

RN Specialist Team Support – Public Intoxication Response

position number	PXXX
status	Full Time, Fixed term (TF) 12 month contract
network	Services
agreement	NURSES AND MIDWIVES (VICTORIAN PUBLIC SECTOR) SINGLE INTEREST EMPLOYER AGREEMENT 2024-2028
classification	ANUM
reports to	Senior Nurse

about us	cohealth is a not-for-profit community health organisation. We provide health and support services in Melbourne's CBD, and northern and western suburbs.
what we do	Our work aims to improve the health and wellbeing of our communities and address health and social inequality.
our organisation	cohealth is a community health organisation with an ambitious strategic plan. Our mission is to improve health and wellbeing for all and tackle inequality, in partnership with people and the communities they live in.
our people	People who work at cohealth are committed to designing and delivering high quality health care and promoting and protecting human rights.
diversity and inclusion	We want people of all ages, gender identities, sexualities, cultural backgrounds, and abilities to feel safe to bring their whole selves to cohealth. We are a Rainbow Tick Accredited organisation with over 20% of our staff from the LGBTQIA+ community. To find out more about us click here

network overview

Services Network

The Services Network is responsible for delivering a wide range of health and social support services in Melbourne's CBD, and northern and western suburbs.

position overview and purpose

This position sits within the AOD Outreach cluster and is responsible for the delivery of high quality and safe program(s). This role is a key leadership position with operational responsibilities for delivering our Public Intoxication Response service. The Public Intoxication Response service delivers a health response to people intoxicated in metro Melbourne in line with the recent decriminalisation of public intoxication by the Victorian Government.

The Specialist Team Support drives the team to deliver impactful service, ensure the team is equipped, engaged, clear on and accountable for their objectives. A primary objective of this role is to deliver a safe and inclusive, consumer first service.

key accountabilities

team leadership

- Relentless focus on team culture, welfare and retention, underpinned by trusting relationships and cohealth's learning culture
- Leading the team(s) through self-organising principles and coaching approaches – helping groups identify and solve problems by structuring discussions and intervening when necessary to improve the effectiveness of a team's process and outcomes
- Leads projects within team, engaging team members to contribute to process improvements and projects that optimise client impact
- Delivering individual feedback through 'supervision'
- Effective day to day team leadership activities such as rostering
- Contributes to site management of primary location, including weekend/ afterhours support when rostered, enhancing integration across programs within a site (across Clusters) to continually seek ways to maximise client/consumer experience
- Resolve or refer all grievances and complaints in line with cohealth's grievance and complaint handling procedures to minimise negative effects on employees and the organisation's operations

clinical responsibilities

- Provide sound nursing care practices based on evidence and supported by a comprehensive repertoire of clinical practices
- Develop evidence based clinical documentation for the assessment and care of the client from pre – admission to discharge
- Supervise registered nurses, enrolled nurses and other non-clinical staff

	<ul style="list-style-type: none"> • Develop and maintain collaboration with key external stakeholders including area health services, tertiary hospitals, Ambulance Victoria, Victoria police • Provision of evidenced-based psychoeducation and psychotherapeutic interventions as appropriate • Liaise with family members and carers within cohealth's Privacy Policy and Procedure • Maintain professional, accurate and contemporaneous client file notes, assessments, care plans and all other documentation pertaining to the client's management
program delivery	<p>Leads team to deliver collective and individual objectives through:</p> <ul style="list-style-type: none"> • Recruiting and Inducting new team members and building their self-organising capability and fostering alignment with team members • Facilitating team cohesion and retention • Contributing to Practice Reflection sessions • Participate in outreach activities • Is across and understand individual and team performance and continually develops strategies to leverage growth, motivating the team to strive to improve client outcomes and impact • Champion's and leads local innovation and process improvement initiatives, linking with cohealth's Performance Optimisation team and supporting Service Redesign • Seeks out improved data to improvement measurement and contributes to efforts across cohealth to obtain and use meaningful data for evaluation • Actively supports service integration through participation at Service Integration Groups and championing a cross service collaboration approach • Undertakes secondary consultations where applicable
stakeholder engagement	<ul style="list-style-type: none"> • Collaborates with key stakeholders to achieve responsive services which are codesigned with consumers and are impactful
training and development	<ul style="list-style-type: none"> • Champion cohealth's preferred culture to meet cohealth's corporate objectives and to promote teamwork, employee development and empowerment in order to foster a culture of high performance and a workforce that demonstrates behaviours consistent with cohealth's corporate values • Develops team(s) capacity and capability to work to the top of their scope of practice and in self-organising ways, including peer coaching, peer conflict resolution, group problem solving, team performance monitoring and objective setting • Maintain knowledge, skills, qualifications, accreditations and registrations through participation in professional development activities

quality and continuous improvement	<ul style="list-style-type: none"> • Monitor staff compliance with policies, procedures and programs • Contribute to the principles of continuous improvement as contained in the cohealth's quality system and ensure compliance with quality framework/guidelines
health & safety compliance	<ul style="list-style-type: none"> • Ensure compliance with cohealth's health and safety management systems and procedures by all staff, external contractors and visitors • Implementation of health and safety procedures to promote and provide a safe and healthy workplace • Carry out duties in a manner that does not adversely affect their own health and safety of others by reporting all incidents and injuries as well as cooperating with any measures introduced in the workplace to improve Work Health & Safety (WHS) • Comply and adhere to all cohealth policies and procedures including code of conduct and values
others	<ul style="list-style-type: none"> • Undertake special projects or tasks as required • Perform all other duties as directed, within the limits of skills, competence and training to maximise flexibility and effectiveness

position requirements

- Relevant tertiary qualification
- Working with Children's Check (WWCC)
- Victoria Police Check Current
- Victorian Driver's License
- Immunisation Category B and proof of COVID vaccination to be produced upon request

key selection criteria

- Current Registered Nurse registration with AHPRA
- Extensive team leadership experience working in community or public health with marginalised populations
- Demonstrated skills and experience developing and leading team and organisational culture and delivering to performance objectives
- Demonstrated success at leading, supervising and coaching staff to deliver high quality care outcomes
- Demonstrated high level communication and interpersonal skills with capacity to work effectively with managers, staff and consumers
- Successful track record of lifting team performance to improve care outcomes
- Experience and commitment to health/community care which changes outcomes including community participation and continuous quality improvement
- Is a devoted lifelong learner who openly shares knowledge

- Experience in leading the delivery of health/community services using a Human Rights approach

cohealth is a child safe and equal opportunity employer that offers generous salary packaging and opportunity to undertake professional training and development opportunities. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.

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