

POSITION DESCRIPTION

SCHN - Aboriginal Health Project Lead (Outcomes & Equity)

 C ollaboration O penness R espect E mpowerment	
Organisation	NSW Health
Local Health District / Agency	The Sydney Children's Hospitals Network
Position Classification	Health Mgr Lvl 2
State Award	Health Managers (State) Award
Category	Aboriginal Health Aboriginal Health Management
Website	www.schn.health.nsw.gov.au

PRIMARY PURPOSE

The Aboriginal Health Project Lead – Outcomes and Equity is an active contributor in the implementation of the Sydney Children's Hospitals Network (SCHN) Aboriginal Health Strategic Plan. The key responsibility will be to monitor indicators of health in Aboriginal children, young people and families, lead specific Aboriginal Health projects and to undertake focused research to understand what we are doing well, what needs to be altered and where we can improve. The role will guide delivery of high quality, equitable, accessible, acceptable and cost-effective services to Aboriginal children, young people and families within SCHN. The role will report to the Aboriginal Health Senior Project Manager and work in collaboration with the Director and Deputy Director of Aboriginal Health, and other Service Directors and Department Heads to enhance service delivery, address health inequities and improve access to appropriate health services and programs at SCHN.

The role will foster networks within SCHN, Local Health Districts (LHDs), Primary Health Networks (PHNs) and Aboriginal communities and Community-controlled Organisations to address equity and enhance the quality and safety of services and programs delivered to Aboriginal people.

Priorities addressed will be consistent with and complementary to the strategic directions of relevant policies within the NSW Ministry of Health (MoH) including meeting the targets set out in the NSW Aboriginal Health Dashboard.

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

WWCC: Yes

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Work Health and Safety:

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

- Undertake the required activities to implement the SCHN Aboriginal Health Strategic Plan (AHSP), and contribute to updating the AHSP as required and ensure steady progress towards equity
- Monitor indicators of health in Aboriginal children, young people and families and design and undertake focused research to address inequities and issues identified by the data on an ongoing basis
- Lead specific projects across SCHN in relation to Aboriginal Health, or support other departments and teams in their local implementation of Aboriginal Health Projects
- Establish mechanisms for maintaining effective relationships with Aboriginal communities to create opportunities for co-design of research, services and programs to ensure health priorities are clearly defined and met
- Organise health promotion activities in partnership with services and the community that enhance access, health literacy and community development
- Coordinate the implementation of the Health, Equity and Partnerships chapter of the AHSP and evaluate its impact on Aboriginal populations
- Work with the external agencies, the SCHN Aboriginal Health Workers, other Aboriginal staff and relevant Department Heads and Service Directors to ensure the AHSP is integrated into operational planning such that the health needs of Aboriginal children, young people and families are met
- Monitor and evaluate Aboriginal health initiatives throughout SCHN and report to the Aboriginal Health Senior Project Manager and Director of Aboriginal Health on performance against the AHSP, as well as State and Network policies and directives pertaining to Aboriginal health
- Liaise effectively with LHDs, PHNs and non-government organisations (NGOs) to achieve greater coordination and integration of hospital and community based services
- Actively analyse and report on clinical data to inform service gaps; including monitoring the Aboriginal Health Dashboard
- Assist in reporting on clinical Key Performance Indicators; including drafting response for Ministry reporting
- Provide secretariat support as required for the Senior Project Manager, and/or Director and Deputy Director of Aboriginal Health
- Support key projects that are in line with Health Outcomes and Equity for Aboriginal Health

KEY CHALLENGES

- Participating in consultations with internal and external stakeholders where there are competing priorities and with varying levels of engagement
- Balancing limited resources to meet high volume workloads and competing consumer needs and expectations while still achieving positive outcomes
- Time management and prioritisation of a diverse range of issues and work demands from a number of sources

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KEY RELATIONSHIPS

Who	Why
Aboriginal Health Senior Project Manager.	Line management. The Aboriginal Health Senior Project Manager will provide operational and strategic leadership, mentoring to this role and provide guidance in key projects.
Director of Aboriginal Health	The Director of Aboriginal Health will provide overall vision and direction for Aboriginal Health, including strategies in improving health outcomes.
Department Heads, Service Directors and SCHN Executive	Collaborative work in design and implementation of research, new programs and services. Respond to the Executive in regard to Ministry requests
NSW Ministry of Health and pillars such as Agency for Clinical Innovation	Attend relevant programs to ensure SCHN is participating in state-wide Aboriginal Health policy and program development
Local Health District Aboriginal Health Managers	Maintain strong networks and work in collaboration to ensure programs enable seamless care for SCHN patients and families across the state

