

## **Galway City Partnership: SAOR Health Diversion Worker** **(<https://www.activelink.ie/node/114604>)**



### **Galway City Partnership**

## **SAOR Health Diversion Worker**

### **Overview**

Galway City Partnership is a local and community development company that has worked since 1996 to tackle disadvantage and social exclusion, in the city through, community education and employment supports.

The SAOR Screening and Brief Intervention for Problem Alcohol and Substance Use (2017, 2nd edition) is a programme developed and implemented by the HSE. SAOR is a screening and brief intervention model which uses a person-centred approach based on Motivational Interviewing to have a conversation with a person about their drug or alcohol use and to refer those presenting with more complex needs to specialist services. SAOR can be the first step in the National Drugs Rehabilitation Framework (2010).

The SAOR Health Diversion programme is a programme that is being implemented by the Irish Government, for people who are aged 18 or older found in possession of drugs for personal use. Previously, those found in possession of drugs could be prosecuted under the criminal justice system and acquire criminal convictions, making it difficult for these people to find work, travel abroad and access services such as housing and education. Additionally, the stigma associated with criminal conviction made it difficult to access addiction support services. Under this new approach, when a person is found in possession of drugs for personal use the Government has agreed to implement a health diversion approach whereby:

- On the first occasion, An Garda Síochána will refer them, on a mandatory basis, to the Health Service Executive for a health screening and brief intervention;
- On the second occasion, An Garda Síochána would have discretion to issue an Adult Caution.

Under the programme, a person found in possession of drugs for personal use is diverted to the SAOR Health Diversion Worker for a health screening and brief intervention, known as SAOR (Support, Ask and Assess, Offer Assistance and Referral). This approach will not decriminalise drug use; it is a mechanism to defer people to health and social services for help and support.

### **The steps in the Health Diversion Programme:**

- Step 1 - Gardaí identify a person in possession of drugs for personal use.
- Step 2 - Gardaí refer the person to attend a SAOR screening and brief intervention provided by the SAOR Health Diversion Worker. This could be done online so appointments can be confirmed on the spot and happen in a timely fashion (a few days).
- Step 3 - The person attends the SAOR intervention with a dedicated healthcare worker.
- Step 4 - If a person is identified as having or at risk of problematic use, they are offered appropriate treatment or support. Their attendance at a treatment or support service is voluntary.
- Step 5 - Other referrals may be identified and facilitated, such as social services or harm reduction programmes.
- Step 6 - The person's attendance at the brief intervention is confirmed to the Gardaí (with the person's consent).

### **Benefits of the Health Diversion Programme**

The Health Diversion Programme will offer three benefits for people found with drugs for personal use:

1. The opportunity to avoid a criminal conviction.
2. The support to avoid, reduce and recover from drug-related harm.
3. Referral to appropriate treatment or other support. Criminal sanctions can stigmatise the person concerned and can have far-reaching consequences, such as difficulties gaining employment and access to services, for example, housing, travel visas etc.

## **Role**

Galway City Partnership are recruiting for a SAOR Health Diversion Worker for the SAOR Programme. The position of SAOR Health Diversion Worker encompasses both operational and administrative responsibilities within the CHW Drug and Alcohol Service and the post-holder will carry a client caseload in relation to therapeutic work informed by harm reduction principles.

## **Key Responsibilities**

### **Delivery of Brief Interventions**

- Carry out brief interventions for people encountering drug and alcohol related problems.
- Identify opportunities to use the SAOR model with people who use drugs.
- Identify and access specific resources on drug related issues and services.
- Identify appropriate care pathways.
- Implement, support, promote and, oversee, evidence-based processes appropriate to the person accessing the service that advance individual recovery pathways and quality outcomes in line with the National Drug Rehabilitation Framework.

### **Coordination and training**

- Establish and coordinate local referral pathways (in and out) and promotion of services relevant to people with drug and alcohol related problems.
- Source SAOR training for services as requested, in partnership with SAOR local steering committees and the Western Regional Drug and Alcohol Task Force.

### **Administration**

- Provides updates, KPI and NDTRS data as required.
- Develop and maintain professional records and correspondence as required for case work and case conferences.
- Implement service plan and business plan objectives within area of responsibility.
- Ensure the efficient management and administration of their workload within their area of responsibility.
- Ensure deadlines are met and that service levels are maintained.
- Ensure that archives and records are accurate, maintained confidentially and readily available to the appropriate authority.
- Ensure line management is kept informed of issues arising.
- Ensure that stakeholders are kept informed and that their views are communicated to management.
- Provide administrative support for meetings and attend as required.
- Maximise the use technology in ensuring that work is completed to a high standard.

