**Role Description**

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| --- | --- | --- | --- |
| **Job ad reference** | MI571043 | **Closing date** | Monday 8/07/2024 |
| **Role title** | Aboriginal and Torres Strait Islander Health Worker (Cardiac) [Identified Role] | **Classification** | HWF3 |
| **Status** | Permanent Full-time | **Salary** | $70,099 - $96,397 per annum |
| **Unit/Branch** | Cardiac Services Community and Primary Health Care | **Contact name** | Ana Waqairawaqa |
| **Division/Hospital** | North West Hospital and Health Service | **Contact number** | 0491 295 377 |
| **Location** | Mount Isa  Service delivery may require this role to work across other locations within the North West Hospital and Health Service (NWHHS). | | |

**Your opportunity**

* To assist Aboriginal and Torres Strait Islander clients with or at risk of developing cardiac disease to optimise their understanding and medical management of cardiac conditions.
* To be part of a team that actively contributes to patient safety by following policies, procedures and protocols of the North West Hospital and Health Service.
* To support continued improvement of health services by always participating in quality improvement opportunities.
* To ensure patient safety.

The Advanced Health Worker (Cardiac) reports to the Nurse Unit Manager Community and Primary Health Care.

## The Unit

The Mount Isa Community and Primary Health Care (C&PHC) provide comprehensive specialist care using an inter-professional collaborative practice framework. C&PHC are a primary and secondary whole-of-life service with a patient and family centred model of care. It promotes the Enhanced Model of Primary Health Care as the preferred framework for delivery of rural health services through training, education, strategic planning and resource allocation.

The team consist of registered nurses, health workers and administration officers specialising in Cardiac and Respiratory Disease and Rehabilitation, Nurse Navigators, Diabetes Education, Chronic Kidney Disease, and Rheumatic Heart Disease. They deliver primary and secondary interventions in a primary health outpatient focussed service to improve disease management and quality of life throughout the service area.

The Townsville Hospital and Health Service (THHS) and North West HHS will partner to provide cardiology services across the region. This includes provision of outreach service (face to face and Telehealth) in regions across the North West. This position will work across within Mount Isa Community health to collaborate with Townville HHS cardiac services and NWHHS.

**Your role**

* Foster an organisational culture and communication style that actively promotes interagency collaboration between consumers, government and non-government agencies, and other key stakeholders.
* Participate in, and promote, a workforce culture that values and implements learning, supervision and teaching opportunities and participates in and utilises research, including quality improvement activities, in a culturally appropriate manner across the multidisciplinary team.
* Provide culturally appropriate support and advocacy to Aboriginal and/or Torres Strait Islander clients/patients, and their families/carers accessing cardiac services.
* Contribute to a range of initiatives that assist in the prevention, early detection and management of cardiac problems that are related to the Aboriginal and Torres Strait Islander community.
* Contribute toward providing a high level of culturally appropriate continuity of care for Aboriginal and Torres Strait Islander people accessing the cardiac services by establishing positive working relationships with other chronic disease and cardiac services and relevant Government and Non-Government service providers.
* Ability to advocate for Aboriginal and Torres Strait Islander health issues, and advanced level skills in verbal and written communication appropriate for working with communities and key stakeholders.
* Effectively problem solves through communication, consultation, and collaboration with others in order to meet emergent needs.
* Undertake other duties as directed.
* Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, workplace health and safety and ethical behaviour.
* 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.
* Keep People Safe: Comply with reasonable Work Health and Safety instruction and cooperate with reasonable policy and procedures, including the Duties of Workers, Section 28, Work Health and Safety Act 2011 (QLD).
* Demonstrate a commitment to meeting or exceeding professional and National Standards (e.g., NSQHS Standards) to achieve the delivery, leadership, and governance of Quality Care Every Day as outlined in the [Framework for Clinical Governance](https://qheps.health.qld.gov.au/__data/assets/pdf_file/0040/2669287/NWHHS-Clinical-Governance-Framework-2021-v5.pdf) and the [Safety and Quality Roles and Responsibilities Matrix](https://qheps.health.qld.gov.au/northwest/clinical-support/quality/accreditation-quality)
* Effectively engage with people and communities from Aboriginal and Torres Strait Islander and cultural and linguistically diverse backgrounds.
* Deliver culturally responsive and safe care in line with the *Queensland Health Aboriginal and Torres Strait Islander Cultural Capability Framework 2010-2033* and *Queensland Health Workforce Diversity and Inclusion Strategy 2017-2022.*

**Your employer – North West Hospital and Health Service**

The North West Hospital and Health Services (NWHHS) is responsible for the public sector health services in the North West region. The NWHHS covers an area of approximately 300,000 square kilometres and services many of the remote communities within North Western Queensland and the Gulf of Carpentaria.