SELECTION CRITERIA

1. This is an identified Aboriginal position. Therefore, applicants must be of Aboriginal and/or Torres Strait Islander descent and identify and be accepted as such in their local communities. SCHN considers that being Aboriginal is a genuine occupational qualification under Section 14d of the Anti-Discrimination Act 1977 Relevant tertiary qualifications in a health-related discipline (preferably with public health training and a Masters of Public Health) and/or relevant experience and/or a combination of study and work experience.
2. Demonstrated knowledge of health, social and cultural issues affecting Aboriginal people, families and communities and demonstrated understanding of the social determinants of health and the impact of health systems on equity and outcomes
3. Highly developed interpersonal and communication skills and demonstrated high level written and presentation skills including experience in policy development and research
4. Demonstrated high level negotiation and facilitation skills, community engagement skills, commitment to organisational change, and ability to develop and maintain effective working relationships with senior management and other key stakeholders
5. Proven ability to deliver improvement and innovation in the delivery of healthcare to Aboriginal populations using project management and problem-solving skills
6. Demonstrated ability to understand and use data to drive better patient outcomes for Aboriginal populations
7. Sound knowledge of the NSW Health System, strategic directions and organisational culture of Local Health Districts and hospitals.

OTHER REQUIREMENTS

Understand and practice person centred care.

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

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Actively participate in quality improvement activities.

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 Project Lead (Outcomes & Equity)

Physical Demands	
<p>Respirator use - Wearing of a respirator, to ensure protection against exposure to respiratory pathogens/ hazardous materials</p> <p>Occasional</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/slippy, indoors/outdoors, slopes</p> <p>Frequent</p>
<p>Running - floor type: even/uneven/slippy, 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>Occasional</p>
<p>Squatting/Crouching - adopting a squatting or crouching posture to perform tasks</p> <p>Occasional</p>	<p>Leg/Foot Movement - use of leg and/or foot to operate machinery</p> <p>Occasional</p>

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<p>Climbing (stairs/ladders) - ascend/descend stairs, ladders, steps</p> <p>Occasional</p>	<p>Lifting/Carrying - light lifting and carrying (0 to 9 kg)</p> <p>Frequent</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>Not Applicable</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>Frequent</p>
<p>Grasping/Fine Manipulation - gripping, holding, clasping with fingers or hands</p> <p>Frequent</p>	<p>Work at Heights - using ladders, footstools, scaffolding, or other objects to perform work</p> <p>Infrequent</p>
<p>Driving - Operating any motor powered vehicle</p> <p>Occasional</p>	

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Sensory Demands

<p>Sight - use of sight is an integral part of work performance (e.g. viewing of X-Rays, computer screens)</p> <p>Frequent</p>	<p>Hearing - use of hearing is an integral part of work performance (e.g. Telephone enquiries)</p> <p>Frequent</p>
<p>Smell - use of smell is an integral part of work performance (e.g. working with chemicals)</p> <p>Occasional</p>	<p>Taste - use of taste is an integral part of work performance (e.g. food preparation)</p> <p>Not Applicable</p>
<p>Touch - use of touch is an integral part of work performance</p> <p>Frequent</p>	

Psychosocial Demands

<p>Distressed People - e.g. emergency or grief situations</p> <p>Occasional</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>Occasional</p>

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<p>Exposure to Distressing Situations - e.g. child abuse, viewing dead/mutilated bodies</p> <p>Occasional</p>	
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<p align="center">Environmental Demands</p>	
<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>Not Applicable</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>Occasional</p>
<p>Inadequate Lighting - risk of trips, falls or eyestrain</p> <p>Occasional</p>	<p>Sunlight - risk of sunburn exists from spending more than 10 minutes per day in sunlight</p> <p>Not Applicable</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>Occasional</p>

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<p>Slippery or Uneven Surfaces - greasy or wet floor surfaces, ramps, uneven ground</p> <p>Occasional</p>	<p>Inadequate Housekeeping - obstructions to walkways and work areas cause trips and falls</p> <p>Occasional</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>Occasional</p>