

Aboriginal and Torres Strait Islander Alcohol and Drug Workforce Development Coordinator, Nurse Educator

Location*:	Brisbane CBD	Unit/Department:	Insight: Centre for AOD Training and Education, Metro North Mental Health - Alcohol and Drug Service, Biala
Status:	Temp fulltime to 30 June 2020 (with possibility of extension)	Classification:	Nurse Grade 7

Under s25 of the Anti-Discrimination Act 1991, there is a genuine occupational requirement for the incumbent to be Indigenous to the Aboriginal or Torres Strait Islander Community.

Our Hospital and Health Service

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so that they can provide quality value based care to our patients across our diverse organisation. 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 hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' 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://metronorth.health.qld.gov.au/>

Our Vision

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

Our Hospital and Health Service Values and their corresponding Lominger™ competencies:



Respect

- Interpersonal savvy
- Manages conflict
- Communicates effectively
- Balances stakeholders



Teamwork

- Collaborates
- Develops talent
- Values differences
- Builds effective teams



Compassion

- Customer / Patient focus
- Demonstrates self-awareness
- Manages ambiguity
- Being resilient



High performance

- Cultivates innovation
- Action oriented
- Drives results
- Drives vision and purpose



Integrity

- Decision quality
- Ensures accountability
- Courage
- Manages Complexity

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, Chermside, 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 co-morbid 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 is the leading provider of alcohol and other drug training, education, clinical resources and practice support for workers and services in Queensland. The unit also provides specific workforce services for Nursing, Allied Health, Youth and Aboriginal and Torres Strait Islander practitioners.

For more information about Insight visit www.insight.qld.edu.au

About the Role

Autonomy

An employee who is a registered nurse who:

- a) Demonstrates an advanced level of autonomous clinical and professional practice.
- b) Demonstrates an advanced level of decision making in collaboration with a multi-disciplinary team.
- c) Undertakes operational leadership.
- d) Works collectively to apply the principles of clinical governance.
- e) Exercises professional and clinical expertise in collaboration with nursing and midwifery executive and multi-disciplinary stakeholders.
- f) Takes responsibility for enacting strategies that supports a work-based culture that promotes and supports education, learning, research and workforce development.

Context

- The position reports operationally to the Director – Insight, and professionally to the relevant Social Work / Psychology / OT Professional Lead and the Metro North Mental Health Indigenous Professional Lead.
- The position may be required to line manage 1-2 staff.
- This role has a professional reporting line to the Nursing Director, Metro North Mental Health – Alcohol and Drug Service
- This role will work directly with alcohol and drug nurses and other health and human service practitioners across Queensland. There are no direct patient care responsibilities associated with this role.
- This role does not have a budget delegation.
- The position does not have a budget delegation.

Purpose

As part of a multidisciplinary team utilise specialist knowledge and expertise and advanced clinical competence in the area of alcohol and other drug (AOD) nursing to lead the design and delivery of specialist culturally secure alcohol and drug training and education programs alongside the provision of clinical advice, professional support and other workforce development services for both Aboriginal and Torres Strait Islander and non-Indigenous health and community service workers across Queensland.

The position is based within Insight - Centre for alcohol and drug training, education and workforce development Queensland. For more information visit www.insight.qld.edu.au

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North values and the corresponding Lominger™ competencies shown above in this role description:

- Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health Award) (2015) – Generic Level Statements Nurse Grade 7 and the Queensland Health and Metro North Hospital Health Service commitments and values, in achievement of organisational goals.
- Practice in accordance with code of ethics, professional standards and legislation affecting nursing practice by maintaining current knowledge and competence specifically within alcohol and drug nursing.
- Practice within the scope of a nurse educator while demonstrating knowledge and skills related to specialist alcohol and drug nursing. This includes translating alcohol and drug evidence into practice and analysing data to determine education requirements and initiatives necessary to meet service and professional needs/direction.

Professional Management

- Responsible for the day to day operational management and resource allocation for a small team
- Promote engagement and manage the performance and development planning of self and staff reporting to the position.

Clinical Training and Education

- Lead the development and delivery of best-practice, evidence-based, culturally-secure AOD clinical training and education packages that enhance professional competence and builds workforce capacity of multidisciplinary health professionals who provide services to Aboriginal and Torres Strait Islander clients / patients who experience alcohol and/or other drug issues.
- Utilising principles of adult learning and Social and Emotional Wellbeing, facilitate the delivery of face-to-face professional training to a variety of professional audiences across Queensland.