The Health Service is responsible for the promotion and wellbeing of people within the service area and ensuring that health services are of a high quality, accessible to all and effective.

Other NWHHS Centres are:

| **Hospitals:** | **Primary Health Facilities:** | **Community Services:** | **Multipurpose Health Service:** |
| --- | --- | --- | --- |
| Doomadgee | Burketown | Cloncurry | Cloncurry |
| Mornington Island | Camooweal | Doomadgee | McKinlay Shire |
| Mount Isa | Dajarra | McKinlay Clinic |  |
| Normanton  Normanton | Karumba | Mornington Island |  |
|  |  | Mount Isa |  |
|  |  | Normanton |  |
|  |  |  |  |

**North West Hospital and Health Service Vision and Values**

The North West Hospital and Health Service is responsible for providing high quality hospital and healthcare to the communities of North West Queensland.  We embrace the need for change and make it work efficiently for the people of our region and our staff.  The efficient delivery of our core hospital and health business services is guided by the North West Hospital and Health Service mission:

*To be Queensland’s leading Hospital and Health Service delivering excellence in remote healthcare to our patients*

Our Values:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Innovation** | **Respect** | **Engagement** | **Accountability** | **Caring** | **Honesty** |
| We make things happen | We listen and learn from each other | We work together to involve our communities | We own our actions and behaviours | We treat people with kindness and look after each other | We are true to ourselves and others |

**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.
* Potential applicants are advised that the *Commission for Children and Young People and Child Guardian Act 2000* requires Queensland Health to seek a ‘working with children check, from the Commission for Children and Young People and Child Guardian prior to appointment to this position.
* This position may require the incumbent to operate a government vehicle and an appropriate licence endorsement to operate this type of vehicle is required (Queensland ‘C’ class licence). Proof of this endorsement must be provided before commencement of duty.
* The role includes the need for travel either by air or road to remote sites within NWHHS as required and may be a day trip or extended over several days.
* In accordance with HR Policy B1, it is a mandatory condition of employment for this role to be vaccinated against, and remain vaccinated against:
  + - Measles
    - Mumps
    - Rubella
    - Varicella (chicken pox)
    - Pertussis (whooping cough),
    - Hepatitis B
* Further vaccinations/Tests may be required due to risks for a role;
  + - Hepatitis A: Healthcare workers who regularly provide care for Aboriginal and Torres Strait Islander children and plumbers or sewerage workers.
    - Tuberculosis: All new employees, including agency nurses and doctors, who will be working in clinical areas and students undergoing clinical placement in a Queensland Health facility must be assessed for their risk of Tuberculosis (TB) using the relevant TB risk assessment process.
    - Influenza: Roles that work in an Aged Care Facility in accordance with the Aged Care Direction (No.5)
* Your offer of appointment to this role is therefore conditional upon satisfactory documentary evidence of required vaccinations/immunity being provided prior to commencement and your consent and agreement to maintain vaccination as required by Queensland Health policy.

**How you will be assessed?**

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under ‘Your Role’, the ideal applicant will be someone who can demonstrate the following:

* Knowledge and experience working within remote communities.
* Demonstrated leadership and project management skills, together with demonstrated ability to manage and implement projects within agreed priorities and accountabilities.
* Effective interpersonal communication skills including client and community liaison, negotiation and networking with groups and organisation.
* Advanced level of clinical skills appropriate for the delivery of health assessments, community screening and primary health care interventions
* Ability to advocate for Aboriginal and Torres Strait Islander health issues and advanced level skills in verbal and written communication appropriate for working with communities and key stakeholders.
* Ability to develop and use culturally appropriate resources working collaboratively with other staff to implement and evaluate evidence-based health education programs and services associated with cardiac outreach programs.
* Ability to work autonomously, prioritise work, exercise accountability and responsibility for working within the health worker scope of practice and applying the knowledge and skills obtained from the Diploma in Aboriginal and/or Torres Strait Islander Primary Health Care
* Skills and ability to manage workload with broad direction through forward planning and time management and provide supervision and mentoring support to subordinate staff demonstrating initiative in relation to service delivery.

**Your application**

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

* Your current CV or resume, including the names and contact details of 2 referees. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor.
* A short response (maximum 2 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.

**Additional Information**

* Applications will remain current for 12 months/the duration of the vacancy
* Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process
* Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, 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 are available at <http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf>
* 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* (<http://www.justice.qld.gov.au/fair-and-safe-work/workers-compensation-and-rehabilitation/workers-compensation-and-rehabilitation-legislation/workers-compensation-and-rehabilitation-act-2003>

**ORGANISATIONAL CHART:**  
*Cardiac Services*

*Community and Primary Health Care*

NWHHS Executive Leadership Team

Line Manager

NWHHS Board

**Legend:**

Professional reporting line

Operational reporting line

