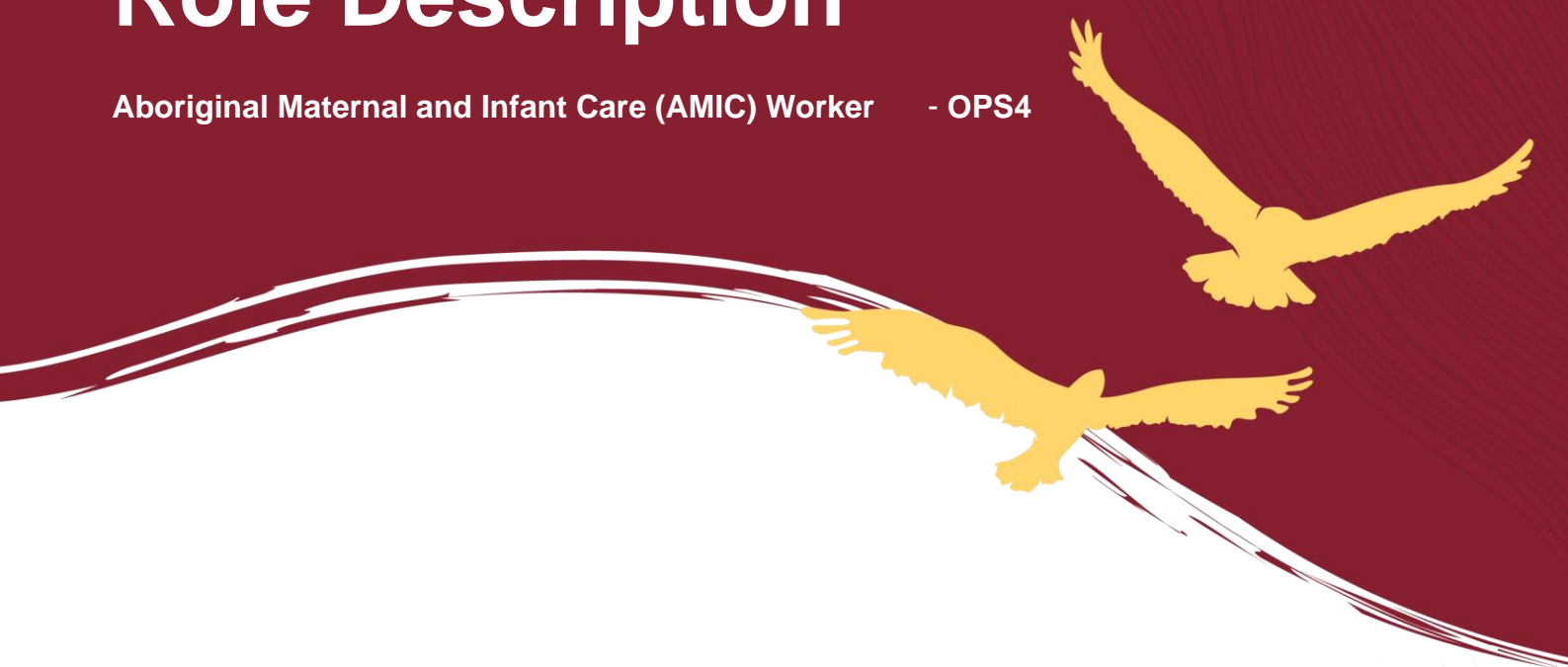


Role Description

Aboriginal Maternal and Infant Care (AMIC) Worker - OPS4



Position Number	P23298	
Position Title	Aboriginal Maternal and Infant Care (AMIC) Worker	
Classification Code	OPS4	
LHN	Flinders and Upper North Local Health Network (FUNLHN)	
Directorate	Nursing and Midwifery Services	
Location	Port Augusta	
Department/Unit/Ward	Aboriginal Family Birthing Program	
Position reports to	P23342 Nurse Unit Manager	
Delegation Level	Finance Group E, Level 6	No delegation
Position Created/Reviewed	January 2021 / June 2023	
Criminal History Clearance Requirements	Working With Children Check (WWCC) (DHS) Unsupervised contact with vulnerable groups (NPC)	
Immunisation Risk Category	Category A	

Role Context

Primary objectives of role:

The Aboriginal Family Birthing Program aims to improve birth outcomes for Aboriginal women and their families by providing culturally appropriate antenatal, birthing and postnatal care within a continuity of care framework with ongoing family support up to six weeks following the birth.

The Aboriginal Maternal and Infant Care (AMIC) Practitioner will work as part of a primary health care team that includes midwives and doctors in the delivery of antenatal, birthing and postnatal care to Aboriginal women and their families contributing to:

- Improving access to Maternity Care Services;
- Assisting families to obtain referral services and linking families to community supports where appropriate;
- Implementation of high quality and culturally safe services and work practices;
- Their psycho-social well-being;
- Contributing to evidence based practice to meet the culturally related needs of pregnant women and their families;
- Participation in the development of policies, procedures and practice standard for the organisation;
- The development, implementation and evaluation of health education programs.

