



UNION JOB DESCRIPTION

JD117

JOB TITLE:	Addictions & Recovery Worker	JOB DESCRIPTION NO.:	C.VI.81502M.001
CLASSIFICATION:	Support Worker 2; Detox Worker 2; Administrative Support 2	GRID/PAY LEVEL:	C34; C33; C02
COLLECTIVE AGREEMENT:	Community Subsector	HSCIS NO.:	81502; 81402; 80101
UNION:	BCGEU	JOB/CLASS CODE:	81502M
PROGRAM/DEPARTMENT:	Mental Health and Substance Use	BENCHMARKS (If Applicable):	81502; 81402; 80101
REPORTING TO:	Coordinator or designate		
FACILITY/SITE:	VIHA Central Island Health Services Delivery Area		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Coordinator or designate, the Addictions and Recovery Worker provides all service aspects of non-medical withdrawal management care including a variety of general care services, review, triage, and acceptance/denial of referrals, bed booking, group facilitation, individual assessment, admission/discharge of clients, supportive counselling, daily living activities, and supervision of clients dealing with substance misuse, in a detoxification and supportive recovery setting. Observes and monitors clients, role models and demonstrates healthy lifestyle behaviours; and completes documentation. The worker will engage regularly with clients on the waitlist and referring agents, and is responsible for ensuring clear communication and understanding on expectations, processes, discharge planning, etc.

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of Island Health in accordance with the service assignment and may require the use of a personal vehicle.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Assesses clients' bio-psycho-social-spiritual status during intoxication, withdrawal, and stabilization. Provides supportive counselling and care planning for clients including, daily programming, assessment of physical, emotional and social needs and emergency response for clients with health and safety concerns. Monitors and documents changes, and makes required referrals to physician, health care professional or emergency services.
2. Performs duties such as admission and discharge of clients by charting and developing discharge summaries, providing orientation for new clients, documentation of individual care planning and recording, writing daily record and group session logs, making referrals to other services. Assembles and distributes information and resource materials for clients on further treatment or support options, addictions education and follow up planning.
3. Observes and monitors client interaction and behaviour and provides crisis intervention such as first response to suicide threats and medical emergencies, managing the situations in accordance with established policies and procedures. Reports unsafe conditions and behavioural, physical and/or cognitive changes to the supervisor or designate.
4. Administers and/or supervises medication to clients as ordered in accordance with established policies and procedures. Records medications, treatment and related documentation.

5. Provides supportive programming and individual supportive counselling to clients, assists clients in maintaining optimal hygiene, and participates in the activities of the program. Leads supportive and education groups on addictions, substance misuse, healthy lifestyle choices, basic health care and self-esteem; and models conflict resolution.
6. Acts as a role model for healthy lifestyle choices and encourages residents to actively participate in recovery oriented activities including social, recreational, art and leisure activities, as well as Alcoholics Anonymous and Narcotics Anonymous (AA/NA) meetings based on clients served and needs identified.
7. Provides and coordinates all daily living activities including shopping and meal preparation, laundry, and housekeeping or assists the clinical team in the provision of care as directed. Assists in the general housekeeping and maintenance of the facility.
8. Supports clients to adhere to the medication regime as recommended by the client's personal physician.
9. Works collaboratively with the clinical team and other staff in the provision of integrated services to the clients where possible. Engages with a variety of community partners/referral agencies and participates in the referral to service process.
10. Completes and maintains related records and documentation such as daily logs, progress reports and critical incident reports. Accesses and maintains referral Pathways and ensures waitlists are kept up to date.
11. Maintain safety and security by screening and monitoring visitors, performing routine searches of clients' belongings and of the premises and grounds. Screening and review of referred clients and completes pre-admission screening criteria.
12. Reports outstanding issues, serious occurrences, incidents or equipment malfunctions to the Clinical Coordinator or designate.
13. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Post secondary certification in addiction counselling or equivalent plus two years' recent related experience or an equivalent combination of education, training and experience. Working knowledge of chemical dependency. Basic knowledge of community resources. Certification in First Aid and CPR. Valid BC Driver's License is required for certain positions as determined by the operational requirements of the program. Food Safe Certificate. Certificate in Non-Violent Crisis Intervention (NVCI) within first three months of employment.

Skills And Abilities

- Ability to communicate effectively, both verbally and in writing.
- Ability to deal with seriously addicted and mentally ill clients and their families.
- Ability to observe and recognize behavioural and/or health status changes in clients.
- Ability to facilitate supportive and educational groups.
- Ability to role model healthy lifestyle choices.
- Ability to set and maintain boundaries.
- Ability to work independently and in collaboration with others.
- Ability to organize and prioritize own workload.
- Conflict resolution and crisis intervention skills.
- Ability to operate related equipment and software programs such as word processing and spreadsheet applications.