

Registered Nurse – Micah Projects



Who we are

Micah Projects is a community based, not-for-profit organisation with a vision to create justice and respond to injustice at the personal, social, and structural levels in church, government, business, and society.

Micah Projects subscribes to the principle of non-discrimination that seeks to guarantee that human rights are exercised without discrimination of any kind based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status such as disability, age, marital and family status, sexual orientation and gender identity, health status, place of residence, economic and social situation.

We believe that every adult and child has the right to a home, an income, healthcare, education, safety, dignity, and connection with their community of choice.

Work Health and Safety

Everyone has a right to feel safe at work, and Micah Projects is committed to minimising the risk to any staff member, student, volunteer, contractor, consultant, and Board Member within the organisation. We work collectively to comply with the *Work Health and Safety Act 2011*.

What we do

Micah Projects works to break down barriers that exclude people from housing, healthcare, employment, and meaningful connections, and to give people a voice.

We support individuals and families including children to resolve crisis, break social isolation, have a home, access health and community services, and build a community.

We provide a range of support and advocacy services to individuals and families according to their needs. We ensure the immediate needs of participants are met in a supportive, informed, safe, and respectful manner.

Equal Opportunity

Micah Projects is an equal opportunity employer and promotes access to employment to individuals from a diverse range of social and cultural groups. We acknowledge the First Peoples of Australia as the traditional owners of this land and support their right to self-determination and cultural expression. We recognise that Brisbane is a diverse community and acknowledge the needs of individuals, families and communities relating to age, gender, disability, sexuality, and economic status.

Working together

It is important to Micah Projects that people feel welcome, have choices, and do not experience discrimination when working with Micah Projects.

It is our aim to work with participants, each other, and our partners to respectfully share knowledge, ideas, resources, and skills in order to improve the service for the people we support, and the people who work as part of Micah Projects.

Child Safe and Vulnerable Adult Safeguarding

Children and young people are entitled to live in a caring and nurturing environment and to be protected from harm and exploitation. Micah Projects is a child-safe and child-friendly organisation that prioritises the safety and wellbeing of children and young people. We actively provide guidance for management, staff, and others in identifying and responding to concerns about the abuse or neglect of a child or young person in contact with the organisation.

We extend these principles to create safe services for all participants we work with.

Position Overview

Position Title

Registered Nurse

Team

Inclusive Health Partnerships Cluster

Reports to

Cluster leader/Team Leader

Line Manages

n/a

Employment Status

Full Time, fixed term

Hours of Work (per week)

38

Classification/Award

Paid in line with Nursing Award 2020 Level 5 in line with the Nurses and Midwives (QLD Health agreement).

Talkin

TBC

Based at

Brisbane Outreach and Springhill

Backup when absent?

Nursing team

The Park Hotel - St Vincent de Pauls

The embedded nurse working with St Vincent de Paul's is based at The Park Hotel in Springhill.

The Park hotel is a crisis accommodation site, working within the St Vincent de Paul onsite team.

As a registered nurse onsite at the Park Hotel, your work will include:

- » Assessment of individual's needs: Assess the physical and mental health needs of residents, supporting access to and navigation of healthcare services.
- » Medical care: Provide immediate medical care, which may include injuries, illnesses, and chronic health conditions. There may be a need to respond to medical emergencies that may arise on site and coordinate with emergency services as needed.
- » Health education: Offering health education and preventative care information to residents such as information on hygiene, nutrition, disease prevention, supporting access to resources, services, and options to support their decision making.
- » Harm Reduction: Implement harm reduction strategies to minimize negative health impacts associated with risky behaviors such as substance use, maintaining a non-judgmental attitude.
- » Medication management: Support access to medication, support independence with medication and educate on adherence, side effects etc. At times more intensive support may be required for short periods until long-term solutions are arranged, such as daily medication prompts.
- » Referrals: Collaborate with St Vincent de Paul staff to refer residents to community health services, specialists or social services for ongoing care needs and support.

- » Advocacy: Support residents as required through advocacy to navigate healthcare systems or support them with self-advocacy.
- » General Practice Clinics: A GP (General Practitioner) from Inclusive Health and Wellness Hub provides weekly clinics at the Park Hotel. Support residents to link in with this service and work closely with the GP to coordinate ongoing care needs.
- » Record keeping: Maintain accurate medical records and documentation to ensure continuity of care.

