



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 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

Registered Nurse

Team

Street to Home 3-9pm shift and day casual 9-5

Reports to

Clinical Nurse

Line Managers

N/A

Classification/Award

Conditions of Nurses Award 2020, paid in line with the QLD Nurses and Midwives EB11 agreement

Talkin

Clinical Lead

Based at

West End

Backup when absent?

Street to Home registered nurse

Street to Home

Street to Home provides support to people who are experiencing chronic homelessness to move into and sustain long term housing through a Housing First approach. People experiencing homelessness experience high rates of chronic illness, mental health, and substance use issues. Critical to support a Housing First approach is the integration of primary health care services that are effective, efficient and community orientated to those experiencing homelessness or are vulnerably housed.

The Registered Nurse will be employed by Micah Projects to work as part of a multidisciplinary team within Street to Home in an outreach capacity to provide direct nursing care, create pathways to address the social determinants of health and to overcome barriers to healthcare for people with complex health and social issues across Brisbane. As a registered nurse you will work alongside Street to Home support and advocacy staff to provide integrated health, housing and social support services to people in public space, parks, food vans, boarding houses and public housing. The After-Hours Nurses operate seven days per week requiring roster flexibility across the seven days.

Position Description

As a Registered Nurse you will...

Work as part of the Street to Home team to provide high quality integrated nursing services to individuals and families experiencing homelessness or to those who are vulnerable and have unmet healthcare needs, and may provide cover to other health teams.

Stakeholder Engagement

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

- Mater Hospital
- Princess Alexandra Hospital (PAH)
- Royal Brisbane Women's Hospital (RBWH)
- The Prince Charles Hospital (TPCH)
- Community Organisations
- Department of Housing
- Other Hospitals
- Participants

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

- Inclusive Health Partnerships
- Homelessness to Home
- Domestic and Family Violence
- Women, Children and Families
- Supportive Housing

Key Responsibilities

Direct Comprehensive Care

- Provide assertive outreach health assessments, support, advice and advocacy to people sleeping rough in public space and in other environments, identifying and addressing any immediate health issues and referring to appropriate health services for follow up.
- Support management of chronic illnesses, acute conditions, and injuries, provide wound care, and other preventive healthcare services.
- Maintain accurate and timely documentation of medical/case note records of participant interactions and treatment/management plans.

System Navigation Support

- Use critical thinking skills to respond to unmet need by integrating evidence-based knowledge into individualised care.
- Collaborate, consult and advocate supporting unmet needs to obtain optimal outcomes for the person receiving care

Education

- Educate patients on health promotion, disease prevention, and management of chronic conditions, provide information on hygiene, nutrition, 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 abuse, maintaining a non-judgmental and empathetic attitude.

Program Development

- Fulfills program reporting requirements by providing insights into emerging needs.
- Contribute to evidence-based practice by participating in quality improvement projects to enhance service delivery and education initiatives.

Professional Leadership

- Advocates for, participates in systems that support safe care, partnership and professional growth.
- Promotes the professional growth of colleagues by providing team support.
- Practice in accordance with legal, ethical, and professional standards.
- Commitment to children and vulnerable adult safeguarding.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011.

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.
- Ability to navigate shiftwork.
- 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

- ☒ Essential ☐ Desirable

Assets Provided

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

Essential

- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse.
- Minimum of 2 years of experience working at an advanced level of practice, in community health, primary care, or a similar setting.
- Strong clinical assessment and diagnostic skills, wound care, trauma informed care and delivering care in a way that addresses the social determinants of health.
- Excellent communication and interpersonal skills with ability to work both independently and as part of a multidisciplinary health and social care team.
- Demonstrated advanced clinical competency and clinical problem-solving skills to maximize patient care within the multidisciplinary team.
- Experience in working with individuals who have addiction and mental health illness.
- Demonstrated commitment to professional practice through continuing professional development of self and the ability to maintain the highest standards of nursing practice.
- 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.

Desirable

- Tertiary post-graduate qualification in nursing or relevant specialty e.g., Drug and Alcohol, Mental Health, etc.

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** _____