

# Role Description

## Advanced Health Worker (Identified)

|                           |                                                                                                                          |                        |                                      |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------|------------------------|--------------------------------------|
| <b>Reference:</b>         | TV349768/PSC349040                                                                                                       | <b>Position ID:</b>    | 30473341                             |
| <b>Role title:</b>        | Advanced Health Worker (Identified)                                                                                      | <b>Classification:</b> | OO4/OO5                              |
| <b>Employment status:</b> | Permanent full-time                                                                                                      | <b>Salary:</b>         | \$2337.40 to \$2902.00 per fortnight |
| <b>Unit/ Branch:</b>      | Aboriginal and Torres Strait Island Wellbeing Assessment Engagement Services (A&TSI WAES)<br>Mental Health Service Group | <b>Contact Name:</b>   | Neena Walker                         |
|                           |                                                                                                                          | <b>Contact Number:</b> | (07) 4433 9519                       |
| <b>Location:</b>          | Townsville                                                                                                               | <b>Closing Date:</b>   | Tuesday 11 August 2020               |

### The Opportunity

With minimal direction from the Team Leader, Cultural Assessment and Liaison Team, Child & Youth Program Area exercise a degree of autonomy, initiative and judgement in the delivery of care being provided to Aboriginal and Torres Strait Islander people accessing the Acute Care Services within the Adult Program Area to ensure services received are considerate of the cultural needs of Aboriginal and Torres Strait Islander people.

Please note: In consultation with the relevant Team Leaders, the position may be required to provide cultural guidance and support to other teams across the Mental Health Service Group from time to time.

### Reporting line, staffing, and budget responsibilities

- The position reports operationally to the Team Leader, Cultural Assessment and Liaison Team, Adult Child & Youth Area and is accountable for the responsibilities outlined in the role below.
- The position reports for professional and cultural supervision to a senior health worker within the Aboriginal and Torres Strait Islander Wellbeing Assessment Engagement Services.
- The position will be required to provide professional and cultural supervision to other Aboriginal and Torres Strait Islander Health Worker staff as required.

### The role

#### Responsibilities:

- Exercise a degree of autonomy, initiative and judgement to participate in and support the provision of all aspects of cultural guidance and support in clinical practice to the multidisciplinary teams providing care to Aboriginal and Torres Strait Islander people accessing the Acute Care Services within the Child & Youth Program Area.
- Exercise a degree of autonomy, initiative and judgement to facilitate the establishment (and maintenance) of the communication networks between the Acute Care Services teams and relevant Aboriginal and Torres Strait Islander community organisations and healthcare providers.
- Exercise a degree of autonomy, initiative and judgement to facilitate the establishment (and maintenance) of collaborative working relationships with other service providers and Aboriginal and Torres Strait Islander

individuals/community groups to develop, implement and evaluate appropriate mental health promotion programs.

- Provide professional and cultural supervision to other Aboriginal and Torres Strait Islander Health Worker staff as required.

#### *Additional:*

- Fulfil the responsibilities of this role primarily in accordance with the Townsville Hospital and Health Service (HHS) core values, as outlined below, and in accordance with the [values outlined for the public service](#) with the Queensland Government.
- Ensure that service standards, safety and quality are maintained through adherence to defined service quality standards and relevant occupational health and safety policies, procedures and work practices.
- Some roles within Queensland Health are designated as Vaccination Preventable Disease (VPD) risk roles.

**This is a VPD risk role.**

## Work Health and Safety

Townsville HHS is committed to providing a safe workplace for all employees. This commitment includes a dedicated *People Focussed Safety* culture.

A *People Focussed Safety* culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Townsville HHS is everyone's responsibility.

## Safety and Quality

Relevant to the position, participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to *The National Safety and Quality Health Services Standards and the Australian Council on Healthcare Standards (ACHS) Evaluation and Quality Improvement Program (EQulP)*.

For more information in regards to Work Health and Safety Accountabilities within the Townsville HHS please review [Workplace Health and Safety Act 2011 - Part 2, Health and Safety Duties](#).

