



Role Description: Aboriginal and Torres Strait Islander Health Worker

Job Ad Reference	CW3L533878
Classification	HW4
Salary	\$2,722.20 - \$2,910.80 per fortnight (plus superannuation and leave loading benefits)
Status	Permanent Fulltime (flexible)
Location	Central West Hospital and Health Service
Closing Date	Up until 30th June 2024 Submit your application via www.smartjobs.qld.gov.au by the closing date.
Contact Person	Alinta Warner - Clinical Nurse Consultant, Aboriginal & Torres Strait Islander Health Unit 0499714995
	Please note: 1. There may be a requirement to work at other facilities located across CWHHS. 2. Future recurring vacancies may also be filled through this recruitment process at any location across CWHHS. 3. Applications will remain current for 12 months.

About the Role

Your opportunity

Work as part of a multidisciplinary team that will provide culturally appropriate health services to Aboriginal and Torres Strait Islander individuals, families, and communities to support effective primary health care and health promotion initiatives within Central West Hospital & Health Service. The position is responsible for the prevention, early detection, and management of health problems for Aboriginal and Torres Strait Islander people. The role will entail service delivery from designated primary clinic locations and outreach services, under limited supervision, as required. Provide mentorship and support to Aboriginal and Torres Strait Islander Health Workers and trainee Health Workers in conjunction with the Clinical Nurse Consultant (CNC) Aboriginal Health Team.

Your role

Fulfil the responsibilities of this role in accordance with Central West Hospital and Health Service's core values including:

- Fulfil the responsibilities of this role in accordance with Central West Hospital and Health Service's core values, as outlined above.
- Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe, services and workplaces.
- Contribute to the development of chronic disease management and healthy aging management programs by identifying priority health action areas for Aboriginal and Torres Strait Islander individuals, families and communities; partnership opportunities; health promotion and self-management strategies, including case management and case coordination as required.
- Ensure annual MBS health assessments and care plans are undertaken and agreed milestones reached; advocate for and coordinate access to health services on behalf of individuals and families; and facilitate referrals as required.
- Provide practical assistance to Aboriginal or Torres Strait Islander individuals to undertake the recommended health check and care plan and to access other health services as required, including follow-up care, specialist services and community pharmacies.



- Coordinate and conduct ongoing health promotion and education sessions with individuals and families within the community.
- Provide mentorship, supervision and support to the Aboriginal and Torres Strait Islander Health Workers in relation to the understanding of the delegated model of care; scope of practice expected for clinical and program delivery, and opportunities for skills and knowledge development related to their roles.
- Actively participate in quality improvement, research activities and development of service standard policies, procedures, and documentation processes relevant to chronic disease in conjunction with other health professionals to provide a holistic approach to client care.
- In collaboration with the Clinical Nurse Consultant Aboriginal Health (CNC) provide onsite training and education to all Hospital and Health Services staff.
- Provide feedback to the CNC regarding problems encountered that may be restricting Aboriginal or Torres Strait Islander people access to health services, and in conjunction with the Aboriginal and Torres Strait Islander Health Team, work to implement solutions.
- Actively participate in the Performance Appraisal and Development process and engage in continuous learning and workplace improvement and innovation.
- Establish links with Aboriginal and Torres Strait Islander individuals within the community to encourage and support the increased use of health services; this includes services provided by CWHHS and other health organisations.
- To comply with the obligation to act and make decisions in a way that is compatible with human rights and, when making a decision, to give proper consideration to human rights as required by the Human Rights Act 2019.
- Comply with and utilise procedures, policies, regulations and standards which impact upon position including contemporary human resource management requirements and practices such as workplace health and safety, equal employment opportunity and anti-discrimination policies.

Mandatory qualifications/professional registration/other requirements

- Possession of (as a minimum) a Certificate IV or Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care from a recognised tertiary institution.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases: measles, mumps, rubella, varicella, hepatitis B, and pertussis (whooping cough) during their employment.
- Appointment to this position requires proof of qualification and/or registration with the appropriate registration authority, including any necessary endorsements, to be provided to the employing service prior to the commencement of duty.
- **Travel:**
 - This position requires travel across the Central West Hospital and Health Service.
 - The incumbent must be licensed to operation a C Class motor vehicle. Proof of this endorsement must be provided before commencement of duty.
- Under s25 of the *Anti-Discrimination Act 1991*, there is a genuine occupational requirement for the incumbent to be Indigenous to the Aboriginal and Torres Strait Islander Community.

