

Harm Reduction Worker

position number	iChris
status	Full Time, Fixed term (FT)
FTE	Full Time
network	Services
agreement	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022
classification	Level 4 pay point dependent on qualifications and experience
reports to	Program Facilitator AOD Response West

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.

The services network comprises four divisions:

- Health promotion
- Primary and community care
- Mental health, homelessness, and family violence services
- Alcohol and other drug services

position overview and purpose

This position sits within the AOD Response cluster. The cluster aims to improve the health, wellbeing, housing, and social outcomes of people who use alcohol and other drugs in the Inner North and West of Melbourne. The Cluster delivers a human rights approach to health care which reduces harms, is trauma informed, consumer directed, holistic, recovery and strengths based.

Based at Healthworks in Footscray, providing assertive street outreach in the west of Melbourne over a 7 day a week roster. The harm reduction worker will work with clients to reduce the harms associated with substance use and other health and psychosocial needs.

The Harm Reduction Worker will provide assertive street outreach and harm reduction services to individuals and groups. Improving health, wellbeing and inclusion amongst People Who Use Drugs (PWUD), live with mental illness and who may be experiencing or have experienced homelessness is the key purpose of this position. The program engages community, provides support and advocacy, education, brief intervention, linkages to treatment and referral services. Within a multidisciplinary team, care is provided in a safe, person centred, confidential and non-judgmental manner.

The successful candidate will need to be willing to work a rotating roster and be available to work weekday and weekend shifts.



key accountabilities

<p>direct service</p>	<ul style="list-style-type: none"> • Ability to work weekends when required • Undertake assertive street outreach within a multidisciplinary team • Provide harm reduction education, advocacy, referral, needles/syringes and other injecting and disposal equipment to clients to support safer using and disposal through all modalities, onsite site, outreach and dispensing machines. • Undertake community engagement, development activities and tasks which reduces stigma and promotes community safety and wellbeing • Supports and assist clients to understand and navigate health and other community services within cohealth and externally including housing, social inclusion and recreation services and other recovery and clinical treatment and recovery services including pharmacotherapy • Maximise opportunities to provide information and education on safer drug use, BBV and STI treatment and prevention, drug overdose prevention of and response • Contribute to and participate in health education, health promotion programs and research aimed at improving health and wellbeing of the community in accordance with program development and evaluation strategies in response to community needs • Using safe strategies, work with intoxicated consumers and assess overdose risk • Respond to challenging behaviour calmly and assertively using a trauma informed framework and in line with cohealth policies and procedures • 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
<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

health & safety compliance

- 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.
- Take corrective action to remedy safety hazards or risks and restore a safe working environment

position requirements

- Minimum certificate IV qualifications in Alcohol & Other Drugs, Counselling, Social Work or similar. Other appropriate tertiary qualifications may also be considered
- Ability to work a rotating 7 day a week roster
- The ability to assess client need and develop a care plan in order to support and assist both their immediate wellbeing and safety and their short-term navigation to health and other community services
- A commitment to the principles of harm reduction and recovery
- The ability to establish respectful professional relationships that have clear boundaries with consumers, staff and partner organisations
- The ability to take initiative, act calmly and with confidence in challenging situations and work well own direction
- Demonstrates self-awareness and the ability to self-regulate, role models a positive outlook & positive team culture even during challenging times
- Well organised and able to be flexible and manage competing priorities
- Undertake Continuous Quality Improvement and health promotion activities, performance review and professional development which promotes safe and quality care
- Promotes collective achievement, contributes to the development and achievement of group objectives, is respectful, actively listens to and seeks out opinions and ideas from others
- Demonstrates self-awareness and the ability to self-regulate, role models a positive outlook even during challenging times
- Working with Children's Check (WWCC)
- Nationally Coordinated Criminal History Check (NCCHC)
- Victorian Driver's License
- Immunisation Category A to be produced for sighting upon request

key selection criteria



- Minimum certificate IV qualifications in Alcohol & Other Drugs, Counselling, Social Work or similar. Other appropriate tertiary qualifications may also be considered
- Experience working with, and an awareness of the issues that affect, people from culturally and linguistically diverse backgrounds and people from marginalised communities
- Demonstrated ability to work with people who are disadvantaged and are experiencing chronic health issues, including rough sleeping and substance dependence
- Capacity to engage and assess client need to provide appropriate immediate support and on-referrals about/to health and other community services
- Demonstrated interpersonal skills, including conflict resolution and negotiation and the ability to communicate effectively with people from diverse social and cultural backgrounds
- Demonstrated ability to work as part of a team in an outreach capacity as well as independently with minimal supervision
- Ability to coordinate care across a multi-disciplinary service and with general practice and to provide integrated care which reduces harm and provides pathways to recovery services.
- Demonstrated commitment to community participation and ongoing engagement with consumers.
- Good time management and organisational skills, ability to work independently and within a multi-disciplinary team, which includes people with a lived experience.
- Computer literacy (including the use of MS-Office based systems and familiarity with computerised databases)
- Strong belief and personal alignment in cohealth Values and Mission
- A current Victorian driver licence. (Essential for Outreach work)
- A lived, or living, experience of substance use will be highly regarded

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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