## Mandatory qualifications/ professional registration/ other requirements

- **Vaccine Preventable Disease (VPD):** Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids are required to provide evidence of vaccinations or proof that they are not susceptible (due to prior exposure to the disease and therefore have natural immunity) to the following VPD's Hepatitis B, Measles, Mumps, Rubella, Varicella and Pertussis (diphtheria, tetanus and pertussis containing vaccine) according to the Queensland Health Policy.
- For appointment to OO5: Diploma in Aboriginal and Torres Strait Islander Primary Health Care, Mental Health Peer Work, Mental Health and Alcohol and other Drugs. Evidence of qualifications to be provided prior to commencement of duty.
- For appointment to OO4: Persons not holding the mandatory qualification will have a Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care (PHC) and will be required to enrol and complete a Diploma in Aboriginal and Torres Strait Islander Primary Health Care, Mental Health Peer Work, Mental Health and Alcohol and other Drugs within 18 months from date of commencement.
- This position requires the occupant to travel throughout the THHS regularly and across the state as required.
- Under s25 of the Anti-Discrimination Act 1991, there is a genuine occupational requirement for the incumbent to be Indigenous to the Aboriginal or Torres Strait Islander Community.
- This position requires the incumbent to operate a "C" class motor vehicle and an appropriate license endorsement to operate this type of vehicle is required. Proof of this endorsement must be produced before commencement of duties.
- All employees of the MHSG may be required to work in other areas of the Service.

## How you will be assessed

You will be assessed on your ability to demonstrate the following key requirements, knowledge and experience which is outlined under 'The role'. The ideal applicant will be someone who has proven ability and can demonstrate the following:

- Demonstrated ability to combine your lived experience of Aboriginal and Torres Strait Islander family structures, culture, practices and protocols with mental health and/ or addictions knowledge to deliver culturally responsive Mental Health Service Group.
- Demonstrated ability to broker culturally secure services by using your cultural expertise and community connections to establish strong relationships between Aboriginal and Torres Strait Islander peoples and the Hospital and Health Service.
- Ability to influence and shape the delivery of Culturally secure mental health services through;
  - Peer support and mentoring of other Aboriginal and Torres Strait Islander staff;
  - Advocating for the needs of Aboriginal and Torres Strait Islander peoples; and
  - Provide cultural leadership and direction in service planning, development and delivery.

## Your Application

Please provide the following information to the panel to assess your suitability:

- Your current CV or resume, including referees. You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.
- A short response (maximum of two pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, taking into account the key responsibilities and key attributes of the position.
- Applications will remain current for 12 months after they have been submitted.
- Future vacancies of a similar nature throughout the Townsville Hospital and Health Service may also be filled through this recruitment process.

Once completed, your application should be submitted online – visit [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au). If you have difficulties please contact Recruitment Services on 1300 193 156.

## About the Townsville Hospital and Health Service

The Townsville Hospital and Health Service (HHS) is responsible for the delivery of healthcare services, education and research to a population of approximately 250,000 people. The Townsville HHS provides a large continuum of healthcare services, from advanced highly specialised tertiary-level healthcare at Townsville University Hospital, to secondary and primary-level hospital and community healthcare across the region. The Townsville HHS comprises 20 health facilities, including Townsville University Hospital, which serves as the tertiary referral hospital for the whole of northern Queensland.

The Townsville HHS is the largest tertiary health service in northern Australia. The Townsville University Hospital provides, complex, high level services across a wide range of specialities including cardiothoracic, neurosurgery, adult and paediatric ICU, general surgery, medicine, radiation and medical oncology, transplant haematology, paediatrics, obstetrics and neonatology to the North Queensland region. Uniquely, Townsville University Hospital is the only tertiary facility in Queensland to offer all of these services within the one hospital.

