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SA Health Job Pack

Job Title	Senior Aboriginal Health Practitioner
Job Number	677233
Applications Closing Date	16 November 2018
Region / Division	Northern Adelaide Local Health Network
Health Service	Aboriginal Health Service
Location	Adelaide Metro
Classification	OPS5
Job Status	Permanent Full-Time
Indicative Total Remuneration*	\$83,687 - \$89,534 p.a.

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- ☒ Child Related Employment Screening - **DCSI**
- ☒ Vulnerable Person-Related Employment Screening - **NPC**
- ☐ Aged Care Sector Employment Screening - **NPC**
- ☐ General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Contact Details

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Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



ROLE DESCRIPTION

Role Title:	Senior Aboriginal and Torres Strait Islander Health Practitioner		
Classification Code:	OPS5	Position Number	
LHN/ HN/ SAAS/ DHA:	Northern Adelaide Local Health Network (LHN)		
Site/Directorate			
Division:	Watto Purrinna		
Role reports to:	Clinical Practice Nursing Director		
Role Created/ Reviewed Date:	October 2018		
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)		

ROLE CONTEXT

Primary Objective(s) of role:
<p>The Northern Adelaide Local Health Network (NALHN) has a strong commitment to the provision of accessible, effective and meaningful services to the Aboriginal communities, families and individuals from metropolitan, rural and remote areas. It also acknowledges the cultural determinants and particular complexities affecting the health and wellbeing of Aboriginal people and the need for a holistic and multi-faceted health approach to service design and delivery.</p> <p>SA Health is leading significant reform designed to improve the health of all South Australians and meet future challenges, in accordance with the National Aboriginal and Torres Strait Islander Health Plan and Close the Gap initiatives. The Watto Purrinna Aboriginal Health Service of NALHN delivers primary health care to Aboriginal people through contemporary best practice models.. This includes; opportunistic screening and early detection of chronic conditions support for culturally safe acute and ongoing care, and improved discharge planning to improve outcomes, quality and general health care experiences for all Aboriginal consumers. This is governed by the NALHN Aboriginal Health Executive Committee and Watto Purrinna Divisional Governance.</p> <p>The Senior Aboriginal and Torres Strait Islander Health Practitioner will work within the primary healthcare setting to implement and embed a stronger and more sustainable approach to support of Aboriginal clients across the continuum of healthcare, by providing an 'Aboriginal lens' to healthcare and delivering cultural safe care. In collaboration with the multidisciplinary teams will assess and provide clinical intervention to Aboriginal consumers, including those with complex needs. The Senior Aboriginal and Torres Strait Islander Health Practitioner will support and guide multi-disciplinary team members in developing culturally appropriate interventions. The service they provide will aim to reduce the risk of Aboriginal clients disengaging with treatment and care plans. They will provide acute and sub-acute health responses, support hospital avoidance and provide care closer to home services.</p> <p>The Senior Aboriginal and Torres Strait Islander Practitioner will provide clinical intervention, assessment, care planning and education within their scope of practice.</p>

The Senior Aboriginal and Torres Strait Islander Practitioner reports to the Clinical Practice Nursing Director, works collaboratively with the Nurse Unit Manager/s and the Watto Purrunga Aboriginal Health and Wellbeing Team Leader.

Achieving these objectives will contribute to South Australia's Strategic Plan target 2.5 on Aboriginal life expectancy, as well as the Council of Australian Governments (COAG) National Partnership Agreement on Closing the Gap in Indigenous Health Outcomes health related targets.

Direct Reports:

Aboriginal and Torres Strait Islander Health Practitioners and Aboriginal Clinical Health Workers

Key Relationships/ Interactions:

Internal

- Maintains close collaborative working relationships with all clinical staff within clinical areas.
- Works collaboratively with the Aboriginal and Torres Strait Health Workers and Aboriginal Health and Wellbeing Hub.
- Maintains supportive and productive working relationships within all members of the health care team.
- Develop Aboriginal health leadership with members of clinical teams.