- Design, develop and review a range of written culturally secure AOD training resources for multidisciplinary health professionals including e-learning modules and other training related materials.
- Communicate with influence at statewide committees and at the level of senior clinical practitioner to facilitate operational, organisational and cultural change associated with the implementation of this training. This includes establishing partnerships with clinical educators and AOD service managers across Queensland with the view to co-designing and co-delivering culturally-secure AOD training packages in their regions.
- Establish, monitor and maintain effective participant, training and evaluation data collection processes that reliably inform continuous quality improvement, regular outcome reporting and planning processes for future training and educational programs.

Clinical Leadership and Expertise

- Maintain an advanced level of contemporary knowledge and skill in the delivery of AOD treatment with Aboriginal and Torres Strait Islander clients / patients and communities through research, clinical practice and self-directed learning to ensure contemporary AOD policies, guidelines and evidenced based best practice are reflected in training materials and other workforce development initiatives.
- Establish collaborative relationships and partnerships with Aboriginal Community Controlled Health Organisations and other Aboriginal and Torres Strait Islander organisations across Queensland with the view to developing and delivering projects and activities which build the capacity of the community controlled sector to provide alcohol and other drug prevention, early intervention and treatment services, including practice tools, guidelines, resources and other professional development products.
- Provide advice to the Director and colleagues in regards to building the internal cultural capability of Insight, including supporting the implementation and management of a Reconciliation Action Plan for the program.
- Provide independent, high-level, culturally secure AOD clinical advice, authoritative counsel, cultural mentoring and other forms of professional support to workers and services statewide in matters relating to alcohol and drug issues for Aboriginal and/or Torres Strait Islander clients, patients and communities.
- Contribute to the development and review of alcohol and drug professional standards, practice guidelines and other clinical tools and resources.
- Build the capacity of multidisciplinary health professionals to provide effective clinical practice supervision within alcohol and drug settings through training, education, resourcing and support, as well as provide coaching and cultural mentoring support to others.
- Use advanced project management skills to assist in the development, implementation and evaluation of statewide AOD service delivery improvement initiatives.
- Design and implement activities that enable greater participation and engagement of Aboriginal and Torres Strait Islander clients / consumers and their families in both training content / focus and the design and delivery of workshops where appropriate.
- Lead and / or participate in strategic research that contributes to the development and quality improvement of AOD education and training, as well as workforce development.
- Facilitate induction and support of student nurses participating in practice placement within the service.
- Maintain professional accountabilities through active engagement in continuing professional education and mentoring / supervision to develop clinically-sound practice knowledge and expertise.

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:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times.
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services.

- **Compassion** – is completely patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients.
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North's vision and purpose to exceed expectations of our patients and stakeholders.
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard.

Mandatory qualifications / Professional registration / Other requirements

- Under s25 of the Anti-Discrimination Act 1991, there is a genuine occupational requirement for the incumbent to be Indigenous to the Aboriginal or Torres Strait Islander Community.
- Appointment to this position requires proof of qualification and, registration or membership with the Nursing and Midwifery Board of Australia (NMBA). Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- Minimum of 12 months nursing experience as a Registered Nurse is required. Previous experience in working in an alcohol and drug service is essential.
- Possession of a relevant post graduate qualification (i.e. Graduate Certificate, Graduate Diploma, Masters Degree), particularly in the area of Alcohol and Drug and/or Mental Health - or evidence of enrolment in such a program - is highly desirable.
- Statewide travel, including overnight or multi-day trips, is a significant requirement of this role.
- Computer literacy skills are a core requirement of this role.
- The incumbent is required to operate a motor vehicle and as such, a current 'C' class licence must be provided.
- All staff are appointed to the Metro North Mental Health – Alcohol and Drug Service 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 the service is an expectation and is actively supported.

Annual mandatory training requirements

- BLS
- Fire Safety – General evacuation instructions and first response evacuation
- Patient Handling Techniques
- Cytotoxic Safety (Category 1)
- Child abuse and Neglect Capability Self-Assessment Tool
- Infection Control

Other requirements:

- Certificate IV in Workplace Assessment and Training is desirable.
- Statewide travel, including overnight and multi-day trips, is a core requirement of this role.
- Computer literacy skills are a core requirement of this role.
- 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 by email by the closing date (see below)
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.

