

## Working for Nexus

Nexus offers a number of services that support people with a disability within 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. Many of our residential clients have an intellectual disability. We also support people with neurological conditions, autism, physical support needs and acquired disabilities (like ABI).

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 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 – staff need to learn to do things with people, not for them. This is called Active Support and this model carries 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 staff work in supported accommodation houses across Hobart and surrounding areas. Some staff work in wake shift houses (staffed overnight), while others work in houses where staff sleep overnight on site. At Nexus you get a chance to work in both types of house.



Because we provide support 7 days a week staff work weekdays and weekends. We use a rotating roster with staff working 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 residential support workers are Level 3 and take on the role of Key Worker for a resident. Over time you can apply for the role of House Manager – this role includes administrative duties, but you also continue to do hands on work as a Level 4 worker.

### **COMMUNITY SERVICE STAFF**

Nexus also provides community access, in home day support 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 middle aged person who has an injury and needs support

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with their personal care while living in their own home; while sometimes your role is simply to help out around the house, go shopping and support someone when they want to go into the community.

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 Cert III in Disability or similar qualification (eg aged care or community service work). If you do not have this we can refer you to organisations that provide training to this level.

Nexus is heavily committed to training and supporting our staff. Over 80% of staff have a Cert IV which Nexus has often supported them to achieve. Nexus employs a Workplace Mentor who can help you improve your skills as a direct support worker.

Nexus will pay you to attend your refresher training for first aid, medication administration, fire management and manual handling training. We also arrange specialist training to meet any specific client support needs.

### PAY AND CONDITIONS

Nexus pays the hourly rate outlined in the Social, Community, Home Care and Disability Services Award (SCHADS) and you 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 other employee benefits.

You are able to salary sacrifice a large part of your weekly income, which reduces the tax you pay. We use Access Pay to arrange this for you and they offer additional benefits like discount vouchers.

### ARE YOU WHAT WE ARE LOOKING FOR?

To work at Nexus you need to care about your job. Nexus provides a wide range of supports to people who rely on you to work in a safe, focused and caring way.

You need to be physically fit (you will need to pass a medical), be able to complete training, have a high level of personal ethics and have a current drivers licence.

You also need to be 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 people with a disability and be willing to support them with dignity and respect.

### OUR MANAGEMENT AND STAFF

Nexus was formed in 1998 as a community based specialist disability service; all of our resources support people with a disability. We trace our roots back to 1988 and the start of deinstitutionalisation in Tasmania when the first children left Willow Court.

Nexus is fully independent and operated by a Board of Directors, who have wide ranging experience that enables them to lead Nexus and monitor performance through regular Board meetings, staff reports and detailed Key Performance Indicators.

Nexus provides services funded by the Tasmanian Government (DHHS), NDIS, carer funding, compensation and individual funding arrangements.

**Nexus Inc. is a public benevolent organisations funded by the Crown through the Department of Health and Human Services (Tas).**