

POSITION DESCRIPTION

SCHN - Aboriginal Health Worker (AHW)



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| Organisation | NSW Health |
| Local Health District / Agency | The Sydney Children's Hospitals Network |
| Position Classification | Aboriginal Hlth Worker |
| State Award | Aboriginal Health Workers' (State) Award |
| Category | Administration & Health Records Administration Senior Administration |
| Website | www.schn.health.nsw.gov.au |

PRIMARY PURPOSE

The Aboriginal Health Worker (AHW) will work collaboratively with patients, carers and multi-disciplinary health care teams to provide flexible, holistic and culturally sensitive health services to the Aboriginal community who attend the Sydney Children's Hospitals Network.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

ESSENTIAL CRITERIA

Vaccination Category (A or B): A

WWCC (Yes/No): Y

Qualifications/ Licenses/ Registrations (award requirement): NA

Non-Supervisor

You must take all reasonable care for yourself and others and comply with any reasonable instruction, policies and procedures relating to work health safety and wellbeing

KEY ACCOUNTABILITIES

1. Work with treating and multi-disciplinary teams to provide support and education to Aboriginal patients and their families who attend SCHN
2. Participate in family meetings and/or case conferences with treating teams involved in cases
3. Assist teams in identifying and meeting health needs and goals of care for Aboriginal patients and their families; including making referrals to appropriate Aboriginal community services.
4. Liaison with primary health care providers and psychosocial support services, to best meet the needs of Aboriginal children and young people
5. Liaison between local, state-wide and Australia-wide Aboriginal communities to understand the implications for healthcare delivery
6. Advocate for and support culturally respectful and inclusive communication with patients, families and clinical teams
7. Provide education to clinical staff on Aboriginal health and health care issues

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Work within a plan of care under the supervision and direction of a registered/ regulated health professional

8. Participate in the development of information resources relevant to Aboriginal families

9. Ensure appropriate documentation is entered into the child's electronic medical record to facilitate improved clinical communication across the various hospital teams involved in child/ family care.

10. Actively utilize Aboriginal dashboard and other operational systems for early identification and ensure timely access to cultural support for Aboriginal patients and families.

11. Actively contribute to addressing the SCHN Aboriginal Health Strategic Plan: and Action Plan

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KEY CHALLENGES

- Working in a liaison role in close collaboration with diverse health clinicians, a number of key stakeholders and Aboriginal people will require excellent communication skills and professionalism
- The position holder will be expected to be flexible and may be required to assume a variety of tasks that require prioritisation and a coordinated approach to meet the needs of Aboriginal children, young people and their families
- The role involves engaging with children, young people and their families in challenging situations who may be experiencing significant stress and distress, with exposure to challenging situations such as child protection and the death of a child

KEY RELATIONSHIPS

| Who | Why |
|---|--|
| Social Work Head of Department | Provide clinical supervision, support and debriefing to AHW |
| Deputy Director, Aboriginal Health | Reporting line manager |
| Aboriginal Medical Services, GP's and Aboriginal Health Community Controlled Organisations (AHCCO's) across NSW and Australia | This role involves consultation, collaboration and integration of tertiary and primary health services |
| Aboriginal Community Members | To provide seamless support between the tertiary hospital and local, NSW and interstate community supports |

SELECTION CRITERIA

1. This is an Aboriginal identified position and the application must be of Aboriginal and/ or Torres Strait Islander descent (pursuant to Section 14 9d) of the Anti-discrimination Act 1977)
2. Holds or willing to obtain a Certificate III in Aboriginal Primary health Care or relevant health qualification
3. Demonstrated experience in engaging with Aboriginal people, families and communities in a culturally safe way
4. Demonstrated high level of communication, liaison and advocacy skills
5. Ability to develop and deliver culturally appropriate education, initiatives and resources in response to community needs
6. Ability to work collaboratively and professionally with a variety of stakeholders
7. Holds a current driver's licence or willing to obtain one

OTHER REQUIREMENTS

Understand and practice person centred care.

Work in partnership with consumers on improving and evaluating the delivery of services.

Actively participate in quality improvement activities.

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Ensure timely and accurate reporting of near or actual, incidents or patient safety concerns.

Be familiar with SCHN Child Protection Policy and Procedures and notify any allegations of suspected child abuse and neglect in line with policies.

Adhere to all current SCHN and NSW Health policies and procedures, including the NSW Health Code of Conduct.

