

Working for Nexus

Nexus offers a number of services that support people with a disability in supported accommodation, their own home and in the community.

We provide support to a wide range of people with varying disabilities. Most of our clients are aged 15 years or older, and many are adults who have been supported by Nexus for many years. Since the advent of the NDIS we have many new clients across disability groups including intellectual disability, neurological conditions, autism, physical support needs, trauma and attachment issues and acquired disabilities.

As a staff member at Nexus you are asked to work with clients in a variety of ways. Some clients require physical and personal supports, others have emotional support needs, while others only need some support in scheduling their day or learning new things. Whatever the support required you will need to be able to work to the following principles:

- People with a disability can be actively engaged in their own life, with the right type of support – our staff do things with people, not for them. This is called Active Support and this model is carried through all of our work.
- The support you offer should encourage people to try new things, to learn and retain their skills, and develop as much control and mastery over their lives as they can.
- We understand that everybody is different in how they need or want to be supported, so it is our job to find the best way to give clients control, dignity, and respect in their lives.

ROSTERED ACCOMMODATION STAFF

Most of our work is across Hobart and surrounding areas. We have a core of supported accommodation and some staff work in wake shift houses (actively staffed overnight), while others work in houses where staff sleep on site, overnight. At Nexus you get a chance to work in both types of house.



Because we provide support 24 hour a day on every day of the year our staff work shifts (including on weekends). Residential staff work around 60 hours per fortnight.

You can start employment with us as a casual worker or as a permanent part-time level 2 support worker. Most of our permanent residential support workers are level 3 and take on the role of key worker for a client. Over time you may have the opportunity to apply for a team leader role in a house. This role is a level 4 position and includes administrative duties, as well as continuing to do hands on work with clients.

COMMUNITY SERVICE STAFF

Nexus also provides community access, in home day support, a day centre and in home learning and life skills development. This is varied work and might include helping a young person with autism learn how to plan a meal, shop, and do the cooking; or supporting a person who has an injury and needs support with their personal care while living in their own home. Sometimes your role will be simply to help out around the house, go shopping or to support someone when they want to go into the community.

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Community service staff rarely do sleep over shifts and their hours are usually 9am to 3pm, although there can be some later shifts and shifts on weekends.

TRAINING AND SUPPORT

To commence work with Nexus you must have (or be completing) a Certificate III in Disability or similar qualification (e.g. aged care or community service work). If you do not have this we can refer you to organisations that provide training to this level. We also release limited level 1 trainee positions each year for people who do not have their Certificate III.

Nexus is heavily committed to training and supporting our staff. Over 80% of staff have a Certificate IV qualification which Nexus has often supported them to achieve. As a permanent staff member you have quarterly supervision meetings to discuss your work and development opportunities as well as access to team leaders and senior staff for support.

Nexus will pay you to attend your refresher training for first aid, medication administration, fire management and manual handling training when it is relevant to the clients you support. We also arrange specialist training to meet any specific client support needs. Some staff working with trauma affected clients will have additional training and supervision by a psychologist.

PAY AND CONDITIONS

Nexus pays the hourly rate outlined in our Enterprise Agreement, which is slightly more than the Social, Community, Home Care and Disability Services Award (SCHADS) and you will receive a number of penalty rates including afternoon shift loadings, weekend loadings and sleep over allowances. Nexus pays a generous leave loading as well as providing access to other leave and employee benefits.

We offer a salary sacrifice service through Access Pay, which reduces the tax you pay, and has added benefits such as discount vouchers.

ARE YOU WHAT WE ARE LOOKING FOR?

Our people care about their job and the clients they support. Nexus provides a wide range of supports to people who rely on them to work in a safe, focused and caring way.

You need to be physically fit (you will need to pass a pre-employment medical examination), be able to complete training, have a high level of personal ethics as well as holding a current drivers licence.

You also need to be a little bit 'out there' and willing to have a good time with your colleagues and clients. You will get to go out into the community with people and support them in a variety of ways. You need a strong commitment to the rights of people with a disability and be willing to support them with dignity and respect.

OUR MANAGEMENT AND STAFFING

Nexus was formed in 1998 as a fully independent community based specialist disability service operated by a voluntary Board of Directors; all of our resources support people with a disability. We trace our roots back to 1988 when the first children left Willow Court.

Our management team are dedicated professionals with qualifications in psychology, direct care, health studies and business. House and program managers mostly have a Diploma in Disability Care as well as frontline management qualifications, and also do hands-on shifts having regular contact with clients and families.

Contact Nexus at nexusinc@nexusinc.org.au or 6240 5000

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