External

- Aboriginal Health Council of SA
- SAHMRI
- Universities and other identified education/RTO partners
- Aboriginal Community Control Health Services
- Country and Metro PHN's Non-government organisations or other government organisations/agencies

Challenges associated with Role:

Major challenges of the role will include:

- Keeping professionally up to date with relevant research, technological advances and models of care.
- Working within a cultural context, supported by SA Health Aboriginal Health policy with patients, carers, families and communities where there are multiple complexities, diverse cultural backgrounds and expectations of consumers.
- Accepting responsibility for the maintenance and currency one's own cultural and clinical knowledge, professional competence and contemporary practices.
- Working collaboratively within the multidisciplinary team, across organisational Divisions/sites.
- Promoting communication processes to enable best patient/client outcomes and improved health literacy.
- The ability to embrace, adapt and respond positively to change, in a fast paced, unpredictable, complex environment,
- May be required to work across sites and clinical areas within NALHN

Key performance indicators will include:

- Contributing to improved Aboriginal outcomes through the development of best practice strategies.
- Contribute to improved identification of all Aboriginal patients
- Leading and embedding the mandatory cultural competency
- Developing and improving communication strategies to ensure patients/families/carers are better informed, educated and involved in their health care.
- Improving discharge pathways, including pre-planned transport needs, and establishing and contributing to a referral system that involves family, primary health care, rehabilitation services and follow up specialist care.
- Demonstrating and maintaining contemporary clinical competence to deliver best practice clinical care within the designated acute care setting

Delegations:

Nil

Resilience:

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

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

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.
- Meet immunisation requirements as outlined by the *Immunisation Guidelines for Health Care Workers in South Australia 2014*.
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- Disability Discrimination.
- Code of Fair Information Practice.
- 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.
- The Aboriginal and Torres Strait Islander Health Practitioner Board of Australia Registration Standards (including the Codes and Guidelines)
- Professional Practice Standards and competencies consistent with area of practice as varied from time to time
- SA Health/LHN/SAAS 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.

Reconciliation:

SA Health recognises Aboriginal and Torres Strait Islander peoples as the first Australians and we celebrate Aboriginal culture and heritage. SA Health acknowledges how historical colonisation has impacted on the health and wellbeing of Aboriginal people.

SA Health is committed to strengthening existing, and building new, relationships with Aboriginal people and communities, and engaging Aboriginal people in decision making processes for matters that affect their lived experiences in the community and through the health system.

SA Health is striving to create culturally responsive, systemic changes to ensure equality for Aboriginal people across all facets of life. SA Health has a policy directive in relation to Reconciliation.

Special Conditions:

- Credentials must be verified prior to commencement of employment and regularly thereafter in accordance with SA Health Policy Directive Authenticating SA Health Aboriginal and Torres Strait Islander Health Practitioner Credentials. Where conditions or notations have been placed upon registration these may impact the Individual's Scope of Practice.
- 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 Background Screening and National Criminal History Clearance.
- *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993* (Cth) or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 1998* made in pursuant to the *Aged Care Act 2007* (Cth).
- 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.

Exemption:

NALHN has determined that an exemption to prefer Aboriginal and Torres Strait Islander applicants granted by the Equal Opportunity Tribunal of South Australia applies to this position

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Time Limited Case Coordination and Clinical Management Plans	<ul style="list-style-type: none"> • In partnership with Medical and Nursing Teams and the Aboriginal Health and Wellbeing Team and other services, develop client care plans that are centred around client initiated goals. • Contribute to the development and implementation of a sustainable service plan for Aboriginal clients and families which provides support, advocacy and direct intervention for a range of complex issues and develop preventative strategies and pathways. • Work collaboratively within the Watto Purrinna Team to undertake brief interventions as required for patients and carers with a flexible approach to time limited case management. • Facilitate cultural care meetings/ family case conferences with identified and nominated family members using a culturally appropriate model to identify problems and concerns to promote independence. • Assist families to problem solve personal challenges using strengths based approaches, specialised knowledge and skills which promote dignity and family decision making processes. • Identify opportunities to develop health literacy and health education of Aboriginal families, children and young people
Direct/indirect patient/client care	<ul style="list-style-type: none"> • Work legally and ethically within scope of practice. • As a member of a multidisciplinary team, undertake a cultural advocacy role for Aboriginal and Torres Strait Islander patients, to ensure their health and well-being circumstances, and service needs, are considered. • Integrate contemporary cultural and clinical best practice to support the decision making, innovation and objective analysis. • Using a range of appropriate interventions and treatments provide direct and indirect clinical care, select and implement different interventions, provide support and oversee individual case management to Aboriginal clients and monitor and evaluate their progress. • Contribute to assessing Aboriginal patients and develop strategies with local clinical teams to achieve culturally safe and competent integrated care. • Collaborate with key stakeholders at meetings and in the development of services to implement evidence based strategies to improve above Aboriginal health outcomes. • Apply expertise to the needs of the clients, select and implement different therapeutic interventions and/or support programs and evaluate patient/client progress in the multidisciplinary health care setting.