In addition to Townsville University Hospital, the Townsville HHS delivers clinical services in eight locations over 149 500 square kilometres. Our services include rural hospitals, health centres, multi-purpose health services, mental health rehabilitation, clinics and aged cared, supported by our innovative telehealth services.

The Townsville University Hospital facility is located adjacent to one of Queensland's leading tertiary education facilities, James Cook University. We are a major provider of undergraduate/postgraduate clinical placements and education across all health services and disciplines. James Cook University and Townsville Hospital and Health Service collaborate to conduct research within the organisation making a substantial contribution to the development of research and education policy.

**Our Vision:** To be the leader in health care, research and education for regional Australia

**Our Purpose:** To deliver excellent care, research and education to improve the health of people and communities of northern Queensland

**Our Values:**



**Integrity**



**Compassion**



**Accountability**



**Respect**



**Engagement**

Please visit our website for additional information about the [Townsville Hospital and Health Service](#)

### About the Townsville Hospital and Health Service

Mental Health Service Group (MHSG) provides recovery-oriented services, intended to assist consumers to live in the community by: -

- Promoting a framework of recovery and incorporating philosophies of hope, empowerment and partnership.
- Encouraging and facilitating recovery and wellness throughout every aspect of service delivery.
- Developing collaborative relationships between consumers, carers, family members and staff, allowing for joint planning, negotiation and decision-making.
- Understanding people in the context of their whole selves, not just their illness – looking at a person holistically.
- Advocating for consumers, carers and family members rights and treating them with equality and respect.
- Ensuring consumers set their own goals and measure their own success.
- Facilitating and aiding natural support networks and assisting consumers to find and use other community services, supports, and resources.
- Recognising that the personal knowledge and expertise of consumers, their carers and family members are equal but different from the knowledge base of staff.
- Employing staffs who are compassionate and competent to assist people in their personal and unique recovery journey.

The Mental Health Service Group supports and promotes active participation of consumers and carers in all aspects of service activity to ensure the delivery of mental health care is orientated to meet the needs of individuals. The Mental Health Service Group recognises the importance of consumers, carers and family members being engaged at an individual level and contributing to the planning, development and evaluation of services, and is committed to the ongoing development of a skilled and trained consumer and carer workforce, creating career pathway options for consumers and carers who are interested in entering the Mental Health Service Group workforce.

The Mental Health Service Group recognises that a Recovery approach is consistent with the principles underpinning a range of government policies and strategies to address mental illness. Government and non-government agencies must work towards a consistent and coordinated framework to ensure the delivery of a recovery orientated system of care for mental health service delivery. Recovery is based upon collaboration, communication and partnerships across service providers in which the consumer is central.

Recovery emphasises:

- The need for a comprehensive system of community based services in which all sectors take responsibility for the mental health of their community so that the various services and supports are provided in a coordinated and collaborative manner.
- Community integration and community participation through peer support self-help services, and ensuring basic human rights such as housing, education, jobs are met.

- Comprehensive community based service systems that work in a positive manner to address the full impact of mental illness facilitating and aiding natural support networks and looking outward to assist people to find and use other more appropriate community services, supports and services.

Child, Youth & Adolescent Program Area Teams:

- Child, Youth Mental Health Service
- North QLD Adolescent Forensic Mental Health Service
- Adolescent Inpatient Unit Day Service
- Young Persons Early Intervention Team
- Adolescent Mobile Youth Outreach Service
- Evolve Therapeutic Services