The AMIC Practitioner will be required to provide clinical care for Aboriginal women and their families in hospitals, Aboriginal Community Controlled Health Services and community settings, including home visiting.

Key Result Area and Responsibilities

Provide cultural support & clinical care to pregnant Aboriginal women and their families

- Provide cultural support and advocacy to Aboriginal women and their families during pregnancy, labour and birth and the post-natal period up to six weeks to promote culturally appropriate interventions.
- Facilitate access to care and support services through linking with community and Aboriginal health services to foster and develop strong working relationships.
- Provide support and guidance to midwives and medical staff in providing a culturally safe and respectful health care environment.
- Support Aboriginal women to understand their rights and responsibilities.

Provide psycho-social support and referral for ongoing services and follow up care with supervision

- Have a broad knowledge of the psycho-social supports available within the community and make subsequent referrals where required for Aboriginal women.
- Develop strong working relationships with key workers in community services, as appropriate.
- Make appropriate referrals and document.

Provide supervised clinical care and support to Aboriginal women during pregnancy, labour and birth and the post-natal period up to 6 weeks

- Attend and participate as a member of a multi-disciplinary team to provide services to Aboriginal women and their families during pregnancy, labour and birth and the post-natal period up to 6 weeks.
- Undertake clinical tasks for Aboriginal women under supervision of a midwife.
- Provide input into care planning through attending multi-disciplinary team meetings, case conferences and discussions.
- Contribute as an equal member of the clinical health care team in partnership with midwives and doctors.
- Provide cultural advice to non-Aboriginal staff and advocate for the needs of Aboriginal families in a positive manner.

Manage diversity of opinions

- Recognise and acknowledge differences of opinion.
- Negotiate and advocate for Aboriginal women and their babies, seeking support as required.
- Utilise strategies to actively deal with conflict seeking support as required.

Develop an understanding and recognition of the value each discipline contributes to the delivery of care

- Collaborate with professionals from a range of disciplines to assist in the provision of appropriate and effective services.
- Contribute as a member of a multidisciplinary team to deliver services that promote continuity of care to pregnant Aboriginal women and their families and contribute to a positive team environment.
- Contribute to and support evidence-based practice as appropriate.

Contribute to the development and implementation of high quality culturally safe and sensitive systems, services and work practices

- Continuously review existing practices and promoting change where required.
- Provide advice to ensure the development and provision of culturally safe and sensitive systems, services and programs.
- Contribute to the development of practice guidelines, protocols/audits and quality indicators.
- Contribute to service development, planning review and reporting processes.
Develop culturally appropriate information materials.

Engagement of community in service development

- Collaborate with key workers and agencies to plan and implement initiatives.
- Consult with Aboriginal women and relevant community groups and contribute feedback and practice knowledge to the development of services and practice.

Provide advice, consultancy and mentoring to staff / team members on appropriate cultural protocols and information to ensure they are sensitive to the needs and circumstances of individual Aboriginal pregnant women and their families

- Role model a positive approach and commitment to culturally sensitive and appropriate customer service and service delivery.
- Provide advice, information and identify or address concerns in a constructive manner.
- Attend and participate in case discussions.
- Take responsibility for continued learning and development.

Knowledge, Skills and Experience

Essential Minimum Requirements

Educational/Vocational Qualifications

- Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice (HLT40213); and
- Hold the Maternal and Infant Care Skill Set – Clinical (HLTSS00031) under the Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care (HLT50213).
- Registered / eligible for registration as an Aboriginal and Torres Strait Islander Health Practitioner by the Aboriginal and Torres Strait Islander Health Practice Board of Australia and who holds / is eligible to hold, a current practicing certificate.

Personal Abilities/Aptitudes/Skills

- Ability to work with Aboriginal communities respecting traditional culture, values and ways of doing business and understand the issues and needs of Aboriginal women and their families (within a holistic concept of health).
- Ability to recommend respectful and realistic approaches, balancing needs of clients and the workplace, to address problems.
- Ability to form and maintain empathetic and caring relationships with Aboriginal women and their families.
- Ability to communicate information effectively in both verbal and written form with health service providers.
- Ability to work as part of a multidisciplinary team recognising roles and utilising skills of other team members.
- Ability to assert own professional role within mainstream health service.

Experience

- Recent experience in delivering Maternal and Infant Care to Aboriginal women in both mainstream and community settings

Knowledge

- Knowledge and understanding of the health and social issues affecting Aboriginal people in contemporary society.
- Knowledge of cultures, social behaviours and aspirations of Aboriginal people.
- Knowledge and understanding of the health and social issues affecting pregnant Aboriginal women and babies.
- Current best practice relating to antenatal, birth and postnatal care for Aboriginal women and babies.

