



ROLE DESCRIPTION

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| Role Title | Male Aboriginal Health Worker |
| Classification Code | OPS3 |
| Position Number | P23581 |
| Local Health Network | Yorke and Northern Local Health Network Inc. |
| Hospital / Service / RSS | Community and Allied Health Services |
| Department/Section / Unit/ Ward | Aboriginal Health Team |
| Role reports to | Aboriginal Health Team Leader – Northern |
| Role Created/ Reviewed Date | Created 2007 reviewed September 2024 |
| Criminal History Clearance Requirements | <input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups <input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input checked="" type="checkbox"/> NDIS Worker Screening Please click here for further information on these requirements |
| Immunisation Risk Category | Category A (Direct Contact with blood or body substances) |

ROLE CONTEXT

Primary Objective(s) of role:

- > The Male Aboriginal Health Worker is responsible for the promotion of health and clinical services to Aboriginal and Torres Strait Islander males across the age spectrum in the mid north area.
- > The role involves working with fathers, their babies and children, by providing advice, information including assistance with attending child health checks.
- > The Aboriginal Male Health Worker will
 - Assist in the development, implementation and evaluation of programmes to meet the needs of the Aboriginal community and work in conjunction with relevant community groups, health workers and organisations.
 - Assist in performing health checks
 - Act as a cultural broker assisting Aboriginal clients to access appropriate health services and assisting these services to meet the needs of Aboriginal people.

Key Relationships/ Interactions:

Internal

- > This position is supervised by the Senior Aboriginal Health Worker and reports to the Aboriginal Primary Health Care Manager.
- > This position works with and promotes Yorke and Northern Local Health Network (YNLHN) services
- > Attends all internal meetings and promotes services to ensure culturally safe services for Aboriginal males at the individual, family and community level.
- > Promoting positive and harmonious relationships between clients, relatives and staff.

External

- > Promote services that are culturally appropriate to the consumer.
- > This position assists, encourages, supports and advocates for fathers, babies, children and families in accessing external services such as Child and Family Health Services (CaFHS) and other family support services / departments.
- > This position supports males across the life course to access relevant services and advocates across government and non-government agencies for improved access and outcomes of the consumer.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Effectively manage sensitive and confidential matters.
- > Effectively communicate with a diverse range of members of the community, health service staff and staff from other agencies.
- > Ability to provide a range of services, including one-to-one and family consultants, supportive counselling, group work, health promotion, community development and community education
- > Ability to observe strict confidentiality regarding all information pertaining to all client/s of the organisation and organisations matters

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and Yorke and Northern Local Health Network Inc. values and strategic directions.

General Requirements:

*NB References to legislation, policies and procedures includes any superseding versions

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > Independent Commissioner Against Corruption Act 2012 (SA).
- > SA Information Privacy Principles.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009 (SA)*, *Health Care Act 2008 (SA)*, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- > Health Practitioner Regulation National Law (South Australia) Act 2010.
- > *Mental Health Act 2009 (SA)* and Regulations.
- > *Controlled Substances Act 1984 (SA)* and Regulations.
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time.
- > SA Health / Yorke and Northern Local Health Network Inc.; policies, procedures and standards.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.
 SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.
 SA Health employees will not misuse information gained in their official capacity.
 SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Cultural Statement:

Yorke and Northern Local Health Network Inc.; welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. Yorke and Northern Local Health Network Inc.; is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

Special Conditions:

*NB Reference to legislation, policies and procedures includes any superseding versions

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory National Police Certificate (NPC).
- > Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Department of Human Services (DHS) Screening Unit.
- > Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of unsupervised contact with vulnerable groups.
- > Prescribed positions under the Disability Services Act 1993 must obtain a satisfactory Disability Services Employment Screening through the Department of Human Services (DHS) Screening Unit
- > NPCs and DHS Disability Services Employment Screenings must be renewed every 3 years thereafter from date of issue.
- > WWCCs must be renewed every 5 years thereafter from date of issue.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- > Current SA drivers' licence and wiliness to drive is essential.
- > Assist with the barriers in accessing health care including but not limited to transport provision is essential.
- > Some out of hours work and travel may be required.

Key Result Area and Responsibilities

| Key Result Areas | Major Responsibilities |
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| <p>Promote and support health and clinical service access to Aboriginal and Torres Strait Islander males across the age spectrum in the mid north area</p> | <ul style="list-style-type: none"> > Contributing to equity of access for male Aboriginal community members > Providing interventions and evaluation outcomes of the Indigenous Australian Health Program (IAHP) for clients. > Developing care plans in partnership with relevant agencies when required. > Working with other stakeholders involved in clinics to monitor health outcomes. > Building on Aboriginal people's skills and resources by assisting in the coordination of community development programs. > Advocating for Aboriginal men to ensure their access to and equity within services such as non-government agencies, Child and Youth Health and Housing SA. > Building connections between Government and Non-Government Agencies. > Working at the individual, family, group and community levels. > Developing programs that will influence and support Aboriginal youth to make changes that improve their health and lifestyle. > Where appropriate, provide clinical and screening services. |
| <p>Promote the health and wellbeing of Aboriginal people and communities by:</p> | <ul style="list-style-type: none"> > Contributing to the provision of programs and services using a social view of health and from within the principles of Primary Health Care. > Using a variety of ways of service delivery including a community development approach. > Ensuring that Aboriginal people have access to information about health issues. > Acknowledging the capacities and abilities of Aboriginal people to care for themselves and each other. > Acknowledging and valuing diversity and difference within Aboriginal communities. > Valuing community participation, including consumer participation and community consultation. > Contributing to a two-way understanding of the need to balance Aboriginal cultural needs and Health Service needs and effective communication between all parties. > Encouraging follow up treatment, and other health care activities to promote health improvements. |
| <p>Contribute to the efficient and effective management of programs and services by:</p> | <ul style="list-style-type: none"> > Liaising and consulting with local Aboriginal health workers, social workers and education department staff. > Ensuring client privacy, security of client records and confidentiality of client related information. > Obtaining personal information relevant for care and with consideration for confidentiality. > Providing consumers with information on rights and responsibilities. > Linking consumers with agencies and services. > Facilitating the use of an appropriate interpreter where there is a language barrier. > Maintaining accurate and legible client records and statistical information on activities, and by providing data and reports as required such as the On-line Services report and national Key Performance Indicators (KPI). |
| <p>Contribute to teamwork and communication by:</p> | <ul style="list-style-type: none"> > Developing effective services through consultation and positive relationships with the Aboriginal community and other team members Working collaboratively across agencies. |

