



Nurse Practitioner Women and Girls Health Hub



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 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 challenging situations, for 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. When dealing with challenging behaviour, 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

Nurse Practitioner

Team

Women and Girls' Health Hub

Reports to

CEO

Line Manages

N/A

Classification/Award

Conditions of SCHADS Award 2010, paid in line with the QLD Nurses and Midwives Certified Agreement Grade 7

Talkin

CEO

Based at

Caboolture

Backup when absent?

Women and Girls' Health Hub Lead and Registered Nurse

Nurse Practitioner – Primary Healthcare with special interest in Women's Health

As a nurse practitioner at the Women and Girls' Health Hub, the primary responsibility is to address the multifaceted healthcare needs of those presenting, particularly those from vulnerable populations. The role demands a commitment to inclusivity and holistic health, requiring the nurse practitioner to provide a comprehensive response to participants unmet health and social needs.

A key component of this role involves organising and running pop-up women's clinics. These clinics are strategically located both at the Inclusive Health and Wellness Hub and other accessible locations. By establishing these pop-up clinics, the nurse practitioner candidate proactively brings healthcare services closer to those who may face barriers in accessing traditional healthcare facilities. These clinics offer a safe and supportive environment for women to receive necessary medical care, screenings, and education on health and wellness. The nurse practitioner will address immediate health concerns and empower women with knowledge and resources to maintain their health through these initiatives.

The nurse practitioner is expected to provide evidence based practice by remaining up to date about the latest medical advancements, the latest research evidence and best practices in women's health. The nurse practitioner will work with the wider Micah Project's team to develop key performance indicators (KPIs) that reflect the impact of their role. These KPIs will form the basis of annual reporting.

Position Description

As a Nurse Practitioner you will...

provide comprehensive healthcare services to women/families experiencing homelessness. This role involves direct clinical care, health education, and collaboration to address the complex health needs of women attending the clinic. The NP will primarily practice within the Caloundra Women's Health Clinic setting, and may be required to provide services in outreach location including crisis accommodation, and outreach locations building trust with participants and working collaboratively to improve outcomes.

Stakeholder Engagement

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

- Caboolture Satellite Hospital
- Sunshine Coast University Hospital
- Metro North Hospital and Health Service
- Caboolture Hospital
- Royal Brisbane Women's Hospital (RBWH)
- The Prince Charles Hospital (TPCH)
- Community Organisations
- Department of Housing
- Domestic and Family Violence Services
- Department of Child Safety
- Other Hospitals
- Participants

Collaboration within the Inclusive Health Partnerships Cluster and across Micah Projects Clusters is essential.

Key Responsibilities

Direct Comprehensive Care

- Demonstrates complex and critical thinking to conduct comprehensive, relevant and holistic health assessments
- Provide comprehensive clinical care for women and children to include prenatal and postnatal care, paediatric assessments, and management of childhood illnesses; offer sexual and reproductive health services such as family planning, STI screening and treatment, and cervical cancer screening.
- Use of diagnostic investigations (e.g., pathology, ultrasound) to inform clinical decision making, integrating theoretical and practical knowledge to apply diagnostic reasoning to formulate diagnoses
- Use professional knowledge to identify non-pharmacological and pharmacological interventions within scope
- Manage chronic illnesses, acute conditions, and injuries in the context of women's and child health
- Provide direct clinical care including wound care, vaccinations, and other preventive healthcare services

- Maintain accurate and timely documentation of medical/case note records of participant interactions and treatment/management plans.
- Leads nursing clinical practice to establish and implement evidenced based models of care to improve outcomes
- The nurse practitioner practices within their scope of practice. When unsure they consult the Nursing and Midwifery Board of Australia Decision Making Framework, and escalates care accordingly.

System Navigation Support

- Use critical thinking skills to translate and integrate evidence-based knowledge to implement individualised person centred care plans for participants.
- Appropriately collaborates and consults with the wider healthcare team for care decisions to obtain optimal outcomes for the person receiving care

Education

- Educate patients on health promotion, disease prevention, and management of chronic conditions.
- Provide counseling on lifestyle changes and risk factor modifications.
- Develop and deliver clinical educational and in-service training for nurses and other health care professionals within the Community of Practice and relevant teams.
- Facilitate the development, implementation, and evaluation of specialty education resources

Program Development

- Monitor and evaluate clinical practice and demonstrate analytical skills in accessing and evaluating health information and research evidence
- Contributes to evidence-based practice by participating in quality improvement projects to enhance service delivery and education initiatives.
- Contributes to developing and reporting key criteria and outcomes to further develop the nurse practitioner role and the impact of the Women and Girls Health Hub.

Professional Leadership

- Advocates for and participates in systems that support safe care, partnership and professional growth
- Supports the professional growth of others through clinical supervision and/or mentoring
- Practice in accordance with legal, ethical, and professional standards, including the Nurse Practitioner Standards for Practice, and Code of Conduct for nurses
- Commitment to child and vulnerable adult safeguarding, including mandatory reporting
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011.

Key Skills, Knowledge and Attributes in relation to caring for vulnerable populations

- While performing the duties of this role, you may be caring for 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.
- You will require the ability to negotiate with emotionally heightened people, using de-escalation skills and trauma informed practice.
You will be exposed to distressing and/or sensitive information, and will require the ability to seek support and provide self-care.
- 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 – you may come in contact with body fluids, bacteria, and infectious diseases and will require skills in standard precautions and compliance with infection control procedures.

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

- Current endorsement with the Australian Health Practitioner Regulation Agency (AHPRA) as a Nurse Practitioner, with no notifications or conditions.
- Specialist expertise in women's health - Scope of practice to include ability to undertake comprehensive women's health assessments, provide an appropriate response to women's health needs, provision of reproductive healthcare, and provision of preventative screening.
- Holistic clinical assessment and diagnostic skills to identify immediate health and social needs.
- Excellent communication and interpersonal skills with ability to work independently and as part of a multidisciplinary health and social care team.
- Demonstrated advanced clinical competency and clinical problem-solving skills to maximise patient care within the multidisciplinary team.
- Demonstrated commitment to professional practice through continuing professional development, adherence to nurse practitioner standards for practice, and maintaining the highest standards of nursing care.
- 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 Work Health and Safety principles in the workplace.

Desirable

- Experience working with individuals who have addiction and mental health challenges.
- Tertiary post-graduate qualification in nursing or relevant specialty e.g., Drug and Alcohol, Mental Health,
- Tertiary post-graduate in sexual and reproductive health

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, Best Practice software.
- 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** _____

Document History

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