Desirable Characteristics

Educational/Vocational Qualifications

- N/A

Personal Abilities/Aptitudes/Skills

- Respected and connected to the local Aboriginal community.
- Ability to mentor, coach and contribute to the learning of others.

Experience

- Working within a rural/remote health care setting.
- Experience working with community or collaborative groups.
- Recent experience in delivering primary health care to Aboriginal people and communities.

Knowledge

- N/A

Key Relationships/ Interactions:

Internal

- The AMIC Practitioner receives day-to-day supervision, support and on-going clinical training from midwives and doctors in the primary health care / multi-disciplinary team. In a reciprocal arrangement, the AMIC Practitioner is responsible to provide advice, support and training in cultural issues, traditions and practices to midwives and doctors. Mutual respect for individual role expertise and working in partnership are critical aspects of the model.
- Within the RLHN, the AMIC Practitioner may be employed by mainstream health services or Aboriginal Community Controlled Health Services.
- The AMIC Practitioner is responsible to work according to the quality and safety clinical governance framework of individual health units. Overall reporting responsibility is with the employing body, however AMIC Practitioners are expected to work as a part of a team therefore there is day to day responsibility to the Clinical Services Coordinator consistent with other team members.
- The AMIC Practitioner receives professional supervision from the Senior AMIC Practitioner.
- Note: Within their roles and responsibilities AMIC Practitioners are not responsible for the clinical management of Aboriginal women and their families. Midwives or doctors can delegate clinical health care tasks to the AMIC Practitioners to strengthen the client/health worker/midwife relationships and improve the health outcomes for the client. Midwives are able to delegate health care tasks to unlicensed health care workers in accordance with the Australian Nursing and Midwifery Council's [Framework for the Development of Decision Making Tools – 'Decision Making Flowchart'](#)

External

- Aboriginal Community Controlled Health Services, community settings and home environments.
- Child & Family Health Services, Women's and Children's Health Network.
- Community GP's.
- Community services relevant to the health and wellbeing of Aboriginal women and their families.

Direct reports:

- NIL

Challenges associated with role:

Major challenges currently associated with the role include:

- Balancing personal, work and community responsibilities;
- Maintaining a level of self-care whilst working in complex and diverse work environments;
- Working in mainstream health services and in community settings;
- Acting as a role model for Aboriginal Health Workers; and
- Some out of hours work will be required, including on call arrangements to support women and their families at the time of birth.

Special conditions:

- 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
- Risk-Assessed roles under the National Disability Insurance Scheme (NDIS) (*Practice Standards – Worker Screening Rules 2018*) must obtain a satisfactory NDIS Working Screening Check 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 and NDIS Worker Screening Checks 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.
- Must be an Australian Resident or hold a current working visa.
- Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- The incumbent may be required to undertake further study to obtain a qualification which supports the needs of the health unit. Where further study is required, FUNLHN will provide support and assistance in accordance with provisions of the SA Health (Health Care Act) Human Resources Manual. Note, however, this Special Condition does not apply to existing LHN employees with continuous employment within the LHN which commenced prior to 1 October 2016.
- Must be flexible and willing to participate in a 7 day roster working varied hours/shifts across different settings.

General requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, 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 2014 (SA)*, facilitating the recovery, maintenance, or early return to work of employees with work related injuries / illness.
- Equal Employment Opportunities (including prevention of bullying, harassment, and intimidation).
- Meet immunisation requirements as outlined by the *Addressing vaccine preventable disease: Occupational assessment, screening, and vaccination Policy*.
- *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse and Neglect'.
- Disability Discrimination.
- *Independent Commissioner Against Corruption Act 2012 (SA)*.
- *Information Privacy Principles Instruction*.
- Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008*, 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
- The Nursing and Midwifery Board of Australia Registration Standards (including the Guidelines and Assessment Frameworks for Registration Standards)
- The Nursing and Midwifery Board of Australia Professional Practice Codes and Guidelines (including Competency Standards, Codes of Ethics and Professional Conduct, Decision Making Framework and Professional Boundaries)
- Professional Practice Standards and competencies consistent with area of practice as varied from time to time
- SA Health / FUNLHN / other relevant departmental policies, procedures and standards.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Resilience:

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

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:

FUNLHN welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge, and life experiences they bring to the workplace. FUNLHN is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

Performance development

It is your responsibility to actively participate in the Performance Review and 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 FUNLHN and strategic directions.

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.

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 centers and through GPs and other providers.

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.

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.

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

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.

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Location	Port Augusta	
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Delegation Level	Finance Group E, Level 6	No delegation
Role Created/Reviewed Date	January 2021 / June 2023	
Criminal History Clearance Requirements	Working With Children Check (WWCC) (DHS) Unsupervised contact with vulnerable groups (NPC)	
Immunisation Risk Category	Category A	

Role Description Approval

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

Name: _____ **Role Title:** _____
Date: _____ **Signature:** _____

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: _____