



JOB DESCRIPTION

Counsellor x 2 full-time, fixed term positions (or part-time equivalents)

Expansion of Polydrugs Community based project at Bushypark to help reduce health-related harms from Cocaine

Bushypark are delighted to announce that funding has been secured from the HSE Social Inclusion Office to support the expansion of the current community based polydrugs project at Bushypark. This funding will enable us to focus on 'Reducing the Health-related Harms from Cocaine' through a 2.5 year pilot project (2022-2025) that will include an evaluation process.

ROLE: Counsellors will provide interventions and counselling to individuals and families impacted by cocaine and other substance misuse issues.

JOB RELATIONS: The Counsellor will work as part of the Bushypark Polydrug Project Team and will report to the Polydrug Project Co-ordinator with support from the Clinical Team Leader and Centre Manager where relevant.

JOB LOCATION: The Counsellor will be based in the Bushypark Addiction Treatment Centre, Ennis, Co. Clare and will involve some travel to outreach services in the Mid-Western Region. Flexibility regarding travel during work hours is required.

JOB DETAILS: The successful candidate will work as part of the Polydrug Project Team in Bushypark and liaise regularly with same. Flexibility and willingness to travel and work outside of normal hours is necessary. Training and supervision will be provided to the successful candidate.

CONTRACT TYPE: **This is 2.5 years fixed term contract of employment.**

HOURS OF WORK: The working week is 37.5 hours per week which includes 30 mins daily lunch break. You will normally work on a Monday to Friday basis. Some evening work and 1 Saturday morning every 6 weeks will be required as the project evolves. Your work days/hours are subject to change and flexibility regarding work days/hours is required in this position.

RESPONSIBILITIES OF THE POSITION:

General Responsibilities:

- To be accountable to the Bushypark Polydrug Co-ordinator or designate.
- To adhere to both Clarecare and Bushypark policies and procedures in relation to your work.
- To maintain files in accordance with HRB and CHKS accreditation standards in order to ensure that good record keeping practices are in place.
- To fulfil the administrative responsibilities of the post.
- To complete statistics as required by the line manager.
- To maintain professional boundaries in all work with clients
- To comply with the clinical standards of the Centre

- To support the work of staff, volunteers, students and others involved in Bushypark and Clarecare.
- To actively participate in regular external personal supervision as required by your accrediting body and provide receipt of attendance.
- To actively participate in meeting with your Line Manager.
- To engage in in-house and other relevant training and to keep up to date with new developments in addiction, counselling and psychotherapy.
- To perform such other duties appropriate to the position as may be assigned to you by the Polydrug Co-ordinator or designate.

Principal Duties and Responsibilities:

Clinical Practice:

- One to one counselling interventions with clients with addiction issues and their concerned persons.
- Developing individual strategies and care plans with service users.
- Developing care plans with clients and family members to reduce risk of relapse
- Actively promote positive health outcomes for clients through holistic needs assessments and planning
- Support clients presenting with cocaine and other polydrug substance misuse
- Facilitating group sessions and undertaking family conferences and interventions
- Carrying out clinical screening, comprehensive assessments with clients.
- Liaising with referral agencies and other relevant services in the region
- Preparation and delivery of psycho-education with groups and family groups.
- Case managing clients where necessary in line with NDRIC.
- Working as part of a multi-disciplinary team and on own initiative.
- Support clients and concerned persons pre and post treatment via phone / on-line platforms.
- Support the Bushypark Aftercare Programme and volunteers
- Development of progression routes for clients including referrals to self-help groups, community initiatives and other specialised services
- Participate in Clinical Multi-disciplinary Team meetings and liaise with GP's and/or other primary health care staff, Psychiatric Services, Statutory/Voluntary and other agencies as required.
- Observe professional ethical standards and behaviours as required by Bushypark/Clarecare policies and guidelines e.g. Children First, Safeguarding Vulnerable Persons at Risk of Abuse, Freedom of information Act, Data Protection Act, etc and requirements of relevant Professional Accrediting Bodies, ensuring confidentiality of records and security of same.
- Maintaining relevant records and files as required by Bushypark and Clarecare.
- Facilitate and participate in clinical audits and quality audit projects when required.

Essential Requirements:

- A professional qualification in Counselling or Psychotherapy to at least Level 7 on the Irish National Framework of Qualifications (NFQ) - QQI

OR

- Have an equivalent qualification and full registration from another jurisdiction.

AND

- Be fully accredited or awaiting full accreditation as a Counsellor with Addiction Counsellors of Ireland (ACI) or as a Counsellor/Psychotherapist with the Irish Association of Counsellors and Psychotherapists (IACP) or a relevant body within the Irish Council for Psychotherapy (ICP).

AND

- A minimum of 1 years post qualification paid employment working as a part/full accredited Counsellor, with individuals and/or groups where addiction issues are part of your work experience.