	<ul style="list-style-type: none"> • Use a culturally accountable model of practice to identify problems and concerns and encourage Aboriginal patients/families to utilise their own resources, to promote and achieve independence and reviewing and supporting their progress and personal difficulties • Observe and monitor the problem solving and coping capacities of individuals, and assist in ensuring that Aboriginal care experiences are enhanced through the provision of respectful consultation processes. • Identify, collect and share client information in a manner which promotes dignity and allows them to assess and determine strategies that contribute to their wellbeing. • Provide direct clinical intervention dependant on scope of practice and service setting, including but not limited to, Venepuncture, Wound Care, monitoring of vital signs, administration of medications. • Manage own professional development activities and portfolio, to ensure contemporary knowledge is maintained to deliver clinical intervention.
Relationship Management	<ul style="list-style-type: none"> • Establish, develop and maintain effective strategic networks and partnerships with key internal and external stakeholders, in particular with Aboriginal communities. • Develop opportunities for consumer participation and feedback on the services provided and implement measures to improve the service. • Establish broad networks and positive relationships that result in confidence and consistency in service delivery for the victims of domestic violence, mental health and/or drug and alcohol issues. • Maintain appropriate information management systems for community programs and services. • Participate in community, staff and other relevant agency strategies to improve Aboriginal health outcomes.
Leadership and Service Delivery	<ul style="list-style-type: none"> • Lead cultural competency in practice. • Provide leadership and professional support to new and emerging Practitioners. • Provide cultural guidance to non-Aboriginal colleagues. • Develop the provision and coordination of culturally appropriate service delivery within the scope of practice. • Where relevant, guide the redress of social determinates of Aboriginal health outcomes. • Interact and work effectively with internal and external stakeholders, particularly Aboriginal stakeholders and community. • Develop client journey strategies and ensure their families are connected to appropriate services and formal and informal community networks, to assist with their needs and facilitate continuity of service to individuals and families.

Culturally appropriate services	<p>Develop strategies to imbed culturally competent advice, information and assistance in relation to Aboriginal people to departmental staff that contributes to the goals for health care, service delivery and design.</p> <ul style="list-style-type: none"> • Lead the development and monitoring of continuity of care projects. Engage and collaborate with recognised and appropriate Aboriginal agencies, individuals and communities.
Organisational Contribution	<ul style="list-style-type: none"> • Contribute to operational and service planning for Aboriginal Health Services for NALHN • Understand and participate in workplace safety initiatives, and risk identification and reporting processes. • Comply with infection prevention and control policies and procedures. • Follow the principles of a sustainable working environment by following departmental greening initiatives. • Model ethical behaviour and practices consistent with SA Government Code of Ethics for Public Sector Employees and agency stated values.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Certificate IV Aboriginal & Torres Strait Islander Primary Health Care (Practice) or equivalent.
- Hold registration with the Aboriginal and Torres Strait Islander Health Practice Board of Australia.