Position Description

As a Registered Nurse you will provide cover at:

- The Park Hotel – St Vincent de Pauls Springhill

To deliver high quality nursing care you will work with the team at each site to provide chronic disease management and all other aspects of nursing care as required.

Interactions and Relationships

External

- Inclusive Health and Wellness Hub
- Community Organisations

Internal

- Micah Projects teams

Partnerships

- St Vincent de Paul

Key Responsibilities

- Provide assertive outreach health services to participants in temporary accommodation, providing brief intervention, chronic disease management and support to engage with ongoing healthcare needs.
- Accountable and responsible for making sure that organisational data and records are accurate, complete, and consistent, and used in accordance with policies and procedures.
- Commitment to child and vulnerable adult safeguarding.
- Perform other duties as assigned by Supervisors.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011.
- Work closely with stakeholders including Inclusive Health and Wellness Hub
- Support participants with chronic disease management and collating medical information when required to support housing applications.
- Maintain a system of medication management.
- Complete all required documentation to a high standard.

Key Challenges

Key Challenges of the role includes....

- While performing the duties of the role, you may be working with people with varying degrees of trauma and/or under the influence of substances which may result in signs and symptoms of frustration, distress, and elevated behaviour responses.
- Ability to negotiate with emotionally heightened people, using de-escalation skills.
- Exposure to distressing or sensitive information.
- Managing a workload with deadlines and competing commitments and priorities which require negotiating and re-prioritising own work.
- Ability to undertake physical activities involved in a community-based environment including lifting, bending, squatting, pushing, pulling, trunk twisting, kneeling, standing, driving, and sitting for a duration.
- Biological Hazards – contact with body fluids, bacteria, infectious diseases.

Criteria and Conditions

Criminal History Screening

- National Police Certificate Blue Card
 Yellow Card APHRA Registration

Driver's License

- Essential Desirable

Travel

Click or tap here to enter text.

Assets Provided

- Work Computer Work Phone Pool Vehicle Packaged Vehicle

Essential

- Demonstrated commitment to upholding child and vulnerable adult safeguarding principles.
- Demonstrated knowledge and use of IT systems including personal information and case management systems, data collection, Microsoft products.
- A positive attitude, and the ability to work flexibly and proactively in a team environment and autonomously within program guidelines with a commitment to the values and principles of Micah Projects to meet community needs.
- Demonstrated commitment to cultural diversity and a working knowledge of equity and WHS principles in the workplace.
- Minimum of two years full time equivalent clinical experience / Demonstrated experience in working in the area/specialty.
- Demonstrated effective communication and clinical problem-solving skills to maximize patient care within the multidisciplinary team.
- Demonstrated ability, and commitment, to work collaboratively within a team and with external stakeholders.
- Willingness to follow directions and adapt where required, within the program guidelines.

Desirable

- Postgraduate qualification in relevant specialty.
- Experience in working with clients who have chronic disease, addiction and/or mental illness.
- Experience/interest in community/primary health nursing or a relevant specialty.
- Interest/experience in chronic disease management and complex care coordination.

General Conditions

- All employees are to practice the values of Micah Projects, as outlined in the Code of Conduct.
- All employees must utilize Micah Projects systems to facilitate the quality of the organisation's work and services. This includes, but is not limited to, Microsoft Office suite, Quality, Human Resource, Finance, Data and Case Management Systems.
- Appointment to this position will be subject to a criminal history check, as outlined in the organisational Criminal History Screening Policy. All employees are required to cover the cost of this.
- Employment in this position is subject to continued funding.
- Employment may involve work or training outside of normal business hours.

- All employees will comply with Workplace Health and Safety legislation as outlined in organisational policy and procedures.
- All employees are required to engage in support and coaching through the organisational performance development system.

Acknowledgement

I have read this Position Description and understand the requirements and responsibilities of this position as part of my employment with Micah Projects

Employees Name _____

Signed _____ **Date** _____

Original Date

October 2017

Revised Date

September 2024