

Clinical Nurse – Micah Projects

Inclusive Health Partnerships



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.

Micah Projects commitment to vulnerable and marginalised populations

Micah Projects Vision and Mission articulate our commitment to actively engaged with people who are marginalised, vulnerable and in many situations present with challenging behaviour.

Working in Micah Projects you are expected to proactively support this vision and mission whilst balancing the needs of staff to work in a supportive and safe environment.

To do this we actively work together to ensure that staff have the skills and knowledge to understand that many people who access our services do not have the ability to always regulate their emotions. This often occurs when they are frustrated, do not understand what options they have, and are impacted on by substance use or alcohol. The consequences result in staff being exposed to inappropriate and challenging situations which we are committed to providing training and support to problem solve and ensure services can be maintained.

Micah Projects actively wants to adapt a shared responsibility approach for creating a resilient culture whilst providing services to our most vulnerable participants. This requires self-awareness and a proactive approach within our organisational systems. We support staff in understanding the approach and context in which we work. We encourage staff to communicate their needs within this environment and a willingness to engage in problem solving strategies whilst providing support to participants.

Micah Projects provides outreach service in the community, centre-based services and services via phone. Our goal is to always disarm people with courtesy, respect and clear communication recognising that we may not always get it right and will learn from our participants when necessary. We recognise that many participants of Micah Projects have long histories of trauma from childhood and as adults. Whilst this is not an excuse for behaviours that are threatening to others, it is also an opportunity for participants to learn alternative ways of meeting their needs. This is how we implement a trauma informed and sensitive approach to our work.

We are committed to providing a culture of wellbeing and safety for our staff. Employees can access support and guidance internally and externally, as outlined in our Wellbeing Guide.

Position Overview

Position Title

Clinical Nurse

Team

Inclusive Health Partnerships Cluster

Reports to

Team Leader

Line Manages

n/a

Classification/Award

Paid in line with Nursing Award 2025
Level 6 (depending on experience)

Talkin

TBC

Based at

Brisbane Outreach

Backup when absent?

Hospitals Team

Cluster/Team or Program Name

As a Clinical nurse with the Homefront Mater program, your work will include:

- Working in collaboration with the Mater Hospital's Emergency Department to coordinate seamless referrals to the Homefront Mater program.
- Providing comprehensive assessment and collaborative plans for a case load of participants with co-occurring and complex mental health and AOD presentations.
- Engaging participants, using a trauma informed, person-centred approach to complete a comprehensive assessment to determine level of care and develop collaborative care plans with relevant stakeholders or internal support workers as identified.
- Providing 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.
- Offering health education and preventative care including pop up clinics for Hep C and Syphilis PoCT and information to participants such as information on hygiene, nutrition, disease prevention, supporting access to resources, and options to support their decision making.
- Implementing harm reduction strategies to minimise negative health impacts associated with risky behaviors such as substance use, maintaining a non-judgmental attitude.
- Supporting access to medication, supporting independence with medication and educating 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.
- Supporting residents as required through advocacy to navigate healthcare systems or support them with self-advocacy.
- Record keeping: Maintain accurate medical records and documentation to ensure continuity of care.

As a Clinical Nurse at Micah Projects, you will play a role in educating and supervising less experienced staff, sharing your specialised knowledge and expertise this is in addition to Registered Nurse duties.

Additional expectations of a clinical nurse include:

- Possess specialised knowledge and skills related to healthcare issues faced by individuals experiencing social disadvantages, including mental health, addiction, and trauma sensitive care.
- Taking the lead in developing and implementing care plans
- Manage complex chronic health conditions coordinating with the clinic or specialist services.
- Manage reporting as per requirements negotiated with funders
- Develop specialised knowledge in harm reduction strategies and addiction management.
- Proficiency in comprehensive health assessments
- Advocacy to support access to healthcare according to the individual's needs, this will at time require education for healthcare providers on individuals' specific needs.
- Possess knowledge of domestic violence with good understanding of assessment and pathways
- Develop an understanding of QCAT guardianship, trustee and NDIS pathways.

Position Description

As the Clinical Nurse, you will...

work with the team at each site to provide chronic disease management and all other aspects of nursing care as required.

Stakeholder Engagement

This position as part of a team engages with the following organisations:

- Inclusive Health and Wellness Hub
- Community Organisations
- Mater Hospital

Collaboration within the Cluster and across Micah Projects Clusters and initiatives may include:

- Micah Projects teams

Key Responsibilities

Service Delivery

- Promote a culture of respect, safety, and trauma informed approaches.
- Provide health care service access to participants in temporary accommodation, provide brief intervention, chronic disease management and support to engage with ongoing healthcare needs, including co-occurring conditions such as mental health and AOD.
- 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 children 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, mental health, AOD, or disability in collating medical information when required to support housing applications.
- Maintain a system of medication management.
- Complete all required documentation to a high standard.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011, including compliance.
- Assist Team Leaders to undertake administrative, practice and quality requirements in Micah Projects systems.
- Perform other relevant duties as assigned.

Data Management

- Complete administration and data collection for reporting and updating the participant management systems.
- Maintain a high quality of work with individuals and families as evidenced by well documented case notes and support plans using the organisational database.
- Accountable and responsible for making sure that organisational data and records are accurate, complete, and consistent, and used in accordance with policies and procedures and agreed upon evaluation processes.

Collaborative practice

- Work as a collaborative member of the multidisciplinary team, demonstrating a high level of teamwork, support, engagement, and communication reflecting the values of the organisation.
- Work as an inclusive member of the team, providing appropriate mentoring and guidance as required.

Professional practice

- Participate in all supervision and professional development as requested and to provide input into individual professional development plans.
- Provide high level professionalism, sensitivity, and responsiveness to the needs of internal and external people/partners.

Criteria and Conditions

Criminal History Screening

- ☐ National Police Certificate ☐ Blue Card
☐ Yellow Card ☒ APHRA Registration

Driver's License

- ☒ Essential ☐ Desirable

Travel

- ☐ Essential ☐ Desirable

Assets Provided

- ☐ Work Computer ☐ Work Phone
☐ Pool Vehicle ☐ Packaged Vehicle

Essential

- Minimum of two years full time equivalent clinical experience / Demonstrated experience in working in the area/specialty.
- 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.
- Demonstrated commitment to cultural diversity and a working knowledge of equity and WHS principles in the workplace.
- 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.
- Evidence of effectiveness of communication style, written and verbal skills, and IT competencies (including Microsoft Office and other IT systems).
- Demonstrated commitment to cultural diversity and a working knowledge of equity and WHS principles.
- A positive attitude, and the ability to work flexibly, adaptively, and proactively in a team environment with direction and autonomously within program guidelines with a commitment to the values and principles of Micah Projects to meet community needs.

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.
- 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.
- All employees are to have valid working rights in Australia.
- All employees must utilise 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.
- 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** _____