# Role Description

# Aboriginal and Torres Strait Islander Health Worker (Identified)

|  |  |  |  |
| --- | --- | --- | --- |
| **Reference:** | TV561277 | **Position ID:** | 32013285 |
| **Role title:** | Aboriginal and Torres Strait Islander Health Worker (Identified) | **Classification:** | HWF3 |
| **Employment status:** | Permanent full-time  | **Salary:** | $2786.60-$3694.90 per fortnight |
| **Unit/ Branch:** | Aboriginal and Torres Strait Islander Wellbeing Assessment Engagement Services (A & TSI WAES)Community Forensic Mental Health ServiceMental Health Service GroupTownsville Hospital and Health  | **Contact Name:** | Luke Duffy |
| **Contact Number:** | 07 4433 9480 |
| **Location:** | Townsville | **Closing Date:** | Thursday 23 May 2024 |

**The Opportunity**

As a member of the Cultural Assessment and Liaison Team (CALT), Consultation Liaison and Specialist Services Program Area you will participate in and contribute to the delivery of a culturally sensitive and appropriate mental health care service to Aboriginal and Torres Strait Islander clients who access the Community Forensic Mental Health Service.

**Reporting line, staffing, and budget responsibilities**

* This position reports operationally to the Team Leader CALT, Consultation Liaison and Specialist Services Program Area and is accountable for the key responsibilities outlined below.
* The position reports professionally to a Senior Health Worker within the Cultural Assessment & Liaison Team.
* The position liaises closely with the Team Leader, Community Forensic Mental Health Service Area to provide cultural support in clinical practice.

**The role**

*Responsibilities:*

* Provide a high level of culturally appropriate guidance and assistance in the assessment and treatment planning for Aboriginal and Torres Strait Islander people receiving care from the Community Forensic Mental Health Service.
* As required, provide a high level of culturally appropriate guidance and assistance in the assessment and treatment planning for Aboriginal and Torres Strait Islander people receiving care from other Mental Health Service Group Clinical Teams.
* Provide cultural support, guidance and advocacy to the Aboriginal and Torres Strait Islander consumers/families/carers and other key stakeholders who may be involved with the person’s care.
* Contribute toward and participate in the establishment and maintenance of communication networks between the Community Forensic Mental Health Service and relevant Aboriginal and Torres Strait Islander community organisations and other key stakeholders.
* Participate in the provision of culturally specific education across the MHSG as required.
* Provide cultural supervision to other staff across the MHSG 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](https://www.forgov.qld.gov.au/our-values) 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 set by [*The Australian Commission on Safety and Quality in Health Care*](https://www.safetyandquality.gov.au/) to achieve a safe high-quality and sustainable health system, including compliance with the *National Safety and Quality Health Services Standards.*

For more information in regards to Work Health and Safety Accountabilities within the Townsville HHS please review [*Workplace Health and Safety Act 2011*](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/W/WorkHSA11.pdf) *-* ***Part 2, Health and Safety Duties.***

**Mandatory qualifications/ professional registration/ other requirements**

* **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.**
* Appointment, and future increment progression, between pay points HWF3.1 to HWF3.5 requires:
	+ Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health.
* Appointment, and future increment progression, between pay points HWF3.2 to HWF3.7, or HWF3.8 (limited to employees who meet the requirements of HED 04/23) requires:
	+ Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care.
* Appointment to this position requires proof of qualification and registration or membership (if applicable) with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to commencement of clinical duties.
* This position requires the incumbent to operate a class “C” motor vehicle and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
* All employees of the Mental Health Service Group (MHSG) may be required to work in other areas of the Service.
* **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.

**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 Services.
* 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) describing how your experience, abilities, knowledge and personal qualities are relevant for the role; taking into account the key responsibilities and attributes of the position.
* **Information outlining your Aboriginal and/or Torres Strait Islander decent as per the genuine occupation requirements under s25 of the Anti-Discrimination Act 1991.**
* Applications will remain current for 12 months after they have been submitted.
* Future vacancies of a similar nature throughout the Townsville HHS may also be filled through this recruitment process.

Once completed, your application should be submitted online – visit the [Smart Jobs and Careers website](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 the public healthcare provider for more than 250,000 people across a geographic area of 150,000km2.

We serve the local government areas of Townsville, Burdekin, Charters Towers, Flinders, Richmond, Hinchinbrook and Palm Island.

In doing so, we operate 21 facilities: 19 hospitals and health centres and two residential aged care homes. More than 6,600 staff work across our facilities, which is about one in every 17 working people, making us members of the communities we serve.

We provide a comprehensive range of services, from primary care in remote locations, to highly specialised care at Townsville University Hospital. This is the largest tertiary hospital in Northern Australia, providing specialist referral services for the 700,000 people living from Mackay to the Torres Strait, to the Northern Territory border.

More than providing the healthcare of today, we are planning and innovating for the future. Our staff and collaborators are advancing healthcare through impactful research. While as a major teaching hospital, we are training tomorrow’s doctors, nurses, midwives, allied health practitioners, and more.

# Our vision is world-class healthcare for northern Queensland. The [Townsville Hospital and Health Service Strategic plan 2022-2026](https://qheps.health.qld.gov.au/__data/assets/pdf_file/0035/2801978/strategic-plan.pdf) commits to this ambitious direction, outlines our strategic objectives and lists the measures we will use to know we have achieved them.

**Our Vision: World-class healthcare for northern Queensland**

**Our Purpose: Great care every day**

**Our Values:**

Please visit our website for additional information about the [**Townsville Hospital and Health Service**](https://www.townsville.health.qld.gov.au/)

# Health Equity and Racism

Townsville Hospital and Health Service has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people’s health and wellbeing outcomes.  The Health Equity Strategy and Implementation Plan can be found at [First Nations Health Equity Strategy 2022-2025 and Implementation Plan](https://www.townsville.health.qld.gov.au/about-us/health-equity/)

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people’s health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Townsville Hospital and Health Service staff, including the incumbent of this role as a valuable member of the Townsville Hospital and Health Service workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services;  and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

# 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 appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2.
* 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](https://www.qld.gov.au/gov/documents/policy/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](https://www.legislation.qld.gov.au/legisltn/current/w/workerscompa03.pdf).
* 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!](https://qheps.health.qld.gov.au/smoke-free/quitsmoking)

**Organisational Chart**

