

RN Specialist Team Support – Public Intoxication Response

position number	iChris
status	Full Time, Fixed term (FT) 12 month contract
FTE	1.0
network	Services
agreement	Nurses And Midwives (Victorian Public Sector) Single Interest Employers 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, northern and western suburbs, and on the East Coast of Tasmania.
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

Our vision is for healthy communities and healthy people. We do this by providing care for individuals, community, and society, improving the health and wellbeing of the communities we serve, and addressing inequality in society.

We champion universal health care and human rights and strive for health and social equity. This is what we mean when we say care for all. Care for all is achieved when all people have access to the full range of health services they need, when and where they need them, and without financial hardship.

cohealth's services network delivers strong, people-centred primary and community health care that prioritises individuals and communities experiencing inequality. Our services focus not only on preventing and treating disease and illness, but also on helping to improve wellbeing and quality of life.

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

<p>team leadership</p>	<ul style="list-style-type: none"> • 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
<p>clinical responsibilities</p>	<ul style="list-style-type: none"> • 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 • 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
<p>program delivery</p>	<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 selforganising capability and fostering alignment with team members • Facilitating team cohesion and retention • Contributing to Practice Reflection sessions • Participate in outreach activities

	<ul style="list-style-type: none"> • 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
<p>stakeholder engagement</p>	<ul style="list-style-type: none"> • Collaborates with key stakeholders to achieve responsive services which are codesigned with consumers and are impactful
<p>training and development</p>	<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
<p>culture and teamwork</p>	<ul style="list-style-type: none"> • Champion cohealth's culture to promote teamwork, employee development and empowerment in order to foster a culture of high performance and a workforce which demonstrates behaviours consistent with cohealth's values.
<p>quality and continuous improvement</p>	<ul style="list-style-type: none"> • Contribute to the principles of continuous improvement as contained in cohealth's quality system and ensure compliance with cohealth policies/procedures. • Contribute to the implementation and improvement of the quality systems within cohealth, in particular the Services Network, and ensure compliance with documented procedures and processes.
<p>health & safety compliance</p>	<ul style="list-style-type: none"> • Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety and wellbeing of all (employees, contractors, volunteers). • Maintain awareness of and compliance with health and safety policies and procedures to maintain a safe working environment.

	<ul style="list-style-type: none"> • Take corrective action to remedy safety hazards or risks and restore a safe working environment
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)
- Nationally Coordinated Criminal History Check (NCCHC)
- Victorian Driver's License
- Immunisation Category B to be produced for sighting 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
- Strong belief and personal alignment in cohealth Values and Mission

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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