### **Team Work**

- To attend interagency and external meetings as and when required.
- To develop effective working relationships with a variety of professionals in other agencies, health, social services and education, but also with staff and clients.
- To work sensitively in creating partnerships with a wide range of agencies.
- To work with the CHW Drug & Alcohol Service staff team and partner agencies to design and implement individual care plans.
- To initiate and maintain effective relationships both internal and external to the CHW Drug & Alcohol Service.
- To initiate and maintain effective relationships with staff and clients.
- To deliver services through key working, case management and shared care planning.

### **Standards, Policies, Procedures & Legislation**

- Contribute to the development of relevant policies and procedures locally.
- Ensure accurate attention to detail and consistent adherence to procedures and current standards within area of responsibility.
- Maintain own knowledge of relevant policies, procedures, guidelines and practices to perform the role effectively and to ensure standards are met.
- Maintain own knowledge of relevant regulations and legislation e.g. Financial Regulations, Health & Safety Legislation, Employment Legislation, FOI Acts etc.
- Maintain a broad knowledge of policies and procedures of the HSE organisation.
- Pursue continuous professional development in order to develop management expertise and professional knowledge.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards and other standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc and comply with associated HSE protocols for implementing and maintaining these standards.
- To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

## Person Specification

### Qualifications, skills and competencies:

- A relevant 3rd level qualification
- Trained in Motivational Interviewing
- Trained in Screening and Brief Intervention
- Trained in key working, care planning, and case management
- Trained in the delivery of training
- Have a minimum of 3 years full time experience working in an drug/alcohol service
- Experience in providing Screening and Brief Intervention for drugs or alcohol
- Experience in relation to care planning, case management and drug or alcohol recovery
- Experience of collaborating with relevant services/sectors relevant to the role e.g An Garda Síochána, Probation, TUSLA, addiction services, mental health, primary care
- Full clean Driver's Licence and access to a vehicle.

## Terms & Conditions of Employment

Full time position 35 hours per week Monday to Friday with flexibility for evenings and weekends

Fixed term contract of 3 years subject to funding, an initial 6-month probationary period.

The position will be based in 16 Merchants Road, Galway, covering the western region.

Travel and subsistence will be paid at public sector rates.

## How to Apply

Selection will involve shortlisting of applicants for interview based on the criteria for this position as outlined in this job description and person specification. A panel may be formed from which similar vacancies may be filed.

Please submit your Curriculum Vitae and Cover Letter by email to [recruitment@gcp.ie](mailto:recruitment@gcp.ie) (mailto:recruitment@gcp.ie) **by 5pm on Thursday, the 7th of April 2025.**

*Galway City Partnership is an equal opportunities employer.*



## Comhpháirtíocht Chathair na Gaillimhe

# Oibrí Atreoraithe Sláinte SAOR

## Forbhreathnú

Is comhlacht forbartha áitiúil agus pobail é Comhpháirtíocht Chathair na Gaillimhe a d'oibrigh ó 1996 i leith chun dul i ngleic le míbhuntáiste agus eisiámh sóisialta sa chathair trí oideachas pobail agus tacaíochtaí fostaíochta.

Is clár é Scagthástáil agus Idirghabháil Achrann SAOR maidir le hÚsáid Fadhbanna Alcóil agus Substaintí (2017, 2ú heagrán) a d'fhorbair agus a chuir Feidhmeannacht na Seirbhíse Sláinte (FSS) i bhfeidhm. Is samhail scagthástála agus idirghabhála gairid é SAOR a úsáideann cur chuige atá dírithe ar an duine bunaithe ar Agallamh Spreagtha chun comhrá a bheith acu le duine faoina n-úsáid drugaí nó alcóil agus chun iad siúd a bhfuil riachtanais níos casta acu a atreorú chuig seirbhísí speisialtóireachta. Is féidir le SAOR a bheith ar an gcéad chéim sa Chreat Náisiúnta um Athshlánú Drugaí (2010).