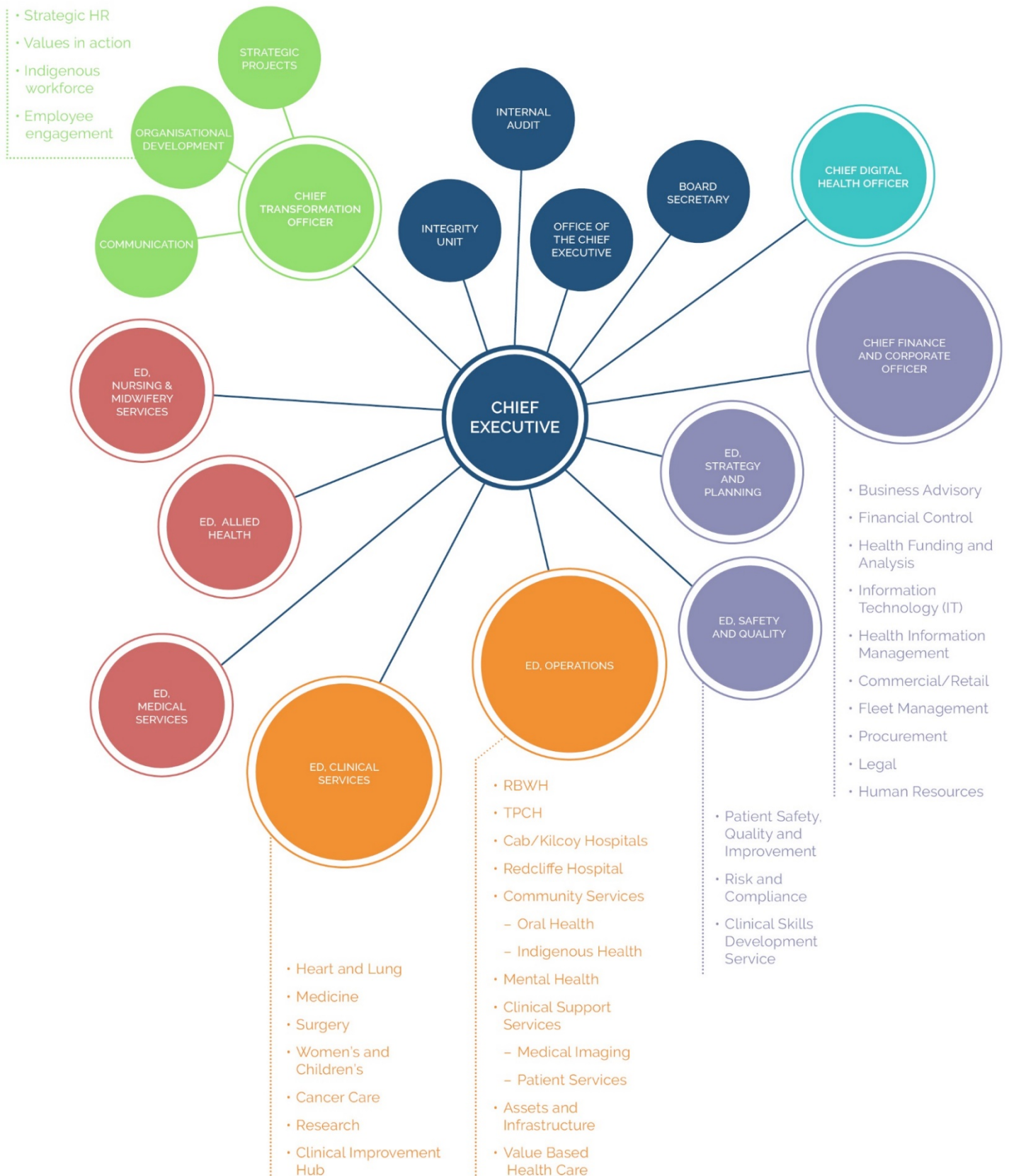
Job ad reference:		Closing Date:	9:00am Wednesday 30 th October
Contact name:	Jeff Buckley	Contact number:	(07) 3837 5655
Classification:	Nurse Grade 7	Salary Range:	\$110,499 - \$119,964
Online applications:	Email applications to jeff.buckley@health.qld.gov.au		

