

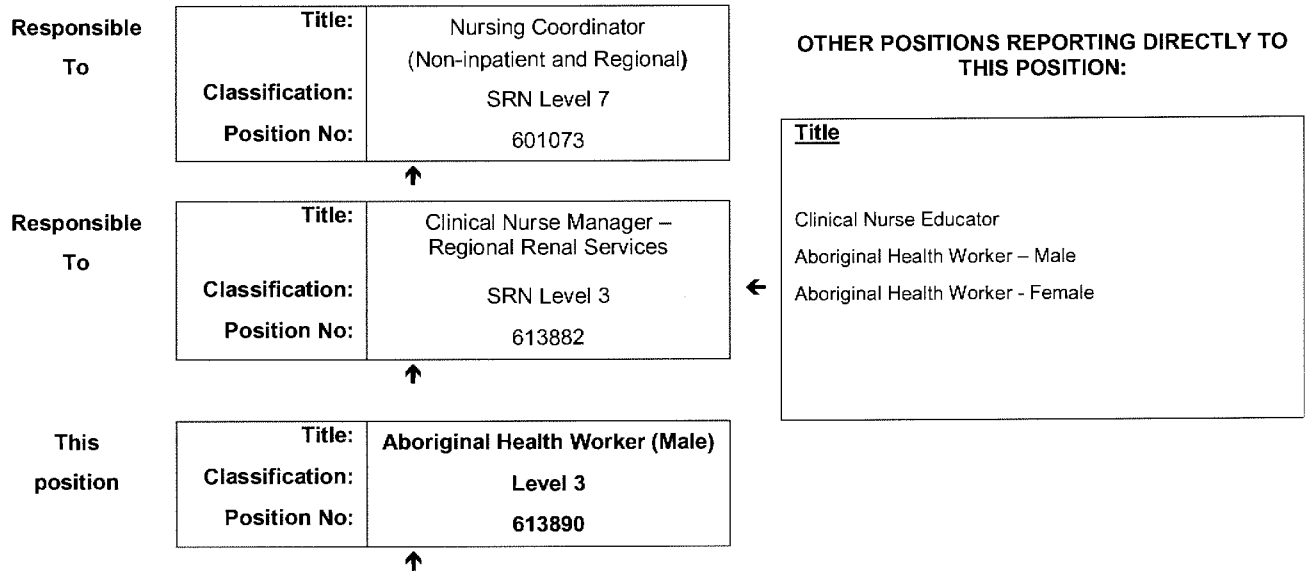


JOB DESCRIPTION FORM

Section 1 – POSITION IDENTIFICATION

WACHS		Position No:	613890
Division:	Goldfields	Title:	Aboriginal Health Worker (Male)
Branch:	Operations	Classification:	Level 3
Section:	Kalgoorlie Hospital	Award/Agreement	WA Health – LHMU – Enrolled Nurses, Assistants in Nursing, Aboriginal and Ethnic Health Workers Industrial Agreement 2011

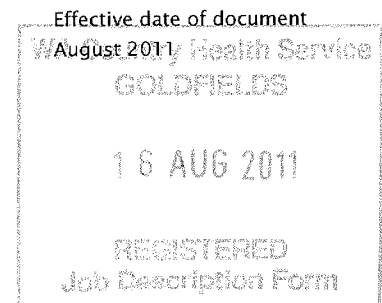
Section 2 – POSITION RELATIONSHIPS



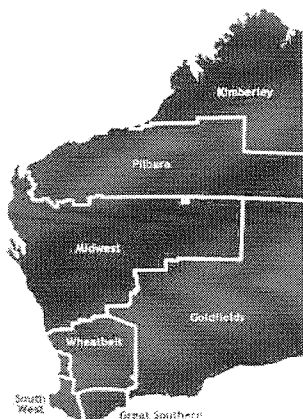
Positions under direct supervision:	← Other positions under control:
Position No.	Category
Title	Number

Section 3 – KEY RESPONSIBILITIES

- As part of a team, provide culturally appropriate health care for clients with a Primary Health Care focus promoting the development of self care and responsibility for health.
- Assist in providing clinical and disease control services as required.
- Provide supervision and support to other Aboriginal Health Workers



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The WA Country Health Service (WACHS) is the largest country health system in Australia and one of the biggest in the world, providing health services to approximately half a million people, including 45,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle as many births as the State's major maternity hospital – and as many emergency presentations as Perth metropolitan hospitals combined. The range of health services provided cover population health, mental health, Indigenous health and aged care.

Our dedicated and committed staff work hard to fulfil our purpose *Working together for a healthier country WA*, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

OUR PURPOSE

Working together for a healthier country WA

WHAT WE STAND FOR

A fair share for country health – securing a fair share of resources and being accountable for their use.

Service delivery according to need – Improving access based on need and improving health outcomes.

Closing the gap to improve Aboriginal health – Improving the health of Aboriginal people.

Workforce stability and excellence – Building a skilled workforce and a supportive workplace.

OUR VALUES

Community - country hospitality, where there is openness, generosity and cooperation. Building healthy and empowered communities and teams, being inclusive, working together, valuing each other and the difference we can all make. A 'can-do' attitude.

Compassion - commitment to caring for others with consideration, appreciation, understanding, empathy, kindness and respect. Listening and being heard.