Is clár é Clár Atreoraithe Sláinte SAOR atá á chur i bhfeidhm ag Rialtas na hÉireann, do dhaoine atá 18 mbliana d'aois nó níos sine a fhaightear drugaí ina seilbh le haghaidh úsáide pearsanta. Roimhe seo, d'fhéadfaí iad siúd a fhaightear i seilbh drugaí a ionchúiseamh faoin gcóras ceartais choiriúil agus ciontuithe coiriúla a fháil, rud a fhágann go bhfuil sé deacair do na daoine seo obair a fháil, taisteal thar lear agus rochtain a fháil ar sheirbhísí amhail tithíocht agus oideachas. Ina theannta sin, rinne an stiogma a bhaineann le ciontú coiriúil deacair rochtain a fháil ar sheirbhísí tacaíochta andúile. Faoin gcur chuige nua seo, nuair a fhaightear duine i seilbh drugaí le haghaidh úsáide pearsanta, d'aontaigh an Rialtas cur chuige atreoraithe sláinte a chur i bhfeidhm trína bhfuil:

- Ar an gcéad ócáid, atreoróidh an Garda Síochána iad, ar bhonn éigeantach, chuig Feidhmeannacht na Seirbhíse Sláinte le haghaidh scagthástála sláinte agus idirghabháil ghearr;
- Ar an dara ócáid, bheadh sé de rogha ag an nGarda Síochána Rabhadh do Dhaoine Fásta a eisiúint.

Faoin gclár, déantar duine a fhaightear i seilbh drugaí le haghaidh úsáide pearsanta a atreorú chuig Oibrí Atreoraithe Sláinte SAOR le haghaidh scagthástála sláinte agus idirghabháil ghearr, ar a dtugtar SAOR (Tacaíocht, Fiarradh agus Measúnú, Cúnamh a Thairiscint agus Atreorú). Ní dhéanfaidh an cur chuige seo úsáid drugaí a dhíchoiriúil; Is meicníocht é chun daoine a chur ar aghaidh chuig seirbhísí sláinte agus sóisialta chun cabhair agus tacaíocht a fháil.

## Na céimeanna sa Chlár um Atreorú Sláinte:

- Céim 1 – Sainaithin na Gardaí duine a bhfuil drugaí ina sheilbh aige le haghaidh úsáide pearsanta.
- Céim 2 - Déanann Gardaí an duine a atreorú chun freastal ar scagthástáil SAOR agus idirghabháil ghearr a sholáthraíonn Oibrí Atreoraithe Sláinte SAOR. D'fhéadfaí é seo a dhéanamh ar líne ionas gur féidir coinní a dhearbhu ar an láthair agus tarlú go tráthúil (cúpla lá).
- Céim 3 - Freastalaíonn an duine ar idirghabháil SAOR le hoibrí cúram sláinte tiomnaithe.
- Céim 4 - Má aithnítear go bhfuil duine ag baint úsáide as nó i mbaol úsáide fadhbanna, tairgtear cóireáil nó tacaíocht chúí dóibh. Tá a bhfreastal ar sheirbhís chóireála nó tacaíochta deonach.
- Céim 5 - D'fhéadfaí atreoruithe eile a aithint agus a éascú, amhail seirbhísí sóisialta nó cláir laghdaithe dochar.
- Céim 6 - Deimhnítear freastal an duine ar an idirghabháil ghearr do na Gardaí (le toiliú an duine).

## Buntáistí an Chláir um Atreorú Sláinte

Tairgidh an Clár Atreoraithe Sláinte trí bhuntáiste do dhaoine a fhaightear drugaí le haghaidh úsáide pearsanta:

1. An deis ciontú coiriúil a sheachaint.
2. An tacaíocht chun dochar a bhaineann le drugaí a sheachaint, a laghdú agus a aisghabháil.
3. Atreorú chuig cóireáil chúí nó tacaíocht eile. Is féidir le smachtbhannaí coiriúla stiogma a chur ar an duine lena mbaineann agus d'fhéadfadh iarmhairtí forleathana a bheith acu, amhail deacrachtaí fostaíochta a fháil agus rochtain a fháil ar sheirbhísí, mar shampla, tithíocht, víosaí taistil srl.

## Ról

Tá Comhpháirtíocht Chathair na Gaillimhe ag earcú d'Oibrí Atreoraithe Sláinte SAOR do Chlár SAOR. Cuimsíonn post Oibrí Atreoraithe Sláinte SAOR freagrachtaí oibríochtúla agus riaracháin laistigh de Sheirbhís Drugaí agus Alcóil CHW agus beidh ualach cáis cliant ag sealbhóir an phoist maidir le hobair theiripeach bunaithe ar phrionsabail laghdaithe dochar.

