

Scope of Practice

Supporting and empowering people to achieve their well-being goals through collaboration. Addiction Workers act as a bridge and navigators to supports, knowledge, information and service. A wide range of services are provided for patients at all stages of change and include harm reduction, pharmacological treatments, and include services and education for family members.

Addiction Workers role includes increasing capacity of other healthcare professionals throughout the organization and the larger system to provide integrated care and decrease stigma towards persons who use substances.

Addiction Services

Professional Practice Leader (Charlton, West 5th and off-site locations):
KARI WHITE LAW

Number of Members of Discipline:

SITE	NUMBER	FTE	PTE	POSITION
West 5th	3	3	0	Concurrent outpatient
	1	1	0	Cleghorn
OFFSITE	16	8	8	Men's Addictions Services Hamilton (MASH)
	2	1	1	Rapid Access Addiction Med Clinic (RAAM)
	2	2	0	Assertive Community Treatment (ACT)
	28	20	8	Womankind
ALL SITE COVERAGE	6	3	3	Concurrent Disorders Capacity Building Team
	1	1	0	COAST—Rapid Intervention and Support Team (RIST)

Major Achievements

CARING

Clinical Practice:

- Review and implement change or enhance to practice based on Ontario Perceptions of Care results.
- Provide inclusive, anti-oppressive, gender-sensitive, equitable and timely services internally and external in relationships with community partnerships.
- Addiction workers across all departments encompass skills of tact, engagement and sensitivity in all encounters with others.
- Harm reduction supplies increased availability across the organization.
- Supportive care practices were reviewed and aligned with the Withdrawal Management and Residential Treatment Standards of Ontario.
- Strong and vocal advocates that challenges stigma on micro and macro level in community environment.

LEARNING

Education:

Clinical Education

- Precepting and mentoring students from Mohawk, Centennial College, McMaster, University of Waterloo, and Humber.
- Crisis Intervention Team Training with Hamilton Police Services.
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Formal Teaching

- Neurobiology of Disease Class, Department of Psychology, Neuroscience and Behaviour.
- McMaster University: Addictions (annual class project in partnership with Womankind and MASH).

Internal Education

- Concurrent Disorders Capacity Building Team monthly newsletters.
- MHAP Rounds: Methamphetamine, Understanding General Population and Clinical Trends and Patterns of Co-Occurring substance Use and Mental Health Among Youth.

Research:

- **In Partnership with the Peter Boris Centre, Addiction workers are involved with**
 - “ROAR (Reducing Overdose and Relapse Study” – Womankind and Concurrent Capacity Building Team.
 - “Building the Foundation for a Standardized Approach to Progress and Outcome Monitoring across the Substance Use and Addiction Services” – Womankind and Homewood Research Institute.
 - “Treatment Outcome Research Study” – Womankind.
 - “PRAISE (Prospective Recovery Assessment to Improve Success Study” -Concurrent Disorders Capacity Building Team et al.
- Currently under review with Psychology of Addictive Behaviors is the YASUP Frame Quality of Life Paper; shortened called, "Measuring and understanding “quality of life” among emerging adults in a substance use program using mixed methods".

LEARNING continued...

Publications:

- Penta, S., DeAngelis, A., Raymond, H., Vucenic, B., Kay, V., Gladysz, H., McCarron, C., & Holshausen, K. (2023). Management of illicit substances in hospital: An evaluation of policy and procedure implementation. *Journal of Psychiatric and Mental Health Nursing*, 30, 132–139. <https://doi.org/10.1111/jpm.12848>
- **Initial Insights from a Quality Improvement Initiative to Develop an Evidence-informed Young Adult Substance Use Program** Halladay, J., Stead, V., McCarron, C., Kennedy, M., King, K., Venantius, M., Carter, A., Syan, S., Matthews, M., Khoshroo, S., Massey, M., Rahman, L., Burns, J., MacKillop, E., Raymond, H., MacKillop, J. <https://www.medrxiv.org/content/medrxiv/early/2022/10/25/2022.10.21.22281362.full.pdf>



BUILDING

Staff:

- 1 Trauma Certificate – Wilfred Laurier University
- 5 GAIN-Q3 MI ONT site Interviewer Certification
- 4 Mindfulness Based Stress Reduction Programme (MBSR) for Health and Social Care Professionals
- 8 SAN'Y AS: Indigenous Cultural Safety Training Certificate

Internal Education:

- Naloxone Administration and Distribution training
- Best Practices of Harm Reduction Supplies and Distribution to Withdrawal Management Programs
- Continued Columbian Suicide Severity Rating Scale training with new hires and annual review
- Lunch and Learns by Capacity Building Team



Professional Practice Development:

- Introduction to Human Trafficking CAMH – Course for Mental Health and Addiction Service Providers
- Addiction Care and Treatment Online Course – University of British Columbia
- Monthly Education Topics and Reflective Practice – internally at Womankind
- Brain Story Certification – Alberta Family Wellness Initiative
- Emerging Leaders Course

2022-23

LEADING

- Developed, implemented and facilitated a residential support team at the YMCA consisting of an Addiction worker and Social worker from SJHH, and Mental Health Crisis Worker from Barrett Centre.
- Facilitated and supported patient in creating music for an educational video game on Cannabis and Psychosis and utilizing in-house recording studio at West 5th for individuals.
- Providing education and harm reduction supplies across organization and to the community-wide providers and participants.
- After hours withdrawal management support utilizing a benzodiazepine clinic.

External Activities:

Presentations

- Trauma Informed Care Introduction – Greater Hamilton Health Network and Residential Care Facilities
- Women's Health Days at YWCA
- Overdose Awareness Day at Urban Core
- Naloxone training and education provided to residential care facilities
- Restorative Practices in Shelters and Drop Ins
- Provided Supplementary Harm Reduction training for community shelters
- Examining the Effect of Co-Morbid Mental Health Symptoms on Craving in a Women's Residential Addiction Treatment Program – American Psychological Association Conference, Poster submission
- Delivering Virtual therapeutic Groups to Support Recovery – Canadian Society of Addiction Medicine



Committees

- Human Trafficking Prevention Working Group
- Women's Housing Planning Collaborative Steering Committee (WHPC)
- WHPC Service Coordination Committee
- Emergency Shelter Coordination Table and Standards Working Group
- Professional Advisory Mohawk College – SSW Program
- Professional Advisory Mohawk College - Concurrent Disorder Program
- Hospital Shelter Working Group
- HIFIS Superuser Group
- Women's Advisory to the Hamilton Police Chief meeting
- Hamilton Police Service Violence Against Women's Emergency Service Communication Protocol
- Helping Ourselves through Peer Support and Employment (HOPE)
- Overdose Awareness Committee



Major Initiatives for 2023:

CARING

- Explore evidence-based groups to assist individuals.
- Addiction Workers added to the Rapid Intervention and Support Team to help marginalized individuals improve their quality of life and decrease their negative interaction with police and emergency visits.

LEARNING

- Continue to explore fentanyl testing strips and practical use in community and partnering with key stakeholders Public Health and pharmacies.
- Developing and implementing Withdrawal Management Core Skills and Knowledge Training.

BUILDING

- Implement harm reduction supplies/kits at discharge into the MASH program.

LEADING

- Continue to explore fentanyl testing strips and practical use in community and partnering with key stakeholders Public Health and pharmacies.
- Look at introduction of fentanyl strips to harm reduction supplies policy.
- Provide comprehensive individualized supports and services that meet the needs of Good Shepherd Arkledun Supportive Housing program with new permanent funding.



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