

AOD Health Worker – Malmsbury Youth Justice Precinct

position number	iChris
status	Part Time Fixed-Term (TP)
network	Services
agreement	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022
classification	SACS Level 5 PP1 (Dependant on experience)
reports to	Clinical Services Manager, Malmsbury

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, northern and western suburbs; and rural locations across Victoria and Tasmania.

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

Malmsbury Youth Justice Precinct is a youth custodial facility that accommodates young people aged 17 to 24 years. The primary health service is a nurse-led model, with 24/7 on-site nursing coverage.

At Malmsbury, cohealth aims to deliver a quality, flexible, integrated, efficient service within the custodial environment to young people based on their health needs. This includes delivering primary health, allied health, dental and mental health services, and includes screening, assessing, triaging, and referring to secondary and tertiary health services based on clinical need. cohealth shares a vision for healthy young people in custody, supported by a health service responsive to their needs.

cohealth's inclusive workplace culture enables staff to bring their whole selves to work, where uniqueness is valued, and people experience a feeling of belonging. Our aim is for everyone to thrive in their role.

The AOD Health Worker will be primarily responsible for delivering the AOD Health curriculum across a range of topics including, release related harm reduction and treatment readiness. These programs can be run individually or in groups onsite, depending on the needs of the young people.

The role will be responsible for conducting brief AOD assessments to determine appropriate training modules and for documenting and reporting on services delivered.

The AOD Health Worker will report into the Clinical Services Manager, Malmsbury, and will maintain strong connections to cohealth's community based AOD teams to ensure practice remains contemporary and evidence based. This linkage will also help to support establishing connections for young people in the community on release.



key accountabilities

<p>service delivery</p>	<ul style="list-style-type: none"> • Complete brief AOD Assessments for young people at Malmsbury using the Justice Health assessment tool. • Deliver the AOD Health & Psychosocial Program curriculum as instructed by Justice Health and contribute to the ongoing development and delivery of the program modules. • Deliver curriculum using a non-judgmental and strength-based approach. • Support the upskilling of other staff onsite on AOD services within the community and at site and encourage/facilitate referrals into the program. • Work flexibly to meet young people's varying needs. • Work autonomously to deliver the AOD Health and Psychosocial program and prioritise tasks independently to ensure compliance of the delivery of the program. • Develop a rapport with young people while maintaining strict professional boundaries. • Engage with stakeholders across the Malmsbury precinct to support coordinated support for all young people onsite. • Ensure all reporting, case notes, data management and other administrative duties are completed accurately, confidentially and in a timely professional manner. • Adhere to all requirements of applicable care delivery under Justice Health's Quality Framework. • Work alongside the Data & Compliance Lead to collate, analyse and provide commentary on contractually obligated performance targets monthly. • Participate in relevant team meetings and staff development activities. • Establish and maintain links with other key local agencies. • Adhere to all cohealth and DJCS policies and procedures.
<p>culture & 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 Primary & Community Care Directorate, and ensure compliance with documented procedures and processes.



	<ul style="list-style-type: none"> Proactively engage in relevant Communities of Practices across cohealth as relevant.
health & safety compliance	<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. Take corrective action to remedy safety hazards or risks and restore a safe working environment.
others	<ul style="list-style-type: none"> Undertake reasonable specific projects or tasks as directed by the Health Service Manager.

position requirements

- Tertiary qualifications in a health-related field and have eligibility to join the relevant professional body.
- Certificate IV in Training & Assessment or willing to work towards (preferred).
- The ability to assess client need and develop a care plan leveraging cohealth and Justice Health services and other resources
- Experience in supporting young people and families
- Experience working within a custodial environment (preferred)
- A commitment to the principles of harm reduction and recovery
- Working with Children's Check (WWCC)
- National (and international if required) Police Check Current
- Immunisation Category A and proof of COVID vaccination to be produced upon request
- Successful candidates will be required to undergo a Department of Justice & Community Safety security clearance prior to commencement

key selection criteria

- Demonstrated experience working in the AOD sector, or in working effectively with people who use alcohol and other drugs.
- Knowledge of the health and social issues for young people who use drugs such as blood borne virus prevention, pharmacotherapy treatment, harm reduction, stigma and discrimination.
- The ability to assess client need and deliver curriculum in line with program guidelines.
- A commitment to the principles of harm reduction and recovery.
- A demonstrated ability to establish respectful professional relationships that have clear boundaries with young people, staff and partner organisations.
- Experience undertaking continuous quality improvement and health promotion activities.
- Experience working with young people experiencing AOD related health issues.
- Experience in delivering pre-determined curriculum and adhering to delivery guidelines.
- Experience working in a custodial setting (preferred).
- Highly developed communication, interpersonal and negotiation skills.



- Ability to work within a multi-disciplinary team.
- Computer literacy (including the use of MS-Office based systems and familiarity with computerised databases).
- Experience working with, and an awareness of the issues that affect, people from culturally and linguistically diverse backgrounds and people from marginalised communities
- 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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