



Position Description

Specialist nurse – nurse advocate

Title:	Nurse Advocate
	Asylum Seeker & Refugee Assistance Program
Hours:	9-day fortnight maternity leave backfill
	7 months: February -September 2024
	Possibility of extension or move to other nursing roles within the organisation
Reports to:	Managing Director – operationally
	GP Clinical Lead - clinically
Award:	Nurse Award 2010
	Registered Nurse level 4
	\$43.56 - \$49.40 per hour
	Generous salary sacrifice packaging available

Organisational Background

With a vision to build health equity and a mission to deliver, model and influence health and wellness services to create an inclusive and just health system, World Wellness Group (WWG) is a leading health social enterprise based in Stones Corner, Brisbane. WWG operates the World Wellness Clinic which specialises in equitable healthcare for clients from culturally and linguistically diverse backgrounds, including vulnerable and disadvantaged migrants, refugees and people seeking asylum.

As a social enterprise, or a business with a social mission, World Wellness Group Ltd works to improve health equity for all clients, regardless of culture, language or financial capacity, and to assist the most vulnerable members in our community. World Wellness Group is a registered health promotion charity and all profits are used to fund health services for clients or innovative health programs that are not available elsewhere.



Asylum Seeker and Refugee Assistance (ASRA) Program

The ASRA program is funded by the Queensland Government providing a safety net to people seeking asylum with significant levels of vulnerability. WWG is a member of the ASRA consortium which comprises of Communify as the lead agency and QPASTT, Multicultural Australia, Australian Red Cross, Uniting Church and RAILS as members. WWG is the health provider in the consortium and has been providing nursing support and advocacy to people seeking asylum since 2019 under these arrangements which expanded to provide complex care mental health and addictions services to people seeking asylum with sub-acute and complex mental health issues. The nurse advocate works closely with the asylum mental health care team.

Position Objective

This position offers a great opportunity to work at the forefront in delivering innovative, culturally responsive and safe nursing services and support as part of a specialist team for people seeking asylum. Specifically, the position will:

- Deliver advanced level clinical nursing care
- Advocate for access to health services
- Work at an advanced level of autonomous clinical and professional specialist nursing practice
- Support the team in the provision of safe and quality nursing care through exemplary nursing standards
- Apply professional and clinical expertise in collaboration with multi-disciplinary stakeholders.
- Remain up to date with current nursing evidence-based practice trends
- Manage access and coordination of pro-bono support including access to medications, radiology and pathology

Organisational Relationships and Accountability

Position reports to: Managing Director – operationally

GP clinical lead – clinically

Supervision of: Multicultural Peer Support Workers when required

Internal liaison: ASRA team, all personnel/staff/practitioners

Award: Nurse Award 2010



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External liaison: Clients and their families/carers, ASRA consortium agencies, clinicians and support workers and external agencies and services, government, NGO and private health and mental health, social and community services

KEY RESPONSIBILITIES

The key responsibilities in this role center on

- your capacity to deliver assertive outreach and clinic-based nursing support for people seeking asylum
- your capacity to advocate for access to health care
- your capacity to manage a case load of clients as part of an integrated care model

We are looking for staff who are:

- Able to demonstrate application of evidence-based practice and critical thinking to advocate for and implement individualised person centred and trauma informed nursing care
- Able to identify risk and protective factors in the context of seeking asylum
- Demonstrate a strong understanding of health systems and structures across Queensland, specifically in relation to people seeking asylum
- Able to provide clinical care and support to clients in a culturally sensitive way with an understanding of acculturation, trauma and psychological stressors arising out seeking asylum, the covid-19 pandemic and other social circumstances.
- Able to participate and contribute to interdisciplinary team processes
- Able to utilise high-level oral and written communications skills, including the ability to write and review case notes, care plans, record service delivery through case notes, complete reports and any other necessary documents within strict timeframes.
- Able to contribute to the development of service planning, service delivery and service evaluation, within the frameworks established by WWG.
- Able to carry out any other relevant duties as directed by the Leadership Team

Human Resources

- Contribute to building a culture of engagement and respect
- Value cultural diversity and other individual differences in the workforce
- Ensure team members are treated in a fair and equitable manner.
- Comply with all EEO obligations and responsibilities.
- Build capacity and skills in the multicultural peer support workforce
- Empower team members and recognise and reward their contributions.
- Contribute to collaborative team issues and resolve grievances.



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Operational functions

- Participate in any organisational technology changes.
- Participate in continuous improvement of workflow processes and procedures.

General Responsibilities of All Staff

- Comply with the World Wellness Group's Code of Conduct, as well as any Code of Conduct of your professional association
- Comply with confidentiality requirements of World Wellness Group, as well as the Privacy Act 1988 (Cth) regarding client information, taking particular care that the information of clients may be highly sensitive in nature
- Comply with ethical and legal requirements of both the Commonwealth and Queensland equal opportunity and anti-discrimination laws (including the Anti-Discrimination Act 1991 (QLD), Sex Discrimination Act 1984 (Cth), Racial Discrimination Act 1975 (Cth), Disability Discrimination Act 1992 (Cth) and Age Discrimination Act 2004 (Cth)) by treating staff and clients with respect and without bullying and/or harassment
- Deliver effective use of World Wellness Group's resources within level of responsibility of your position

Occupational Health and Safety

- Comply with Work Health and Safety Act 2011 (QLD) duties by maintaining a safe working environment for yourself, ensuring you do not put yourself at risk of harm or injury
- Maintaining a safe and supportive working environment to protect others (staff, volunteers or clients) at risk of harm or injury
- Exercise judgement about the behaviour of clients to ensure they do not put themselves or others (staff, volunteers or clients) at risk of harm or injury

KNOWLEDGE, SKILLS, AND ABILITIES

Applicant requirements

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Applicant requirements

a. Essential

Current unrestricted Registered Nurse registration with the Australian Health Professionals Regulation Agency (AHPRA) with clinical experience

- Proven knowledge and experience in nursing care in relevant settings such as primary health care
- Demonstrated ability to work collaboratively in a team environment and availability to occasionally work outside standard business hours



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- High level oral and written communication skills. Including the ability to write professional case notes and brief intervention plans, complete reports and other relevant documentation within set timeframes
- Demonstrated understanding of the role of client advocacy and strengths-based frameworks within a social justice context
- Well-developed interpersonal skills with the ability to effectively communicate, negotiate, apply problem solving and conflict resolution skills, and engage others.
- Knowledge and understanding of health issues in the CALD population, specifically people seeking asylum
- Knowledge of services and community resources relevant to the needs of people seeking asylum
- Well-developed time and self-management skills and ability to work with limited supervision, whilst working as a member of a team
- A current Blue Card and Police Check or willingness and ability to acquire and an open Qld driver's license.

b. Desirable

- Post graduate qualifications in nursing
- Previous experience in a cross-cultural setting
- Language(s) other than English



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Applicant acknowledgement:

I have read and understood the position description and personal requirements/capabilities that are attached to this position. I declare that I am capable and willing to meet the requirements as indicated and acknowledge the requirements to maintain such capabilities whilst performing this position.

Name: _____

Signed: _____ Date: ____ / ____ /
20__