## Additional Information

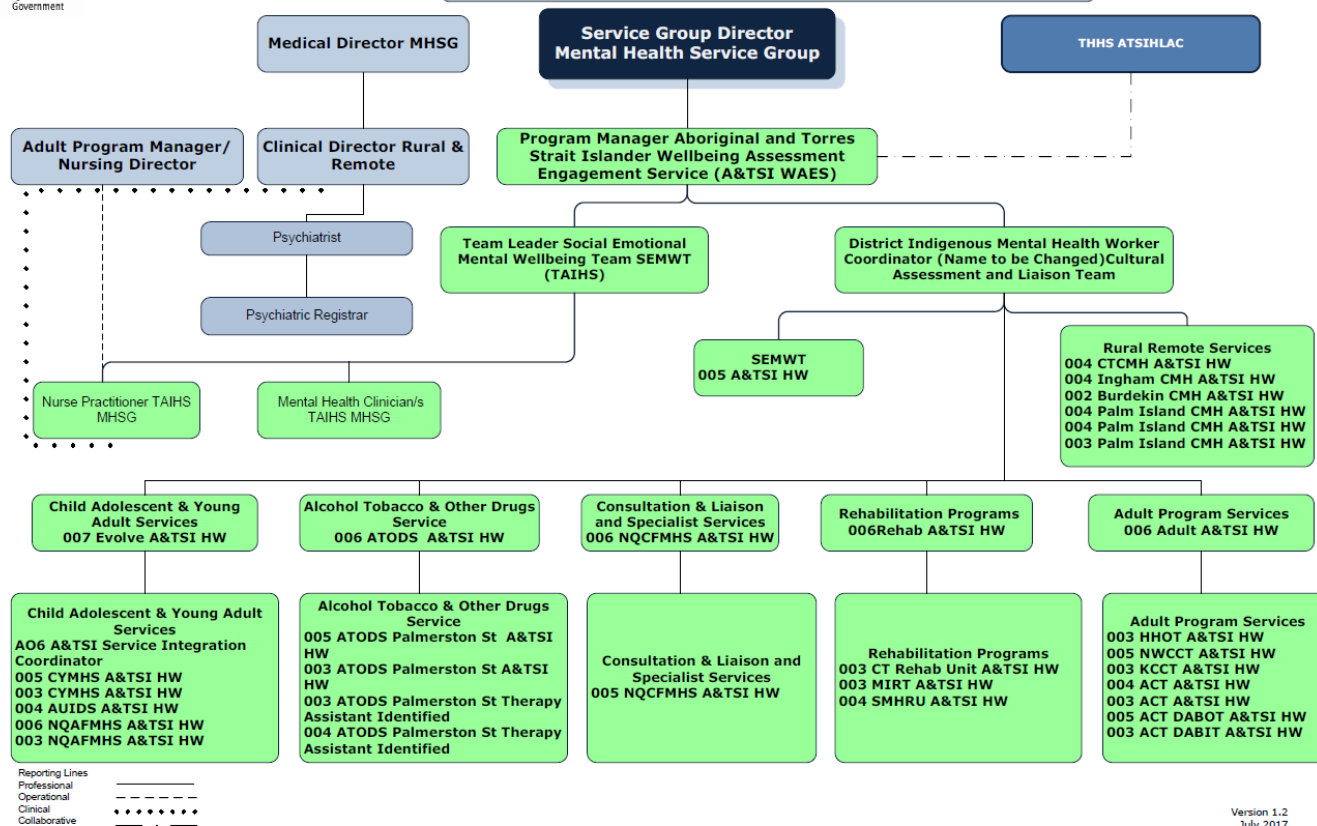
- Pre-employment screening, including criminal history, aged care checks, and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services to children will require a 'working with children check' from the Blue Card Services Department of Justice and Attorney-General prior to appointment, unless otherwise exempt.
- Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details [Lobbyist Disclosure](#)
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the [Workers' Compensation and Rehabilitation Act 2003](#)
- In accordance with Government requirements and Queensland Health's commitment to a healthier workplace the Queensland Health Smoking Management Policy supports a smoke-free environment. Smoking is prohibited at all Queensland public hospitals and health facilities and for five (5) metres beyond their boundaries. Queensland Health employees may obtain assistance to quit smoking through staff program *Quit Smoking for Life* program. Information is available at [Quit smoking.....for life!](#)

# Organisational Chart



Townsville Hospital & Health Service  
Mental Health Service Group  
Organisational Chart

Aboriginal and Torres Strait Islander Wellbeing Assessment Engagement Service (A&TSI WAES)



Version 1.2  
July 2017