To allow the panel to confirm that you are eligible to be considered for this Indigenous Identified



role, the panel may either:

- accept your written assertion that you are of Aboriginal and/or Torres Strait Islander descent; or
 - obtain from you, as part of your formal application, documentary evidence attesting to your Aboriginal and/or Torres Strait Islander descent. Full details and a Statutory Declaration is available here: <https://www.forgov.qld.gov.au/employment-policy-career-and-wellbeing/directives-policies-circulars-and-guidelines/evidence-of-attribute-aboriginal-andor-torres-strait-islander-identified-roles>
- **Vaccine preventable diseases:** it is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)): Measles, mumps, rubella (MMR), Varicella (chicken pox) Pertussis (whooping cough), Hepatitis B, Tuberculosis.
 - CWHHS has a respiratory protection program which supports the use of personal protective equipment as an essential element of defence in the hierarchy of controls. Every employee is responsible for complying with directions in relation to personal protective equipment. Some employees are required to wear a P2/N95 mask in their role and therefore must be able to achieve a fit check / fit test of a P2/N95 mask to ensure the safety of themselves, their colleagues, their consumers, and our community.
 - **Alpha, Barcardine and Winton facilities:** Potential applicants are advised that the *Aged Care Act 1997* requires Queensland Health employees and volunteers of aged care services to have a current National Police Certificate. Queensland Health will facilitate the applicants obtaining the above check.
 - **Proof of identity documents:** Candidates must provide certified copies of requested proof of identity documents for the purposes of General Criminal History and National Police Certificate checks.
 - 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](#).
 - Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at [Lobbyist Disclosure](#)
 - Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
 - **Pre-employment screening:** including criminal history, discipline history and Australian work rights checks, may be undertaken on persons recommended for employment. An offer of employment cannot be made until appropriate pre-employment checks are completed. Prospective employees must not commence work in the proposed role prior to satisfying this requirement. This includes providing valid proof of identity, finalised criminal history check, probity check and vaccine preventable disease information.

How you will be assessed

Within the context of the responsibilities described above under 'Your role', the ideal applicant will be someone who can demonstrate the following:

- Knowledge of social determinants of health affecting Aboriginal and Torres Strait Islander peoples.
- Ability to deliver primary health care programs in response to health needs of individuals, groups and communities.
- Clinical skills appropriate for the delivery of health assessments, community screening and primary health care intervention.



- An understanding of, or ability to acquire knowledge and skills obtained from Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care:
 - Interpersonal communication skills including client and community liaison, negotiation and networking.
 - Ability to manage own work with limited supervision through the use of planning and time management showing initiative and a positive attitude.
 - Ability to advocate for Aboriginal and Torres Strait Islander health issues, network and demonstrate skills in verbal and written communication.

Your application

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

Suitability statement (maximum 2 pages) - Formulate your response to the dot points listed under “How you will be Assessed” within the context of “Your Opportunity and Your Key Responsibilities”

Your current CV or Resume including two (2) referees

- Health Professionals should certify that the content is true and correct, sign and date the document.
- Referees should have a thorough knowledge of your work performance and conduct. It is preferable to include your current/immediate past supervisor and a person who does or has previously reported to you. You must seek prior approval before nominating a person as a referee. 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 CV or Resume.

Submit your application online via www.smartjobs.qld.gov.au include your CV/Resume, suitability statement and other relevant documents applicable to this position.

- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.



About Central West Hospital and Health Service

Our Vision and Purpose

To be leaders in far-reaching healthcare. Drawing on the resilience and resourcefulness of our experienced and committed people, we work collaboratively to overcome distance.

Our values guide our behaviours and practices and hold us accountable to our community:

People-centred care	Quality and safety	Integrity and accountability	Investment in staff	Innovation and change
We support patients and consumers through their care journey, involve them in decisions about their care and learn from their experiences.	We put safety first in the care of our patients and consumers and build quality into what we do each day.	We have a culture of mutual respect, fair dealing, ethical behaviour, and transparency while being accountable for our performance.	We support ongoing learning, planned development and career advancement to attract and retain an empowered, satisfied, and competent workforce.	We encourage ideas, evaluate opportunities, consult with those affected, weigh up the risks, implement with purpose and celebrate achievements and improvements.



For further information about the Central West region:

<http://www.health.qld.gov.au/services/centralwest/>

[Central West Hospital and Health Service Strategic Plan 2020-2025](#)