Personal Abilities/Aptitudes/Skills:

- Be known, respected and connected within Aboriginal communities and demonstrate an ability to work in a culturally sensitive and accountable manner, with Aboriginal and Torres Strait Islander individuals, families and communities and non-Aboriginal individuals, whilst maintaining a high degree of confidentiality.
- Use initiative and work in an effective manner, setting priorities under limited direction, either as a member of a team or as a project leader and identify, analyse and resolve complex problems and conflict.
- Conduct research, including accurately documenting work undertaken, and delivering clear and effective written reports.
- Confidently lead, influence and promote the interests of Aboriginal and Torres Strait Islander patients within an acute health service delivery setting.

Experience

Proven experience in:

- Developing strategies to assist Aboriginal and Torres Strait Islander patients to address their health needs.
- Engagement activities, clinical health assessment, treatment, referral, psychosocial support and advocacy and associated record keeping for patients with a range of complex health issues.
- Identifying and/or responding to disclosures of family violence and child protection matters in a culturally appropriate manner, with consideration for social and emotional well-being.
- Planning, developing, implementing and delivering a range of projects and group work with a range of complexity that support self-management of health care.
- Leading and guiding consultations and working collaboratively, as part of a multi-disciplinary team, incorporating Aboriginal and/or Torres Strait Islander and other communities, service providers and relevant stakeholders.
- Providing guidance to non-Aboriginal and Torres Strait Islander staff in the context of service provision to Aboriginal patients, families and carers.

Knowledge

Well-developed knowledge and understanding of:

- Aboriginal and/or Torres Strait Islander cultures including family and community obligations, community structures and organisations; and the impact of past and present policies.
- Historical and contemporary issues that affect the health and wellbeing of Aboriginal and/or Torres Strait Islander patients, including barriers for Aboriginal and/or Torres Strait Islander patients in accessing services and programs.
- Principles and practices of cultural safety and cultural security.
- Clinical health care service approaches and health needs of Aboriginal and Torres Strait Islander community.
- Knowledge and understanding of relevant legislation, standards, codes, ethics and competency standards.

DESIRABLE CHARACTERISTICS**Educational/Vocational Qualifications**

- Nil

Personal Abilities/Aptitudes/Skills:

- Nil

Experience

- Working with Aboriginal people with complex health needs in the community services sector in service/project planning, implementation and/or evaluation

Knowledge

- Knowledge of the broader determinants of health that impact on the health and well-being of the community.
- Knowledge of chronic disease, mental health, drug and alcohol, homelessness and family violence issues.
- Knowledge of the South Australian Public Health System and administrative policies and practices of Community Health.

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, the Minister for Ageing, and the Minister for Mental Health and Substance Abuse. The Department for Health and Ageing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Country Health SA Local Health Network Inc. and SA Ambulance Service Inc.

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:

The implementation of the National Health Reform in 2011 saw the establishment of five Local Health Networks across SA intended to promote, maintain and restore the health of the communities they serve.

The Northern Adelaide Local Health Network (LHN) provides care for around 341,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. More than 3,800 skilled staff provide high quality patient care, education, research and health promoting services.

The Northern Adelaide Local Health Network (NALHN) provides a range of acute and sub acute health services for people of all ages and covers 16 Statistical Local Areas and four Local Government Areas (one of which crosses the Central Adelaide Local Health Network) and includes the following:

- Lyell McEwin Hospital
- Modbury Hospital
- Sub-Acute
- GP Plus Health Care Centres and Super Clinics
- Aboriginal Health Care Services
- Mental Health Services (including two statewide services – Forensics and Older Persons)

NALHN offers a range of primary health care services across the northern metropolitan area of Adelaide, with a focus on providing preventive and health promoting programs in the community, and transition and hospital substitution and avoidance programs targeted at chronic disease and frail aged.

Clinical leadership of care systems is central to the current national and state wide health reforms. NALHN care delivery is configured within clinical divisions that are patient-focused, clinically led groupings of services. Clinical Divisions are responsible for managing service delivery activities across NALHN campuses and units, bringing together empowered experts to directly make relevant decisions.

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.

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 understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document

Name:

Signature:

Date:

Version control and change history

Version	Date from	Date to	Amendment
V1	10/02/17	09/04/17	Original version.
V2	10/04/17	04/07/17	Safety & Quality statement in General Requirements.
V3	04/07/17		Minor formatting with order of information amended.