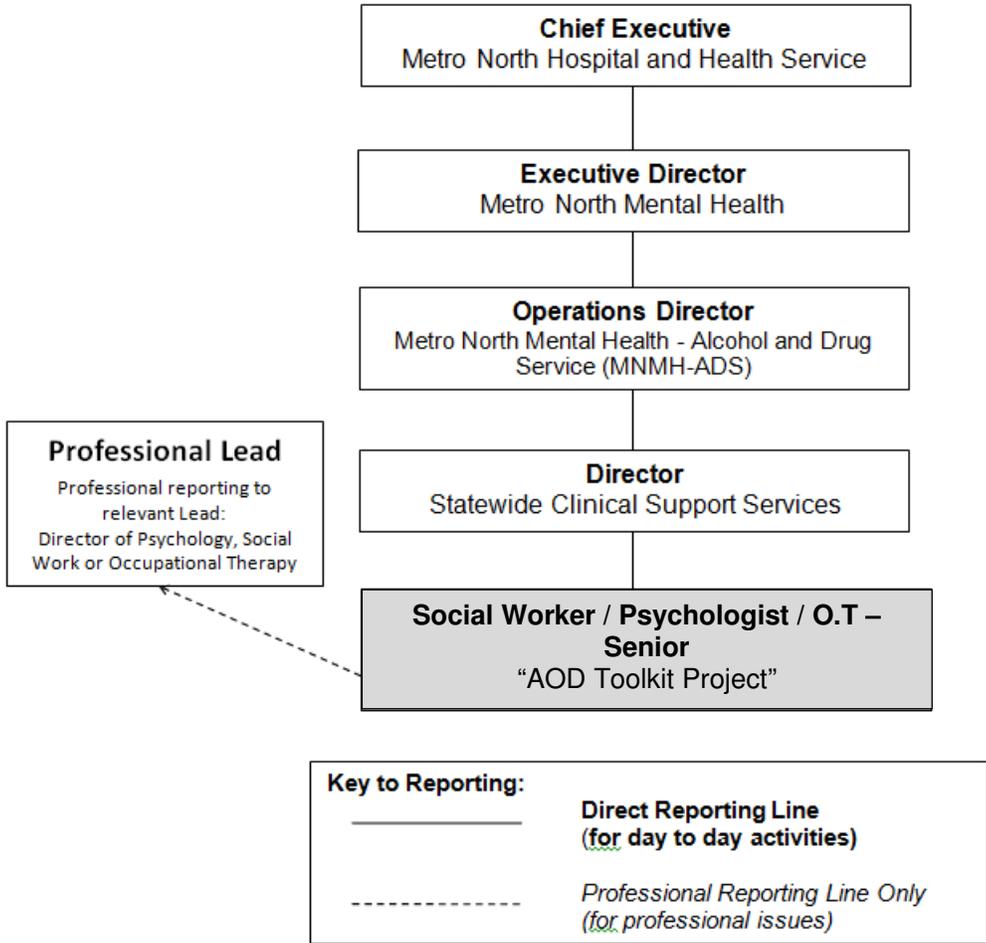
Effective date: 04/2016. Review date: 04/2017



# Team Structure



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### Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within our Health Service and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

### Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Hospital and Health Service is everyone's responsibility.

### Safety and Quality

Relevant to the position, staff actively participate in and promote the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards and the Australian Council on Healthcare Standards (ACHS) Evaluation and Quality Improvement Program (EQulP).

### Vaccine Preventable Diseases (VPD) Requirements

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one HHS to another HHS, Department to a HHS, or HHS to Department).

## Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:  
<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2  
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/gh-pol-197.pdf>
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

# Metro North Hospital and Health Service Executive Structure

