

Job title:	Relief Workers
Location:	Dublin 15 - Blanchardstown
Job Type:	Fixed Term (12 months)
Reports to:	Nursing Team Leader – CNM2
Projects:	Coolmine TC Residential Services
Salary:	€24.09 Per Hour
Purpose:	To provide a standard of Nursing Care to clients in a primary care setting that conforms to best practice and An Bord Altranais code of professional conduct whilst overseeing the effective implementation of Coolmine’s clinical governance policies and procedures
Contact Email:	dylan.murphy@coolminetc.ie
Application Ref:	<u>HR/DUB/ADS/NUR/0724</u>

Coolmine is a leading drug and alcohol treatment centre providing community, day and residential services to men and women with problematic substance use and their families in Ireland. Established since 1973. Coolmine Therapeutic Community believes that everyone should have the opportunity to overcome addiction and lead a fulfilled and productive life.

We now have a vacancy for a Relief Worker. The successful candidate will report to the Residential Services Manager and assist the Team Leaders and staff teams in providing quality service to clients as they progress through their therapeutic programme. A Relief worker participates as part of a therapeutic team and he/she is expected to act as a viable resource to clients and staff.

Role Responsibilities: (Include, but not limited to)

- To engage with and build trusting relationships with clients at a formal level in order to develop a viable and productive therapeutic relationship, treating clients with dignity and respect at all times in order to promote and motivate clients towards full recovery, while working within the Code of professional conduct of An Bord Altranais as well as the overall values of Coolmine Therapeutic Community
- To liaise closely with Coolmine’s visiting General practitioners to ensure assessment of residents/clients medical needs have been met, care planned for and reviewed regularly
- To oversee the storage, administration, recording and control of medical supplies in Coolmine services ensuring that it is in line with best practice and in keeping with An Bord Altranais Guidelines

- To facilitate and deliver health education/promotion interventions, one to one and through groups, in a professional and ethical manner and in accordance with Coolmine Therapeutic Community's standard operational policies and procedures.
- To carry out, in collaboration with key workers, 3-way meetings with clients to establish supportive health related care plan actions conducive to full recovery. This will include liaising with a clients' key worker to put in place physical, mental and emotional well-being care plans that address the clients' needs with a system of regular review; ensuring that all relevant documentation, filing, statistics, and paperwork are in line with the aims and standards of the project.
- To work as part of a team with regular and consistent communication, participating actively at all team meetings and supporting the ethos, philosophy and methodology of the therapeutic community model; reporting to the Clinical Nurse Manager for individual support, supervision, performance appraisal, and client case review; and working within the parameters of the Coolmine HR policies and procedures.
- To observe the principles of standard precautions and infection control in the execution of relevant nursing duties.
- To ensure that all administrative duties are carried out in accordance with the required timelines and procedures in the areas of report writing, accurate medical records, clients case notes, statistics recording through to time sheets, leave and absence records, rosters, and all other relevant paperwork
- To be actively engaged in continued personal development and training for the benefit of self, clients, management and organization, attending regularly at all clinical and line management supervision sessions and establishing strong links and liaison between these supervisory outlets
- To uphold all agreed quality standards and participate in the evaluation and audit of services in order to improve quality, standards of care and ensure clinical effectiveness.
- To work in accordance with relevant nursing legislation particularly the scope of practice and competence as set by An Bord Altranais and consult with other health care professional when a client may fall outside the scope of nursing practice.
- To effectively liaise with a range of service providers both voluntary and statutory in order to assist in the assessment and preparation of referrals to Coolmine residential units.

This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.

Protection of Persons Reporting Child Abuse Act 1998

This post is one of those designated in accordance with Section 2 of the Protection of Persons Reporting Child Abuse Act 1998. You will remain a designated officer for the duration of your appointment in this post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. Such officer will on receiving a report of

child abuse formally notify the senior Social Worker in the Community Care Area in which the child is living.

Person Specification:

Mandatory Skills:

Qualifications:

1. A Psychiatric/General Nursing Qualification – Accredited Diploma from 3rd Level University
2. Registered with An Bord Altranais essential
3. Diploma/ Cert in addiction studies desirable
4. Full driving licence

Experience:

- Three years nursing experience post registration
- One year experience working with drug/alcohol users with a particular emphasis on detoxification either residential or community based.
- Experience and understanding of the importance and implications of working as part of a team.
- Previous presentation delivery skills, and group facilitation experience is desirable.

Knowledge

- Working knowledge of residential addiction service issues.
- Good understanding of quality addiction setting.
- Knowledge and ability to work within An Board Altranais Scope of Practice Framework.
- Knowledge of relevant nursing legislation including FOI, Data protection, nursing and mental health acts.
- Knowledge of standard precautions and how to maintain a safe environment.
- Familiar with various models of rehabilitation, counselling, and recovery approaches.

Personal Attributes Essential:

- Has excellent communication and listening skills and can present information in a way that is not over simplistic or complicated.
- Has an understanding of individual development.
- Familiar with various training methods and the ability to identify client's preferred learning style and develop a training programme to suit.
- Enjoys working with people, is approachable, and demonstrates warm and friendly mannerisms, while being clear and explicit about professional and personal boundaries.
- Has a "can do" attitude and a positive solution focused approach to problem solving and conflict resolution.
- Good oral and written skills with effective letter and report writing ability, maintaining accurate reports, files, and paperwork.
- Uses assertive behaviour, demonstrating dignity and respect for self and others at all times.
- Has good awareness of self and others, grounded in the "here and now" with good anticipation and observational skills.
- Role models exemplary behaviour and attitude – is honest, consistent, and responsible.

- Works as part of a team supporting the objectives of the Coolmine.
- Is mindful of Coolmine's values:
 - a. Dignity & Respect – ensure the dignity and respect of individuals by actively listening and holding a non-judgmental attitude.
 - b. Compassion – actively demonstrate compassion through responsible love, concern and understanding for each other.
 - c. Honesty, Consistency and Responsibility - this value is at the core of what we believe and is demonstrated by accountability and transparency in all areas of organisation.
 - d. Safety & Security – the implementation of policy and procedures to ensure the physical and psychological safety and security for all.
 - e. Committed to Quality - by reflecting on practice and committed to continuous improvement of standards.
- Is open to appropriate challenges and confrontation from clients at the required time and place and is open to feedback and appraisal from colleagues and management.
- Respect for the ethos and values; of Coolmine Therapeutic Community.
- Commitment to working within an environment which promotes Equal Opportunities and has regard for the Health and Safety of others.

Application Process:

Interested candidates who meet the Person Specification requirements should send their CV & cover letter with application reference code to Dylan Murphy, HR Administrator at dylan.murphy@coolminetc.ie

Please quote this application reference **HR/DUB/ADS/NUR/0724**

The closing date for applications is the **Friday the 9th of August 2024.**

Coolmine Therapeutic Community is an equal opportunities employer.