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| | <ul style="list-style-type: none">> Participating in case conferences and at team and other professional meetings as required.> Maintaining appropriate communication with other team members. |
| Ensure safe and competent practice by: | <ul style="list-style-type: none">> Contributing to the development and implementation of policies which are sensitive to the identified health needs and concerns of Aboriginal people and which reflect the principles of social justice and the values of the Aboriginal Health Team.> Participating in service planning, decision making, implementation, evaluation and review processes.> Participating in the ongoing development and evaluation of appropriate service/program protocols. |
| Enhance professional development by: | <ul style="list-style-type: none">> Participating in staff development activities.> Practicing within area of competence and seeking guidance from supervisor and other team members.> Acting as a resource, regarding health and service needs of Aboriginal men, children and young people.> Willingness to undertake studies as appropriate. |

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- > Cert IV in Aboriginal &/or Torres Strait Islander Primary Health Care Practice Certificate IV.
- > Willingness to undertake registration with AHPRA as an Aboriginal Health Practitioner.

Personal Abilities/Aptitudes/Skills:

- > Good communication skills, including ability to listen to client's stories, educate, motivate and discuss lifestyle factors affecting client's health.
- > Must be able to communicate effectively with both Aboriginal and Non- Aboriginal people demonstrate customer service skills with the ability to negotiate and advocate on behalf of clients and be responsive to consumer feedback.
- > Ability to take direction and work under supervision to meet deadlines under pressure.
- > Ability to use own initiative.

Experience:

- > Experience in effectively working with Aboriginal men and young people.
- > Experience and ability to effectively accurate and appropriately utilise information technology, in particular Microsoft Office products and data entry programs in the use of personal computers

Knowledge:

- > Demonstrated knowledge of the issues affecting the health of Aboriginal men and young people.
- > Knowledge and understanding of the importance and means of maintaining of confidentiality.
- > Knowledge of health and other related services available to assist Aboriginal people.
- > Knowledge of primary health care principles

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- > Previous or lived experiences with men's health.
- > Qualifications in the family and community area or counselling services.
- > Willingness to undertake further education, training and other professional development activities relevant to the position.

Personal Abilities/Aptitudes/Skills:

- > Ability to work effectively in a multi-disciplinary team approach.
- > Demonstrated ability in working independently with minimal supervision, determining priorities, meeting deadlines, planning and organising work.
- > Demonstrated ability to effectively, accurate and appropriately utilise information technology, in particular Microsoft Office products and data entry programs.
- > Demonstrated conflict resolution skills and the ability to work cooperatively and effectively as a member of a multidisciplinary team with a strong commitment to team work.

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Experience:

- > Experience in working with Aboriginal people.
- > Experience in working in rural/remote communities.
- > Experience in planning and implementing health programs or Aboriginal community development activities.
- > Experience in the delivery of primary health care services.
- > Experience in fostering positive relationship with interagency collaboration.

Knowledge:

- > Knowledge, awareness and understanding of the diversity of Aboriginal Cultures and societies.
- > Knowledge and understanding Cultural Safety principles and their workplace implantation.
- > Knowledge of Social Justice principles and practice.
- > Knowledge of relevant local resources and organisations.
- > Knowledge of client-centred, consultative and community development approach.
- > Knowledge of the health issues effecting Aboriginal people especially those in the mid-north area and the implications for this for service provision.
- > Knowledge of concepts of holistic health and primary health care principles.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Ageing and the Minister for Mental Health and Substance Abuse. The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Barossa Hills Fleurieu Local Health Network, Eyre and Far North Local Health Network, Flinders and Upper North Local Health Network, Limestone Coast Local Health Network, Riverland Mallee Coorong Local Health Network, Yorke and Northern Local Health Network and SA Ambulance Service.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

Local Health Networks aspire to be the best provider of rural and remote health services in Australia. LHN's through the inspiration and hard work of its people, deliver high quality and innovative health services to improve health outcomes for country South Australians. LHN's deliver a comprehensive range of health services in hospital and community settings according to population needs. It focuses on integrating its service delivery with metropolitan hospitals and other service providers in country locations. The safety and quality of health services in country South Australia is of primary importance. LHN's participate in rigorous national accreditation processes and engage local community members to provide insight and knowledge of the needs of consumers and potential strategies to achieve the best service.

The Aboriginal Health Team- Northern provide primary health care services specifically to Aboriginal and Torres Strait Islander people living in the mid and lower north. Services range from:

- child and maternal health services,
- chronic condition services,
- men's health services,
- social and emotional wellbeing services,
- women's health services,

The Aboriginal Health Team - Northern provide clinic services at Tarpari Wellbeing Centre which offers support in the delivery, monitoring and follow-up of 715 Health Assessments, 721 and 723 Care Plans in collaboration with General Practitioners.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The Code of Ethics for the South Australian Public Sector provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics and contribute to a culture of integrity within SA Health.

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date: