



UNION JOB DESCRIPTION

JD1741

JOB TITLE:	Addictions & Recovery Worker	JOB DESCRIPTION NO.:	20109
CLASSIFICATION:	Support Worker 2; Detox Worker 2	GRID/PAY LEVEL:	C34; C33
COLLECTIVE AGREEMENT:	Community Subsector	HSCIS NO.:	81502; 81402
UNION:	BCGEU	JOB/CLASS CODE:	20109
PROGRAM/DEPARTMENT:	Mental Health & Substance Use; Withdrawal Management Services; Housing and Long-Term Care; CY&F Mental Health & Substance Use	BENCHMARKS (If Applicable):	81502; 81402
REPORTING TO:	Coordinator or designate		
FACILITY/SITE:	VIHA-Victoria: Various Withdrawal Management Services Sites (Pembroke, EMP Community Detox, QACCH, Youth Foundry_818 Douglas St) MHSU Housing and Residential Programs, and Supportive Recovery Locations, Victoria ACT Team, Supervised Consumption Services, Supervised Consumption Sites		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of Island Health (Vancouver Island Health Authority), 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, harm reduction education, group facilitation, individual screening for risk, registration, admission/discharge of clients, supportive counselling, daily living activities, and supervision of clients dealing with substance misuse. Observes and monitors clients, role models and demonstrates healthy lifestyle behaviours; and completes documentation. Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of the Vancouver Island Health Authority in accordance with the service assignment and may require the use of a personal vehicle.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Coming from a culturally safe and trauma informed practice model, screens clients bio-psycho-social-spiritual status during intoxication, withdrawal, and stabilization. Provides supportive harm reduction education, counselling and care planning for clients including, daily programming, assessment of physical, emotional and social needs.
2. Provides emergency response for clients with health and safety concerns. Monitors and documents changes and makes required referrals to physicians, health care professional, or emergency services.
3. Provides crisis intervention such as first response to suicide threats and medical emergencies, managing the situation in accordance with established policies and procedures. Reports unsafe conditions and behavioural, physical and/or cognitive changes to the supervisor or designate.
4. 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.

5. Administers and/or supervises medication to clients as ordered in accordance with established policies and procedures. Records medications, treatment and related documentation.
6. 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.
7. 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 community based recovery meetings based on clients served and needs identified.
8. 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.
9. Supports clients to adhere to the medication regime as recommended by the client's personal physician.
10. Works collaboratively with the clinical team and other staff in the provision of integrated services to the clients where possible.
11. Completes and maintains related records and documentation such as daily logs, progress reports and critical incident reports.
12. Maintain safety and security by screening and monitoring visitors, performing routine searches of clients belongings and of the premises and grounds.
13. Reports outstanding issues, serious occurrences, incidents or equipment malfunctions to the Clinical Coordinator or designate.
14. 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. Working knowledge of chemical dependency. Basic knowledge of community resources. Or an equivalent combination of education, training and experience. 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. Certificate in Non-Violent Crisis Intervention (NVC) within first three months of employment. Foodsafe Certification required for Supportive Housing and Housing and long-term care positions.

Experience working with adults and youth with mental health and substance use issues.

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.