

Position	Aboriginal and Torres Strait Islander Health Practitioner (Acute Specialist in Training)
Classification	OPS4
Division	Division of Surgery and Perioperative Medicine
Department / Section / Unit / Ward	Cardiac and Thoracic Surgical Unit/ 6B
Role reports to	Operationally: > Director, Cardiac and Thoracic Surgical Unit Professionally: > Nursing Director of Surgical Services
CHRIS 21 Position Number P18715	Role Created / Review Date 01/11/2018
Criminal History Clearance Requirements <input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child - Prescribed (Working with Children Check) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The Southern Adelaide Local Health Network SALHN 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.

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. SALHN is implementing new approaches to Aboriginal health. 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 patients. This is governed by the SALHN Aboriginal Health Steering Committee.

Aboriginal and Torres Strait Islander Health Practitioner (Acute Specialist) will work within the hospital setting to assist in implementing and embedding a stronger and more sustainable approach to support of Aboriginal patients in hospital, or attending outpatients and emergency departments, through providing an 'Aboriginal lens' to health care and delivering cultural safe care. In collaboration with the multidisciplinary teams will assist in assessment and providing clinical intervention to Aboriginal patients, including those with complex needs. They will assist multi-disciplinary team members on culturally appropriate interventions. The service they provide will aim to reduce the risk of Aboriginal patients disengaging with treatment and care plans. They will provide acute and sub-acute health responses, support hospital avoidance and advise on length of stay in the acute sector and closer to home services.

The Practitioner (Acute Specialist in Training) will provide clinical intervention, assessment, care planning and education within their scope of practice.

The Practitioner (Acute Specialist) reports to their respective Nursing Unit Manager and work collaboratively with the Aboriginal Health Workers of the Karpa Ngarrattendi Unit.

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.

OFFICIAL

The incumbent of this position will be required to be proactive and self-motivated to further develop their career by working towards specialising in Cardiac Health Care, and being an integral part in a dynamic team focused on improving outcomes for Aboriginal and Torres Strait Islander patients with cardiac health care needs.

This role will:

- > Work closely with existing nursing, medical, cardiac rehabilitation (CR) staff, pharmaceutical and social work staff to ensure culturally appropriate support is provided to Aboriginal and Torres Strait Islander Cardiac patients during preparation for surgery and during hospitalisation.
- > Provide consultative advice and support on the management of cardiology clients their families/carers and health professionals to meet community needs.
- > In collaboration with the cardiac surgery and cardiology teams, provide a specialised high level of cardiology related clinical care and education to cardiac clients in hospital and various health centres for rural/remote clients.
- > Form partnerships and liaise with key stakeholders to improve patient journey and maintain effective service provision.
- > Work with the Aboriginal Health team in designing and providing preventive cardiac community education to the Aboriginal community.
- > Continually bring the Aboriginal perspective to cardiology care planning, organisational and educational activities.
- > Contribute to research projects in the cardiology field e.g. clinical, cultural and related topics.
- > Maintain own professional development program and promote and maintain effective working relationships with staff and clients to achieve departmental goals.

Work closely with Karpa Ngarrattendi Unit towards decreasing Discharge Against Medical Advice (DAMA).

Direct Reports: (List positions reporting directly to this position)

- > May be a Practitioner (Trainee Acute Specialist)

Key Relationships / Interactions:

Internal:

- > Maintains close collaborative working relationships with all clinical staff within clinical areas.
- > Works collaboratively with the Aboriginal Health Workers and Karpa Ngarrattendi Unit.
- > Maintains supportive and productive working relationships within all members of the health care team.
- > Works under the professional governance of nursing, with a professional reporting line to the Nursing Director of Surgical Services, under the direct or indirect supervision of a nominated Clinician.
- > Operationally accountable to the Director of the Cardiac and Thoracic Surgical Unit.
- > Will be supervised by the Cardiac Surgery Coordinator Nurse Practitioner for clinical management and training, and operationally by the Clinical Project Coordinator of Cardiac Surgery Quality and Outcomes Unit.
- > Assist members of clinical teams to develop a more sustainable approach to support of Aboriginal patients in hospital.

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 currently associated with the role 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 SALHN.