# Príomhfhreagrachtaí

## Idirghabhálacha Gearr a Sheachadadh

- Idirghabhálacha gairid a dhéanamh do dhaoine a bhfuil fadhbanna a bhaineann le drugaí agus alcól acu.
- Deiseanna a aithint chun an tsamhail SAOR a úsáid le daoine a úsáideann drugaí.
- Acmhainní sonracha a aithint agus rochtain a fháil ar shaincheisteanna agus seirbhísí a bhaineann le drugaí.
- Conairí cúraim cuí a aithint.
- Próisis fhianaisebhunaithe a chur i bhfeidhm, a thacú, a chur chun cinn agus, maoirseacht a dhéanamh ar phróisis fhianaise-bhunaithe atá oiriúnach don duine a fhaigheann rochtain ar an tseirbhís a chuireann bealaí téarnaimh aonair agus torthaí ardchaighdeán chun cinn i gcomhréir leis an gCreat Náisiúnta Athshlánúcháin Drugaí.

## Comhordú agus oiliúint

- Conairí atreoraithe áitiúla a bhunú agus a chomhordú (isteach agus amach) agus cur chun cinn seirbhísí a bhaineann le daoine a bhfuil fadhbanna a bhaineann le drugaí agus alcól acu.
- Foinse Oiliúint SAOR do sheirbhísí de réir mar a iarrtar, i gcomhpháirtíocht le coistí stiúrtha áitiúla SAOR agus le Tascfhórsa Réigiúnach Drugaí agus Alcóil an Iarthair.

## Riarachán

- Soláthraíonn nuashonruithe, sonraí KPI agus NDTRS de réir mar is gá.
- Taifid ghairmiúla agus comhfheagras a fhorbairt agus a chothabháil de réir mar is gá le haghaidh obair cháis agus cáschomhdhálacha.
- Cuspóirí plean seirbhíse agus plean gnó a chur i bhfeidhm laistigh den réimse freagrachta.
- A chinntiú go mbainistítear agus go riarachfar go héifeachtach a n-ualach oibre laistigh dá réimse freagrachta.
- A chinntiú go gcomhlíontar spriocdhátaí agus go gcoinnítear leibhéil seirbhíse.
- A chinntiú go bhfuil cartlanna agus taifid cruinn, go gcoimeádtar faoi rún agus go bhfuil siad ar fáil go héasca don údarás cuí.
- A chinntiú go gcoinnítear bainistíocht líne ar an eolas faoi shaincheisteanna a thagann chun cinn.
- A chinntiú go gcoimeádtar na páirtithe leasmhara ar an eolas agus go gcuirtear a dtuairimí in iúl don bhainistíocht.
- Tacaíocht riaracháin a chur ar fáil do chruinnithe agus freastal de réir mar is gá.
- Úsáid na teicneolaíochta a uasmhéadú chun a chinntiú go gcuirtear an obair i gcrích ar ardchaighdeán.

## Obair Foirne

- Freastal ar chruinnithe idirghníomhaireachta agus seachtracha de réir mar is gá.
- Caidrimh oibre éifeachtacha a fhorbairt le gairmithe éagsúla i ngníomhaireachtaí eile, i seirbhísí sláinte, seirbhísí sóisialta agus oideachas, ach freisin le baill foirne agus le cliaint.
- Oibriú go híogair i gcomhpháirtíochtaí a chruthú le raon leathan gníomhaireachtaí.
- Oibriú le foireann Sheirbhís Drugaí agus Alcóil CHW agus le gníomhaireachtaí comhpháirtíochta chun pleananna cúraim aonair a dheardh agus a chur i bhfeidhm.
- Caidrimh éifeachtacha a thionscnamh agus a chothabháil go himheánach agus seachtrach le Seirbhís Drugaí agus Alcóil CHW.
- Caidreamh éifeachtach a thionscnamh agus a chothabháil le baill foirne agus le cliaint.
- Seirbhísí a sholáthar trí phríomhoibre, bainistíocht cáis agus pleanáil cúraim chomhroinnte.