AND

- Candidates must possess the requisite knowledge and ability (including a high standard of suitability and management ability) to ensure the proper discharge of the responsibilities of these roles.
- Experience of working with addiction, trauma, mental health and/or with vulnerable groups
- Understand the principles of harm reduction and other treatment models
- Working knowledge of the Biopsychosocial model of addiction treatment.
- Excellent communication (both written and verbal) and interpersonal skills with the ability to work on own initiative and as part of a team.
- Excellent facilitation and group work skills.
- Well-developed computer skills i.e. MS Word, Excel and Outlook to facilitate you devising reports and care plans, etc.
- Excellent organisation and planning skills.
- Lone working applicable.
- Be committed to his/her continuous professional development (CPD).
- Be flexible to work some evenings and a Saturday morning approx. every 6 weeks.
- Ability to maintain the principles of confidentiality in all areas of work.
- 2 positive references from current/most recent paid employment.
- Positive current Garda Vetting Disclosure via Clarecare.
- Undertake a Pre-employment Medical Assessment.
- Undertake any other relevant duties as assigned.
- Full clean driving licence.

Desirable

- Knowledge and understanding of MI, CBT, SFT, CRA, 5 Step Model, SMART recovery and CRAFT.
- Understanding of the Harm Reduction and other models

Salary & Benefits:

The gross salary & benefits on offer for this position is commensurate with experience up to a maximum gross salary of €42,806 per annum (for full accredited Counsellors) and €33,034 gross per annum for pre-accredited Counsellors until such time as they reach full accreditation and then move to the higher gross salary of €42,806 per annum bearing in mind that this a fixed term contract of 2.5 years duration).

Benefits:

- 26 days annual leave per annum for full-time staff, excluding Public Holidays – entitlement pro-rated for part-time staff.
- Paid external session of private supervision per month.
- In-house supervision provided by the Poly Drug Co-ordinator.

- Free access to Employee Assistance Programme Services via VHI.
- Defined Contribution Pension Scheme Membership on successful completion of probation (1 years duration).
- Payroll deduction facility for Health Insurance cover with VHI or LAYA.
- Cycle to Work Scheme.
- Access to Sick Pay Scheme on successful completion of probation (1 years duration).
- Access to Clarecare's Wellness Programmes.

NOTE: The foregoing contains an outline of the main duties and cannot be complete. You will be required to respond flexibly when ad hoc tasks arise which are not specifically covered in this job description. This includes additional duties which may arise from future legislation affecting the Charities sector.

Further information on Bushypark Addiction Treatment Services

Bushypark Addiction Treatment Centre (Clarecare service) provides a range of community and residential based supports for clients and family members impacted by addiction. Bushypark was established in 1991 in response to an identified need for a residential service in addition to the development of community-based services supporting clients from the Mid-West Region to access addiction related supports. The opening of the service also supported the development of other groups and initiatives providing support for people impacted by a range of addictions and associated behaviours.

Over the past 30 years in excess of 12,000 persons have accessed a range of services provided by Bushypark. Almost 4,000 clients have undertaken the 28-day residential treatment programme, while over 8,500 persons have accessed a range of community-based supports. Bushypark provides services from its centre located 3 miles outside Ennis with outreach services provided across the region.

Since March 2020, Bushypark reconfigured a number of its services to be able to provide online and telephone supports. We have further expanded and developed this online presence, and our plan is to continue to provide both online and face to face sessions into the future. Staff, facilitators and clients have been trained in the use of various online platforms and data protection policies and procedures developed to support this ongoing development. The benefits of ease of access for a number of clients across the region, particularly those who have transport issues and those who have other commitments that would previously prevent them from accessing services is immeasurable.

Over the 30 years since its inception, Bushypark has seen a significant change in the drug use and behaviours and underlying issues for clients presenting to all of our services. There has been a significant shift from alcohol only clients to those presenting with polydrug use. We have also seen a massive increase in the number of clients presenting with dual diagnosis.

In response to these changes in patterns, Bushypark has made changes to ensure that it remains responsive to client needs and to improve outcomes for clients presenting to our many services. These main changes include-:

- Development of a dual diagnosis clinic – we have a weekly clinic in Bushypark run by a Consultant Psychiatrist who assesses clients' behaviours, medications and guides the clinical team in developing treatment plans including detox for clients presenting with various diagnosis and on prescribed mood-altering medications
- While the Minnesota model has been at the centre of our philosophy for many years, the programme has evolved to an even more client centred approach and to a more holistic biopsychosocial model, while maintaining abstinence as a goal for clients attending the residential programme. Bushypark recognises harm reduction for clients attending community-based services of pre-treatment and for polydrugs community programme
- Introduction of a 'Health and Wellness Programme' that is incorporated into the residential programme and has become a recovery pathway for clients post treatment and for those engaging in our community services. This programme includes sports activities, nutrition, mentoring, yoga, art, drama and singing as a way of supporting clients to build their own resources and capacity to attain recovery within their local communities. We have links with external agencies who deliver these activities on our behalf both inhouse and externally.
- Bushypark services incorporates a trauma informed approach to the care of the clients who engage with our services. Ongoing training and supervision for staff in this area ensures that this remains a key value of our work across all our services.

- As the clinical services provided to clients are delivered by accredited counsellors and psychotherapists, clients are supported to deal with a range of underlying issues to assist them in understanding their substance misuse and associated behaviours. Underlying issues presenting include Adverse Childhood Experiences, Trauma, Abuse, Loss, Neglect and other presenting issues.