Quality - always striving to provide the best possible care and service through questioning and review, high standards, innovation, creativity, learning and improving. All of us being part of the solution.

Integrity - building trust based on openness, honesty, accountability and valuing and respecting others opinions and points of view. Demonstrating the values. Respectful communication and relationship building. Being mindful of the legacy we hand on to future staff and communities.

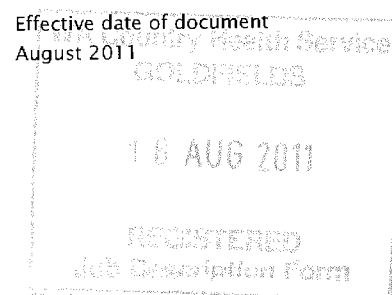
Justice - achieving equity and fairness, showing cultural respect, valuing and embracing diversity and respecting confidentiality. Treating everyone equally. Speaking up when there is injustice. Transparency.

Effective date of document August 2011
GOLDFIELDS
18 AUG 2011
REGISTERED Job Description Form

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Section 4 – STATEMENT OF DUTIES

Duty No.	Details	Freq.	%
1.0	CONTINUUM OF CARE	D/R	65
1.1	Act as advocate and cultural broker for and between Aboriginal patients, families, communities and staff.		
1.2	Participate as a member of a multidisciplinary team in assessing patient needs, developing an individual care plan and implementing and evaluating the outcomes of care.		
1.3	Work in partnership with patients to ensure care reflects patients' needs.		
1.4	Participate in patient discharge care planning.		
1.5	Encourage and participate in client and community education for health promotion, liaising with external organisations and supervisor to achieve this.		
1.6	Assist clients to meet their social, cultural and spiritual needs.		
1.7	Undertake advanced procedures to approved competency level.		
1.8	Facilitate and coordinate outpatient clinics and primary health care including Ophthalmology, ENT, Cardiology/Exercise Stress Test, Retinal Camera Screening, STI Management, wound care.		
2.0	SAFE PRACTICE AND ENVIRONMENT	D/R	10
2.1	Recognise his/her own ability and level of competence and seeks advice as required.		
2.2	Work according to service driven roster e.g. weekends, day shift, evenings.		
3.0	IMPROVING PERFORMANCE	D/R	10
3.1	Recognise own educational needs and participates in appropriate educational activities.		
3.2	Participate in performance management systems.		
3.3	Participate in Continuous Quality Improvement activities.		
4.0	INFORMATION MANAGEMENT	D/R	5
4.1	Responsible for maintaining accurate and legal documentation.		
4.2	Maintain effective communication with all areas/services using appropriate channels.		
4.3	Maintain the privacy and confidentiality of clients and carers at all times.		5
5.0	EDUCATION		
5.1	Provide support, counselling and education for Aboriginal patients and their families in conjunction with members of the health care team.		
5.2	Provide education and support for staff regarding appropriate management of Aboriginal patients.		
5.3	Perform the role of cultural awareness trainer.		
5.4	Participate in training and supervision of Aboriginal Health Workers and Aboriginal Liaison Officers.		
6.0	OTHER		5
6.1	Undertake projects as directed by Clinical Nurse Manager		
	The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WACHS values and the highest achievement in demonstrating positive commitment to Equal Employment Opportunity, Occupational Safety & Health, Public Sector Standards, Code of Conduct, Code of Ethics, Quality Improvement, Performance Management, Customer Focus, Disability Services Act and Confidentiality throughout the course of their duties.		



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Section 5 – SELECTION CRITERIA

ESSENTIAL

1. Pursuant of Section 50(d) of the Equal Employment Act, 1984, the occupant of this position must be of Aboriginal descent.
2. Pursuant of Clause 27 of the Equal Opportunities Act 1984, the occupant of this position must be male.
3. Possess an Advanced Certificate in Aboriginal Health Work obtained through an accredited education provider.
4. Demonstrated experience and competent level of expertise as a clinical practitioner.
5. Possess well developed interpersonal and communication skills, and the ability to work as a member of the health care team.
6. Demonstrated ability to read, write and verbalise reports and interpret medical instructions.
7. Demonstrated working knowledge of Aboriginal culture and possess the ability to communicate effectively with Aboriginal people.
8. Proven ability to prioritise workload and work with minimum supervision.
9. Demonstrated mediation skills when dealing with Aboriginal patients and relevant members of the health care team to facilitate focused outcomes.

DESIRABLE

1. Completed certificate in Medications 2
2. Knowledge of Disability Services – Awareness of Access to the Health Services that effect/impact the clients of this position.

Section 6 – APPOINTMENT FACTORS

Location	Kalgoorlie	Accommodation	As per WA Country Health Service policy
Allowances/ Appointment Conditions	Appointment is subject to: <ul style="list-style-type: none"> • Aboriginality in accordance with Equal Employment Act 50(d) and male in accordance with Clause 27. • Completion of a 100 point identification check • Successful Criminal Record Screening clearance and a Working With Children (WWC) Check • Successful Pre- Placement Health Screening clearance • Current C Class drivers licence 		
Specialised equipment operated			

Section 7 – CERTIFICATION

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Signature and Date: ____/____/____
Regional Nurse Director

Signature and Date: ____/____/____
**Regional Director
WACHS Goldfields**

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Name	Signature	Date Appointed	Date Signed

