



Registered Nurse

General Practice



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	Team
Registered Nurse	Inclusive Health and Wellness Hub
Reports to	Line Manages
Practice and Nurse Manager	N/A
Employment Status	Hours of Work (per week)
Full time	38
Classification/Award	Talkin
Level 5, SCHADS 2010	Practice and Nurse Manager
<i>In line with Qld Nurses and Midwives EB11 agreement</i>	
Based at	Backup when absent?
Hope st, South Brisbane	Practice and Nurse Manager

Inclusive Health Partnerships

Inclusive Health Partnerships provides and promotes healthcare integrated with housing and homelessness services across a range of partnerships and referrals. Working to prevent exits into homelessness and frequent presentations at hospital emergency departments, with increased access to healthcare and wellbeing. Inclusive Health Partnerships has two components:

- The Inclusive Health and Wellness Hub – a general practice and wellness clinic (partnership between Micah Projects and Tzu Chi Foundation)
- Outreach Integrated Care Team

The Inclusive Health and Wellness Hub ('Hub') is dedicated to accommodating diversity and ensuring people experiencing disadvantage in Brisbane have access to quality physical, dental, mental health and wellness and holistic healthcare services irrespective of their ability to pay. Delivering high quality medical services that are integrated with other social services, allied health and alternative therapies is an important part of our Hub's vision through a range of partnerships.

The Registered Nurse will be employed by Micah Projects to work as part of a multidisciplinary team within the Inclusive Health and Wellness Hub 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.

Position Description

As a Registered Nurse you will...

Work as part of the Inclusive Health and Wellness team to provide high quality integrated nursing services to individuals and families experiencing homelessness or to those who are vulnerable and at risk needing a healthcare response.

Interactions and Relationships

External

- » Stakeholders
- » Participants
- » Community Services
- » Government bodies
- » Hospitals

Internal

- » Organisational Services
- » Micah Projects Employees

Partnerships

- None Required

Key Responsibilities

- Engage people experiencing homelessness and disadvantage in a process where they can access and learn how to understand and maintain optimum health and wellbeing for self, partners, and children.
- Provide a range of services that address the health needs of individuals and families, including children, in contact with Street to home outreach program.
- Facilitate access to mainstream and specialist health services by advocating for and providing information and referral to individuals and families.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011.
- Refer individuals to the Street to Home Community Nurse for follow-up and management of acute and complex care.
- Adhere to all Inclusive Health and Wellness/ Micah Project's policies, procedures, and work instructions.
- Promote the philosophy and values of Micah Projects and ensure that they are inherent in the delivery of all services.
- Practice in accordance with legal, ethical, and professional standards.
- Ensure communication is within professional, legal, and ethical parameters.
- Maintain confidentiality of medical records and patient related information.
- Monitor the environment and work practices to identify and minimise potential risk factors.

Quality System

- Understand the relevance and importance of your activities and how they contribute to achieving the quality objectives.
- Proactively work and operate within the organisation's quality system.
- Understand and comply with the quality system, standards, and requirements of ISO9001 and HSQF and RACGP

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 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	<input type="checkbox"/> National Police Certificate	<input type="checkbox"/> Blue Card
	<input type="checkbox"/> Yellow Card	<input checked="" type="checkbox"/> APHRA Registration
Driver's License	<input checked="" type="checkbox"/> Essential	<input type="checkbox"/> Desirable

Essential

- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse.
- Demonstrated understanding of the Micah Projects philosophy and values and an ability to promote its application within a community-based setting.
- Demonstrated advanced clinical competency and the ability to maintain the highest standards of nursing practice.
- Demonstrated effective communication and clinical problem-solving skills to maximize patient care within the multidisciplinary team.
- Demonstrated commitment to professional practice through continuing professional development of self and others.
- Experience/interest in working with individuals who have addiction/mental health illness.
- Experience/interest in providing trauma informed care and delivering care in a way that addresses the social determinants of health.
- Demonstrated commitment to upholding child and vulnerable adult safeguarding principles.
- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse.
- Immunisation endorsement
- Demonstrated experience in working in vaccinations including catch up schedules and primary care nursing.

Experience in general practice includes:

- head-to-toe health assessments,
- Triage and patient care
- Chronic disease management
- Patient education
- Managing wound care and helping with procedures
- Health assessments, diabetic assessments
- ECG and spirometry
- Immunisations, travel and childhood

- Maintaining recall and reminder system
- Cold chain management
- Stock management and equipment monitoring
- Demonstrated ability to work both independently and as part of a multidisciplinary health and social care team.
- Experience and competence in use of electronic record and data collection systems
- Demonstrated knowledge and use of IT systems, including Best Practice and 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.

Continuing Professional Development

- Participates in own role review and performance development.
- Maintains record of own continuing professional development.
- Maintains currency with nursing practice and industry requirements.
- Participates in Mandatory Education through Micah Projects.
- Maintains current registration and produces annual registration for line manager prior to due date.
- Identifies own lack of knowledge and participates in professional development to increase knowledge and skills.
- Provides evidence of improvements made in response to feedback.

Desirable (if applicable)

- » Tertiary post-graduate qualification in nursing or relevant specialty e.g. drug and alcohol, mental health.
- » Minimum of three years cumulative clinical nursing experience.
- » Interest/experience in providing nursing services to people experiencing homelessness or to those vulnerably housed.

General Conditions

- All employees are to practice the values of Micah Projects, as outlined in the Code of Conduct.

- 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.
- 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** _____

Document History

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