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
- > Supporting and assisting in embedding the mandatory cultural competency
- > Supporting and improving communication strategies to ensure patients/families/carers are better informed, educated and involved in their health care.
- > Supporting improved 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.
- > Developing, maintaining and demonstrating contemporary clinical competence to deliver best practice clinical care within the designated acute care setting

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

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 SALHN 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, Procedures and legislative requirements including but not limited to:
National Safety and Quality Health Care Service Standards.

- > 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 in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > Children's Protection Act 1993 (Cth) – 'Notification of Abuse or Neglect'.
- > Public Interest Disclosure Act 2018.
- > Disability Discrimination.
- > Information Privacy Principles.
- > 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.

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.

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 Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008 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.
- > In accordance with Sections 30(1), 52(1) and 103 (1) of the Equal Opportunity Act 1984 only applicants of Aboriginal or Torres Strait Islander descent may apply

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.

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. > 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. > Support integration of contemporary cultural and clinical best practice to support the decision making, innovation and objective analysis. > Using a range of appropriate interventions and treatments to provide direct and indirect clinical care, select and implement different interventions, provide support and oversee individual case management to Aboriginal patients/clients and monitor and evaluate their progress. > Contribute to assessing Aboriginal patients and support local clinical teams with strategies 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. > Support complex discharge planning / hospital avoidance through the provision of education, equipment and referral. > Support 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 > Support the observation and monitoring of problem solving and coping capacities of individuals, and assist in ensuring that Aboriginal care experiences are enhanced through the provision of respectful consultation processes. > Support identification, collection and sharing of client information in a manner which promotes dignity and allows them to assess and determine strategies that contribute to their wellbeing. > Support families to connect with community based services to address their needs and which can support them to make sustainable changes where necessary, to enhance the wellbeing and safety of them and their children. > Provide direct clinical intervention dependent 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.
Time Limited Case Coordination	<ul style="list-style-type: none"> > In partnership with Aboriginal Health and Karpa Ngarrattendi and other services, contribute to the implementation of a sustainable integrated model of service delivery for Aboriginal families which provides support, advocacy and direct intervention for a range of complex issues and develop preventative strategies and pathways. > In collaboration with the Aboriginal Health and Karpa Ngarrattendi Unit, undertake brief interventions as required for patients and escorts with a flexible approach to time limited case management. Where appropriate facilitate cultural care meetings 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.
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. > Support opportunities for consumer participation and feedback on the services

	<p>provided and implement measures to improve the service.</p> <ul style="list-style-type: none"> > Support 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.
Service Delivery	<ul style="list-style-type: none"> > Support cultural competency in practice. > Support 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. > Support patient 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.
Contribution to effective operation of unit	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.
Culturally appropriate services	<ul style="list-style-type: none"> > Provide 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. > Support 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"> > 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.

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (Practice) or equivalent.
- > Registered with the Aboriginal and Torres Strait Islander Health practice Board of Australia (ATSIHPBA).
- > Working towards holding an appropriate Skill Set in the designated discipline.

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.
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family centred care.
 - Risk management.

Experience

- > Supporting Aboriginal and Torres Strait Islander patients to assist them 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.
- > Developing, coordinating and delivering training workshops on cultural protocols, and delivering a range of appropriate and accurate information that supports staff to provide quality culturally sensitive 1:1 and group services.
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.
- > 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.

OFFICIAL

- > 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.

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)**Personal Abilities/Aptitudes/Skills**

- > Excellent communication skills
- > Flexibility and adaptability

Experience

- > Proven experience in basic computing skills, including email and word processing.
- > Working with Aboriginal people with complex health needs in the community services sector in service/project planning, implementation and/or evaluation

Knowledge

- > Awareness 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.

Educational/Vocational Qualifications

- > Desire/Interest in learning Cardiac Health

Other Details

- > N/A

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.