* 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

Metro North Hospital and Health Service Executive Structure



Service Programs Mental Health Directorate



¹ Accepts consumers from Redcliffe, Caboolture and Sunshine Coast catchments

² Accepts consumers from TPCB and RBWH catchments

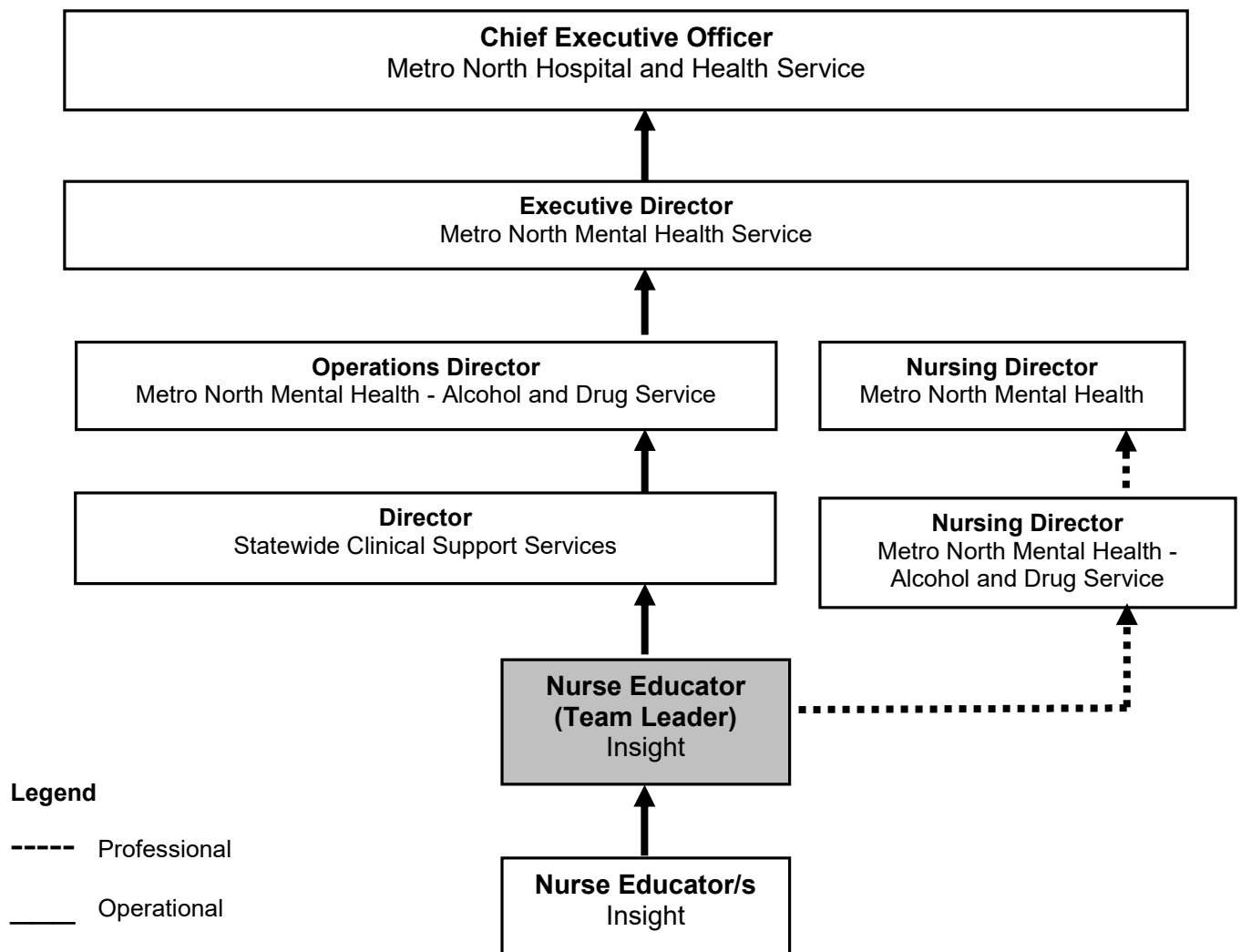
³ Statewide service

⁴ Includes Central Queensland, Sunshine Coast Mental Health Services

⁵ Prison MHS and the High Secure Inpatient Service are managed by West Moreton HHS

Team Structure

Organisational structure



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/qh-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.