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Job Demands for: SCHN - Aboriginal Health Worker (AHW)

| Physical Demands | |
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| <p>Respirator use - Wearing of a respirator, to ensure protection against exposure to respiratory pathogens/ hazardous materials</p> <p>Infrequent</p> | <p>Sitting - remaining in a seated position to perform tasks</p> <p>Frequent</p> |
| <p>Standing - remaining standing without moving about to perform tasks</p> <p>Frequent</p> | <p>Walking - floor type: even/uneven/slippery, indoors/outdoors, slopes</p> <p>Frequent</p> |
| <p>Running - floor type: even/uneven/slippery, indoors/outdoors, slopes</p> <p>Occasional</p> | <p>Bend/Lean Forward from Waist - forward bending from the waist to perform tasks</p> <p>Occasional</p> |
| <p>Trunk Twisting - turning from the waist while sitting or standing to perform tasks</p> <p>Occasional</p> | <p>Kneeling - remaining in a kneeling posture to perform tasks</p> <p>Frequent</p> |
| <p>Squatting/Crouching - adopting a squatting or crouching posture to perform tasks</p> <p>Frequent</p> | <p>Leg/Foot Movement - use of leg and/or foot to operate machinery</p> <p>Frequent</p> |

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| <p>Climbing (stairs/ladders) - ascend/descend stairs, ladders, steps</p> <p>Not Applicable</p> | <p>Lifting/Carrying - light lifting and carrying (0 to 9 kg)</p> <p>Occasional</p> |
| <p>Lifting/Carrying - moderate lifting and carrying (10 to 15 kg)</p> <p>Occasional</p> | <p>Lifting/Carrying - heavy lifting and carrying (16kg and above)</p> <p>Occasional</p> |
| <p>Reaching - arms fully extended forward or raised above shoulder</p> <p>Occasional</p> | <p>Pushing/Pulling/Restraining - using force to hold/restrain or move objects toward or away from the body</p> <p>Occasional</p> |
| <p>Head/Neck Postures - holding head in a position other than neutral (facing forward)</p> <p>Frequent</p> | <p>Hand and Arm Movements - repetitive movements of hands and arms</p> <p>Occasional</p> |
| <p>Grasping/Fine Manipulation - gripping, holding, clasping with fingers or hands</p> <p>Occasional</p> | <p>Work at Heights - using ladders, footstools, scaffolding, or other objects to perform work</p> <p>Not Applicable</p> |
| <p>Driving - Operating any motor powered vehicle</p> <p>Occasional</p> | |

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Sensory Demands

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| <p>Sight - use of sight is an integral part of work performance (e.g. viewing of X-Rays, computer screens)</p> <p>Constant</p> | <p>Hearing - use of hearing is an integral part of work performance (e.g. Telephone enquiries)</p> <p>Constant</p> |
| <p>Smell - use of smell is an integral part of work performance (e.g. working with chemicals)</p> <p>Frequent</p> | <p>Taste - use of taste is an integral part of work performance (e.g. food preparation)</p> <p>Frequent</p> |
| <p>Touch - use of touch is an integral part of work performance</p> <p>Constant</p> | |

Psychosocial Demands

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| <p>Distressed People - e.g. emergency or grief situations</p> <p>Constant</p> | <p>Aggressive and Uncooperative People - e.g. drug/alcohol, dementia, mental illness</p> <p>Occasional</p> |
| <p>Unpredictable People - e.g. dementia, mental illness, head injuries</p> <p>Occasional</p> | <p>Restraining - involvement in physical containment of patients/clients</p> <p>Not Applicable</p> |
| <p>Exposure to Distressing Situations - e.g.</p> | |

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| child abuse, viewing dead/mutilated bodies | |
| Constant | |

| Environmental Demands | |
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| <p>Dust - exposure to atmospheric dust</p> <p>Occasional</p> | <p>Gases - working with explosive or flammable gases requiring precautionary measures</p> <p>Not Applicable</p> |
| <p>Fumes - exposure to noxious or toxic fumes</p> <p>Not Applicable</p> | <p>Liquids - working with corrosive, toxic or poisonous liquids or chemicals requiring PPE</p> <p>Occasional</p> |
| <p>Hazardous Substances - e.g. dry chemicals, glues</p> <p>Not Applicable</p> | <p>Noise - environmental/background noise necessitates people raise their voice to be heard</p> <p>Constant</p> |
| <p>Inadequate Lighting - risk of trips, falls or eyestrain</p> <p>Infrequent</p> | <p>Sunlight - risk of sunburn exists from spending more than 10 minutes per day in sunlight</p> <p>Infrequent</p> |
| <p>Extreme Temperatures - environmental temperatures are less than 15°C or more than 35°C</p> <p>Not Applicable</p> | <p>Confined Spaces - areas where only one egress (escape route) exists</p> <p>Not Applicable</p> |
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| <p>Slippery or Uneven Surfaces - greasy or wet floor surfaces, ramps, uneven ground</p> <p>Infrequent</p> | <p>Inadequate Housekeeping - obstructions to walkways and work areas cause trips and falls</p> <p>Not Applicable</p> |
| <p>Working At Heights - ladders/stepladders/scaffolding are required to perform tasks</p> <p>Not Applicable</p> | <p>Biological Hazards - exposure to body fluids, bacteria, infectious diseases</p> <p>Not Applicable</p> |