

POSITION DESCRIPTION

Position Title	Aboriginal Health Worker / Aboriginal Health Practitioner
Reference Number	GH: 45
Department	Clinical Services
Position Reports To	Manager, Aboriginal Health for cultural support and supervision and Area Managers, Clinical Services operationally
Positions Reporting To This Role	Nil
Work Location and Travel	<p>The positions are located throughout the state and will be based at one of the GEO Healthcare locations in metropolitan Melbourne or regional Victoria.</p> <p>The position may be expected to travel to other GEO Healthcare locations within Victoria.</p>
Operating Environment	<p>GEO Healthcare operates in all Victorian Men's Public Prisons providing primary healthcare services to the prisoner population.</p> <p>GEO Healthcare employs a multidisciplinary team of highly skilled healthcare professionals to ensure people in prison can access and receive the equivalent standard and range of healthcare services available in the broader community.</p> <p>GEO Healthcare works in close partnership with public, private and not-for-profit providers to deliver the best possible healthcare outcomes for people in prison, with plans for ongoing post-release care and support in the community.</p> <p>GEO Healthcare is a business arm of the The GEO Group Australia Pty Ltd, Australia's leading provider of Correctional Services.</p>

Position Summary	<p>The Aboriginal Health Worker (AHW) / Aboriginal Health Practitioner (AHP)) provides culturally competent and safe primary health care to Aboriginal and Torres Strait Islander (Aboriginal) patients within a correctional environment.</p> <p>Primary health care services provided by the AHW/AHP include 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 Aboriginal patients.</p> <p>The role will also assist Health Services Managers (HSMs) and other members of the health team at GEO Healthcare locations to make all aspects of health service planning and delivery culturally safe for Aboriginal patients and their families or carers.</p> <p>The role requires the incumbent to perform all duties in accordance with the GEO Healthcare Values.</p>
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- Participate and contribute as a valuable member of the Regional Aboriginal Health Team.
- 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 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 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;
 - Undertaking welfare checks on Aboriginal patients who have an At Risk assessment for self-harm or suicide, regardless of the outcome of the assessment;
 - Planning and undertaking a comprehensive, efficient, effective health assessment and documenting it in the Health Record;
 - Undertaking Aboriginal Health Checks on Aboriginal patients who are new to custody within the specified timeframe;
 - Developing and documenting a culturally safe plan of care;
 - Leading the development of the Integrated Care Plan (Aboriginal People), in collaboration with members of the health team for Aboriginal 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 AHW/AHP 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 the patient using documented treatment procedures and protocols within the AHW/AHP key capabilities;
 - Evaluating the effectiveness of planned care and treatment provided.
- Assist and support Aboriginal patients to make informed health-care decisions by sharing information and explanations about their health options and likely outcomes.

- Provide support and reassurance to Aboriginal patients when attending appointments with other members of the health team, including attending the appointment with the patient.
- 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, Corrections Victoria, and legislative requirements related to health information and data privacy.
- (Aboriginal Health Practitioner only.) 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 patients in collaboration with other members of the health team.
- Attend supervision, support meetings with the Manager, Aboriginal Health, and participate in the quarterly Aboriginal Health Network meetings with the Manager, Aboriginal Health, and other AHWs/AHPs.
- Establish and maintain excellent working relationships with Aboriginal Community Controlled Health Organisations (ACCHOs) and other relevant services.
- Assist in discharge/release planning for Aboriginal patients including referral to their local ACCHO and/or GP.
- Provide advice and support to the HSM and other members of the health team to ensure that all aspects of the health services are culturally competent and safe for Aboriginal patients.
- Participate in peer support programs, standard setting, and mentorship; and providing developmental support to other AHWs/AHPs
- Successfully complete all mandatory training and competencies within the required timeframes.
- Undertake other duties as directed by the Manager, Aboriginal Health, Area Managers, Clinical Services or Health Services Managers.
- Support GEO Healthcare's quality, safety, environmental, risk, asset and security management systems.
- Comply with Company policies, procedures, the Governance, Risk and Compliance Manual and the Code of Conduct.
- Contribute to the provision of healthcare with a focus on safety and quality to meet or exceed the National Safety and Quality Health Services Standards.

Key Selection Criteria

Essential:

- Identify as an Aboriginal or Torres Strait Islander.
- Relevant and appropriate 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).
- Demonstrated ability to provide culturally competent and safe health care to Aboriginal people.
- Demonstrated ability to perform 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

- Valid and current full Australian driver's licence.
- Ability to work within a correctional setting, which will involve direct contact with people in prison associated with the delivery of healthcare.
- Satisfactory completion of a National Criminal History Check.
- Ability to obtain and maintain a security clearance.
- Working outside of ordinary business hours may be required.

Employee Acceptance / Manager Approval

I acknowledge that the statements included in this position description are intended to reflect duties and responsibilities that I will 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

Director/Manager Approval (of Position Description) Delete Director/Manager as appropriate

Manager's Name	Signature	Date

Master copy lodged with HO (SMT only) ☐

Master copy lodged with department monitor ☐