



ROLE DESCRIPTION

Role Title:	Aboriginal and Torres Strait Islander Health Practitioner (Acute Specialist in Training)
Classification Code:	OPS4
LHN/ HN/ SAAS/ DHW:	Central Adelaide Local Health Network (LHN)
Hospital/ Service/ Cluster:	Royal Adelaide Hospital
Division:	Speciality Medicine 1
Department/Section / Unit/ Ward:	Renal/ Kangawodli
Role reports to:	Nurse Unit Manager – Clinical / Operational Report – Manager, Aboriginal Health and Wellbeing Hub
Role Created/ Reviewed Date:	
Criminal and Relevant History Screening:	<input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

The Central Adelaide Local Health Network (CALHN) 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. The CALHN Aboriginal Health and Wellbeing Hub 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 CALHN Aboriginal Health Executive Committee.

Aboriginal and Torres Strait Islander Health Practitioner (Acute Specialist in Training) 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 in Training) reports to their respective Nursing Unit Manager and work collaboratively with the CAHLN Aboriginal Health and Wellbeing Hub. 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:

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 Aboriginal Health and Wellbeing Hub.
- > Maintains supportive and productive working relationships within all members of the health care team.
- > Works under the direct or indirect supervision of a nominated Clinician
- > 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 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 CALHN

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:

Nil

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Time Limited Case Coordination	<ul style="list-style-type: none"> > In partnership with Aboriginal Health and Wellbeing Unit 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 Wellbeing 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
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. > 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

	<p>where necessary, to enhance the wellbeing and safety of them and their children.</p> <ul style="list-style-type: none"> > 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. > Support opportunities for consumer participation and feedback on the services provided and implement measures to improve the service. > 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.
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.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- > Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (Practice) or equivalent.
- > Eligible for registration with the Aboriginal and Torres Strait Islander Health Practice Board of Australia (part of AHPRA) and registered on commencement of the position.
- > Working towards hold 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.

Experience:

Proven experience in:

- > 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.

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.

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 Children's Protection Act (1993) must obtain a satisfactory Criminal and Relevant History 'child-related' employment screening through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- > Criminal and Relevant History Screening must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the Children and Young People (Safety) Act 2017 or 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 2014 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.

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 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 Policy Directive.*
- > *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).*
- > *Information Privacy Principles Instruction.*
- > *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 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.

Performance Development:

The incumbent will be required to participate in the organisation's Performance Review and 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.

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.

Resilience:

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

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 Wellbeing. The Department for Health and Wellbeing 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., Barossa Hills Fleurieu Local Health Network Inc., Eyre and far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern 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.

Central Adelaide Local Health Network:

CALHN is one of five Local Health Networks (LHNs) in South Australia established in July 2011.

CALHN is responsible for the following health services:

- > Royal Adelaide Hospital (RAH)
- > The Queen Elizabeth Hospital (TQEH)
- > Hampstead Rehabilitation Centre (HRC)
- > St Margaret's Rehabilitation Hospital (SMRH)
- > Glenside Health Service (GHS) Psychiatric Intensive Care Unit; Inpatient Rehabilitation Services and Acute beds only
- > Adelaide Dental Hospital (ADH).

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: