



The GEO Group Australia Pty Ltd.

## POSITION DESCRIPTION

<b>Position Title</b>	<b>ABORIGINAL HEALTH WORKER (OR PRACTITIONER)</b>
<b>Reference Number</b>	PD153
<b>Department</b>	HEALTH SERVICES
<b>Position Reports To</b>	HEALTH SERVICES MANAGER
<b>Positions Reporting To This Role</b>	NIL
<b>Work Location And Travel</b>	This position is located at <b>Junee Correctional Centre</b> on Park Lane, Junee, NSW 2663.
<b>Operating Environment</b>	<p><b>Junee Correctional Centre</b> is located in Junee, New South Wales, 40 kilometres north-east of Wagga Wagga.</p> <p>Junee has been continually managed by GEO on behalf of Corrective Services NSW since opening in 1993. It is New South Wales' largest regional correctional centre.</p> <p>Junee's primary role is to safely and securely house up to 1030 adult prisoners (or up to the capacity of available beds) and progress their sentence plans by delivering a comprehensive range of education, vocational training, reintegration and offending behaviour programs. Together, these lower a prisoner's risk of reoffending and increase the likelihood of successful community reintegration.</p> <p>The team at Junee achieves exceptionally high levels of prisoner engagement with its responsive interventions. This includes developing strategies that encourage and enable previously-marginalised prisoner groups such as Indigenous Australians and the chronically ill to participate.</p>
<b>Position Summary</b>	The Aboriginal Health Worker (or Practitioner) provides culturally competent and safe primary health care to Aboriginal and Torres Strait Islander patients within a correctional environment. Primary health care services provided by the Aboriginal Health Worker (or Practitioner) includes assessment, planning, treatment, and evaluation of care within their key capabilities. The position functions within a multidisciplinary team and is required to refer, communicate, and collaborate with other

health professionals to advocate for the cultural and health needs of their patients.

The role will also assist the Health Services Manager to make all aspects of the health services culturally safe for Aboriginal and Torres Strait Islander patients and their families or carers.

## Key Accountabilities

Key duties and responsibilities of the position include:

- Work within the individual's training and key capabilities, including legislative requirements, registration standards, and relevant codes of conduct and guidelines.
- Provide all health care in a culturally competent, safe, and respectful manner which:
  - Acknowledges colonisation and systemic racism, social, cultural, behavioural, and economic factors which impact individual and community health;
  - Acknowledges and addresses individual racism, own biases, assumptions, stereotypes, and prejudices to provide care that is holistic, free of bias, and racism;
  - Recognises the importance of self-determination, decision-making, partnership, and collaboration in healthcare which is driven by the individual, family and community;
  - Fosters a safe working environment through leadership to support the rights and dignity of Aboriginal and Torres Strait Islander people and colleagues.
- Use a trauma-informed, patient-centred, and evidence-based approach when assessing, planning, providing, and evaluating health care.
- Support and promote both western medicine and alternative pathways for treatment, such as traditional healing / medicine.
- Conduct primary health care clinics for Aboriginal and Torres Strait Islander patients involving:
  - Assessing the patient's capacity to receive care including cultural considerations, language and literacy levels or conditions that may affect the patient's capacity to consent to treatment;
  - Identifying patients who are at risk, including, but not limited to, those at risk of harm to themselves or others;
  - Planning and undertaking a comprehensive, efficient, effective health assessment and documenting it in the Health Record;
  - Developing and documenting a culturally safe plan of care;
  - Participating in the development of chronic health care plans for Aboriginal and Torres Strait Islander patients with or at risk of chronic diseases;
  - Making referrals to other health professionals, in accordance with established protocols, when any assessment and treatment required is outside of the Workers (or Practitioners) key capabilities;
  - Explaining to the patient the purpose of any assessment or treatment, relevant risks, benefits, and options for treatment to gain informed consent;
  - Safely and effectively treating patient using documented treatment procedures and protocols within the Workers (or Practitioners) key capabilities;
  - Evaluating the effectiveness of planned care and treatment provided.

- Assist and support Aboriginal and Torres Strait Islander patients to make informed health-care decisions by sharing information and explanations about their health options and likely outcomes.
- Convey relevant information in an appropriate and timely way to other health practitioners involved in the immediate management of a patient when urgent and unexpected findings are identified to ensure appropriate escalation of care.
- Liaise with members of the patient's family, or carers, as required, with the patient's consent.
- Recognise and respond to a patient's deteriorating condition consistent with the Australian Commission on Safety and Quality in Healthcare's National consensus statement on recognising and responding to acute physiological deterioration.
- Understand and comply with corporate, corrective services, and legislative requirements related to health information and data privacy.
- Safely and effectively administer medicine to patients in accordance with legislation, relevant health services policy, and procedures if Registered as an Aboriginal and Torres Strait Islander Health Practitioner, Registered Nurse or Enrolled Nurse with the Australian Health Practitioner Regulation Agency.
- Participate in the development and implementation of health promotion activities and materials for Aboriginal and Torres Strait Islander patients in collaboration with the Health Promotions Officer.
- Establish excellent working relationships with Aboriginal Community Controlled Health Organisations and other relevant services.
- Assist in discharge planning for Aboriginal and Torres Strait Islander patients including referral to their local Aboriginal Community Controlled Health Organisation.
- Provide advice and support to the Health Services Manager and other members of the health team to ensure that all aspects of the health services are culturally competent and safe for Aboriginal and Torres Strait Islander patients.
- Participate in peer support programs, standard setting, and mentorship; and providing developmental support to other Aboriginal Health Workers or Practitioners.
- Successfully complete all mandatory training and competencies within the required timeframes.
- Undertake other duties as directed by the Health Services Manager.
- Cooperate with the employer's efforts to comply with the requirements of the WHS Act 2011. Accept responsibility for the health, safety and welfare of subordinates, inmates, contractors and visitors under the employee's supervision. Comply with the employer's policy and procedures enabling compliance with the WHS Act 2011.
- Cooperate with the GEO Group Australia's efforts to establish, maintain and continuously improve the GEO Environmental Management System in accordance with the requirements ISO 14001, the GEO Quality Management System in accordance with the requirements of ISO 9001 and the integration of these systems. These GEO systems are based on best practice standards and where appropriate are also fully accredited.
- Ensure compliance with all Company Policies and Procedures and the Governance, Risk and Compliance Manual.

---

## Key Selection Criteria:

### Essential:

- Identify as an Aboriginal or Torres Strait Islander
- Relevant health qualification, either:
  - Certificate III Aboriginal and Torres Strait Islander Primary Health Care (or equivalent)
  - Certificate IV Aboriginal and Torres Strait Islander Primary Health Care (or equivalent)
  - Current registration with the Australian Health Practitioner Regulation Agency as an Aboriginal and Torres Strait Islander Health Practitioner (may use the reserved title – Aboriginal Health Practitioner or Aboriginal and Torres Strait Islander Health Practitioner)
  - Registered or Enrolled Nurse with the Australian Health Practitioner Regulation Agency
- Demonstrated ability to provide culturally competent and safe health care to Aboriginal and Torres Strait Islander people
- Demonstrated ability to performing primary health assessments, planning, treatment, and evaluation
- Effective verbal and written communication skills
- Ability to effectively work within a multidisciplinary team environment

---

### Other Requirements of the Role

- Ability to work within a correctional setting, which will involve direct contact with prisoners.
  - Valid and current full Australian driver's licence.
  - Satisfactory completion of a National Criminal History Check.
  - Ability to obtain and maintain a security clearance.
  - Work outside of ordinary business hours may be required on occasion.
-

**Employee Acceptance/Manager Approval**

I acknowledge that the statements included in this position description are intended to reflect duties and responsibilities that I may be required to undertake and are not to be interpreted as being all inclusive.

I have read, understood and accepted the above position description and associated attachments.

EMPLOYEE'S NAME	SIGNATURE	DATE

**Manager Approval (of Position Description)**

NAME	SIGNATURE	DATE
R. Heycock		06.05.2022

Master copy lodged with HO (SLT only) ☐

Master copy lodged with department monitor ☐