## Caighdeán, Beartais, Nósanna Imeachta agus Reachtaíocht

- Cur le forbairt beartais agus nósanna imeachta ábhartha go háitiúil.
- A chinntiú go gcloítear go comhsheasmhach le nósanna imeachta agus le caighdeán reatha laistigh den réimse freagrachta.
- Eolas a choinneáil féin ar bheartais, nósanna imeachta, treoirínte agus cleachtas ábhartha chun an ról a chomhlíonadh go héifeachtach agus chun a chinntiú go gcomhlíontar caighdeán.
- Eolas a choinneáil ar rialacháin agus ar reachtaíocht ábhartha e.g. Rialacháin Airgeadais, Reachtaíocht Sláinte agus Sábháilteachta, Reachtaíocht Fostaíochta, Achtanna um Shaoráil Faisnéise srl.
- Eolas leathan a choinneáil ar bheartais agus ar nósanna imeachta eagraíocht FSS.
- Forbairt ghairmiúil leanúnach a shaothrú d'fhonn saineolas bainistíochta agus eolas gairmiúil a fhorbairt.
- Eolas oibre a bheith agat ar Chaighdeán an Údaráis um Fhaisnéis agus Cáilíocht Sláinte (HIQA) agus ar chaighdeán

eile mar a bhaineann siad leis an ról, mar shampla, Caighdeáin do Chúram Sláinte, Caighdeáin Náisiúnta um Ionfhabhtuithe a Bhaineann le Cúram Sláinte a Chosc agus a Rialú, Caighdeáin Sláinteachais srl agus cloí le prótacail ghaolmhara FSS chun na caighdeáin seo a chur i bhfeidhm agus a chothabháil.

- Tacú le tionscnaimh fuinnimh, uisce agus dramhaíola inbhuanaithe, a chur chun cinn agus páirt ghníomhach a ghlacadh iontu chun seirbhís sláinte níos inbhuanaithe, ísealcharbóin agus níos éifeachtúla a chruthú.

## Sonraíocht an Duine

### Cáilíochtaí, scileanna agus inniúlachtaí:

- Cáilíocht ábhartha 3ú leibhéal
- Oilte in Agallamh Spreagtha
- Oilte i Scagthástáil agus Idirghabháil Ghairid
- Oilte i bpríomhobair, pleanáil cúraim, agus bainistíocht cáis
- Oilte i seachadadh oiliúna
- Taithí lánaimseartha 3 bliana ar a laghad a bheith agat ag obair i seirbhís drugaí/alcóil
- Taithí ar Scagthástáil agus Idirghabháil Ghairid a sholáthar le haghaidh drugaí nó alcóil
- Taithí i ndáil le pleanáil cúraim, bainistíocht cáis agus aisghabháil drugaí nó alcóil
- Taithí ar chomhoibriú le seirbhísí/earnálacha ábhartha a bhaineann leis an ról e.g. An Garda Síochána, Promhadh, TUSLA, seirbhísí andúile, meabhairshláinte, cúram príomhúil
- Ceadúnas Tiomána glan iomlán agus rochtain ar fheithicil.

## Téarmaí agus Coinníollacha Fostaíochta

Post lánaimseartha 35 uair sa tseachtain Luan go hAoine le solúbthacht do thráthnóna agus don deireadh seachtaine Conradh ar théarma seasta 3 Blian faoi réir maoinithe. Beidh tréimhse phromhaidh 6 mhí i bhfeidhm.

Beidh an post lonnaithe i 16 Bóthar na gCeannaithe, Gaillimh, ag clúdach réigiún an iarthair.

Íocfar taisteal agus cothú ag rátaí na hearnála poiblí.

## Conas Iarratas a Dhéanamh

Is éard a bheidh i gceist leis an roghnú ná gearrliostú na n-iarratasóirí le haghaidh agallaimh bunaithe ar na critéir don phost seo mar atá leagtha amach sa tuairisc poist seo agus sonraíocht an duine. Féadfar painéal a chur le chéile ónar féidir folúntais den chineál céanna a chomhdú.

Seol do Curriculum Vitae agus do Litir Chlúdaigh trí ríomhphost chuig [recruitment@gcp.ie](mailto:recruitment@gcp.ie) (<mailto:recruitment@gcp.ie>) **faoi 5pm Déardaoin, an 7 Aibreán 2025.**

*Is fostóir comhdheiseanna í Comhpháirtíocht Chathair na Gaillimhe.*



### Region

Galway

### Date Entered/Updated

24th Mar, 2025

### Expiry Date

7th Apr, 2025

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