SA Health Challenges

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

Our Legal Entities

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women’s and Children’s Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

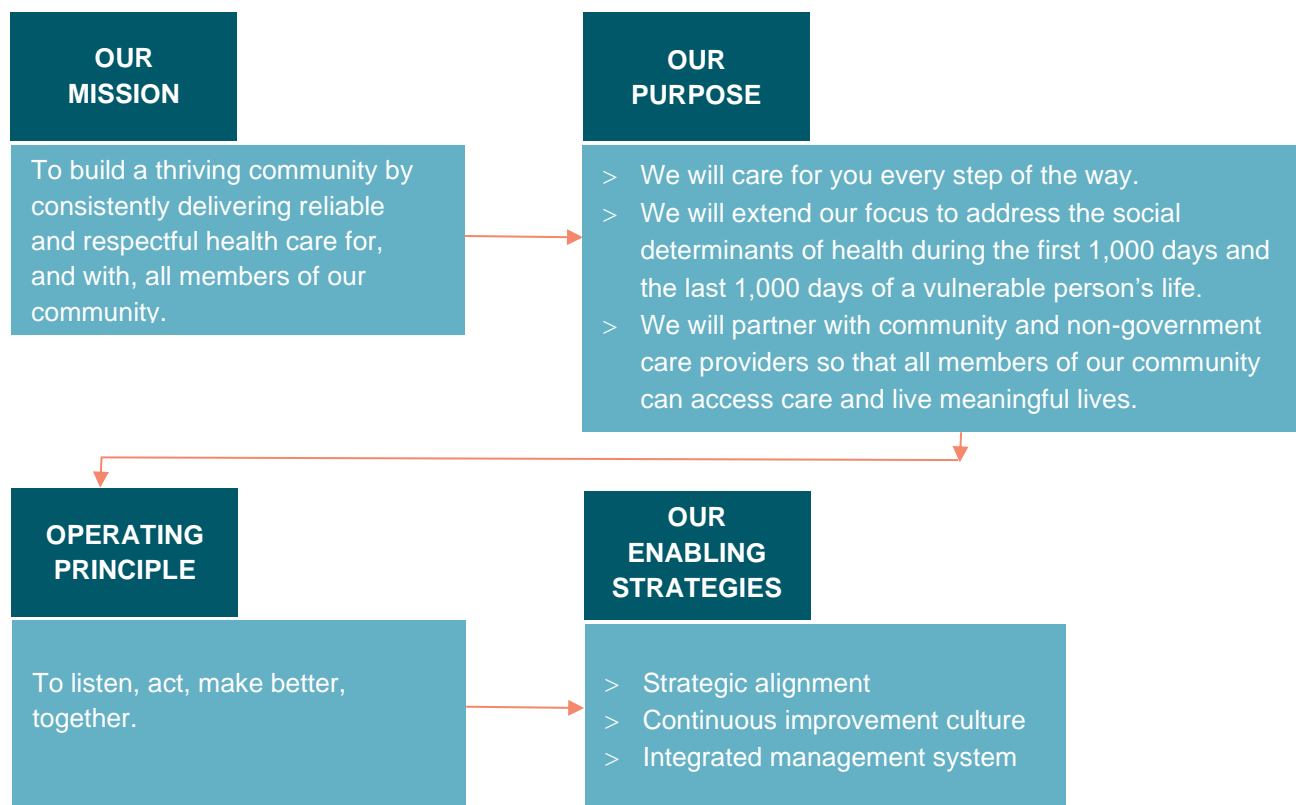
SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- [Flinders Medical Centre](#)
- [Noarlunga Hospital](#)
- [GP Plus Health Care Centres and Super Clinics](#)
- [Mental Health Services](#)
- Sub-acute services, including [Repat Health Precinct](#)
- [Jamie Larcombe Centre](#)
- [Aboriginal Family Clinics](#)

OFFICIAL

**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; it sets out the **South Australian Public Sector Values** as:

- **Service** – We proudly serve the community and Government of South Australia.
- **Professionalism** – We strive for excellence.
- **Trust** – We have confidence in the ability of others.
- **Respect** – We value every individual.
- **Collaboration & engagement** – We create solutions together.
- **Honesty & integrity** – We act truthfully, consistently, and fairly.
- **Courage & tenacity** – We never give up.
- **Sustainability** – We work to get the best results for current and future generations of South Australians.

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

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the OPS4 Aboriginal Health Practitioner in the Cardiothoracic Surgical Unit and organisational context and the values of SA Health as described within this document.

Name

Signature

Date