By understanding and dealing with these issues, the clients are afforded with the opportunity to develop long-term recovery pathways without the use of substances and fewer relapse episodes

Through our ongoing training and staff continuous personal development programmes we continuously strive towards maintaining the highest possible standards of client care and ensure that we are delivering the most effective interventions of treatment for our clients.

Bushypark holds full CHKS accreditation, a quality standard that covers all aspects of the service from clinical care to corporate governance in addition to various service related standards for catering, estate management etc. This accreditation ensures that quality improvement is key to all aspects of our work and that we are working on continuous improvement strategies to enhance the services we provide and to improve client experiences and outcomes across all our programmes.

Bushypark has experience of working with gender-based issues, ethnic minority groups and for people presenting with a complexity of issues to its many services over the years

In 2021, the HSE through its Estate Management Capital Programme announced a significant capital expansion programme for Bushypark Treatment Centre to enhance its capacity for both its residential and its community-based supports provision. This €5.5m development is recognition of the need for the additional service provision in the area of addiction and is aligned with the goals of the National Drug and Alcohol Strategy 'Reducing Harm, Supporting Recovery – A health led response to drug and alcohol use in Ireland 2017-2025'. It will allow us to increase our residential beds by 34% and to expand pre-treatment and post treatment supports including expanded access for external groups and projects

In 2022, we have begun the renovations to the family centre on the grounds of Bushypark into 'A Health and Wellness Centre'. This standalone building currently hosts the polydrugs project office. We have secured funding from various sources for this expansion with renovation work already underway. This building will provide a base for further enhanced project into the future and will allow for the development of day and community projects.

Both of these capital investments will assist Bushypark to significantly increase our capacity to deliver services for clients from all parts of the Country both for its community and its residential programmes. It will provide a base for outreach work and for the further expansion and development of online resources. This development is strategically aligned to Strategic Priority 2 of the NDS as outlined above to 'enhance access to and delivery of drug and alcohol services in the community'. As part of our work we also deliver actions across other Strategic Priority areas, including SIG 3 'Develop Integrated Care Pathways for high risk drug users to achieve better health outcomes' and also Sig 4 'Address the social determinants and consequences of drug and alcohol use in disadvantaged areas'.

Bushypark have become a pilot site for Limerick Sports Partnership to develop a Wellness and Addiction Programme providing a skills-based programme for clients attending various Bushypark services in terms of sport, activity and nutrition. It provides a pathway for clients to continue to engage in a range of activities post treatment and to support/encourage children and family members also to engage in a range of 'Health and Wellness' based activities

The Polydrugs Project at Bushypark supported the development of a pilot project in the West Clare area, particularly focusing on Kilrush/West Clare area, an area of very high deprivation figures and high levels of substance abuse including cocaine. This project has been a very successful inter-agency initiative that received funding to contract a links worker under the Healthy Ireland Initiative. 19 clients referred from the Polydrugs Project continue to engage in this activity led initiative supporting them from the detox stage to their maintenance stage or either harm reduction or abstinence over the past 10 months. The Polydrugs Co-ordinator provides weekly support to the Links Worker attached to this project. As a very successful model of reducing relapse rates and for engaging with and sustaining hard to reach clients it has proven to be an excellent model that we are proposing to replicate in other parts of the region in conjunction with the MWRDAF and other agencies

Over the past 13 years, Bushypark have continued to see Cocaine use as being one of the top 3 drugs presenting in conjunction with alcohol, cannabis and/or prescribed medications.

Similar to other services and in line with the findings of the HRB we have seen a significant increase in the numbers of clients identifying cocaine as being their primary drug of choice since 2018, with a very acute increase on this in the past 18 months, we are therefore well placed within the region to develop and expand our current service to an increased case load and to a wider geographical community.

In 2018, 27% of clients presenting to Bushypark had cocaine as their primary addiction. In 2021, this figure had increased to 43%, a 16% increase in 3 years. This is in addition to a marked increase in the number of clients presenting with polydrug use, including cocaine as one of many drugs of choice. In 2021 we began to see the impact of Crack Cocaine in the Mid-west region

Over the past 13 years working in the area of cocaine treatment, we have developed skills and a lot of experience in supporting clients and family members to deal with the issues and behaviours associated with same. We have developed models of treatment and have developed clear pathways for clients to progress and to attain services within their own local communities.

Clients complete individual treatment plans with the Polydrugs Co-ordinator and they work on a joint plan to assist them to reduce their use and to address issues relating to their use and to develop holistic strategies to maintain their recovery into the future.

The Polydrugs Project delivers initiatives, online, face to face and in group settings. The project also undertakes family conferences, inter-agency case management and collaboration work to ensure that the client gets the best outcomes.

The Polydrugs Co-ordinator who runs this project in conjunction with a group of trained facilitators uses a number of key skills and interventions in dealing with clients impacted by cocaine addiction, these include – Brief Intervention, Motivational Interviewing, SMART Recovery Principles, and CBT. Individual treatment planning and developing recovery capital are key elements for the client in moving from a using stage to a recovery stage.