

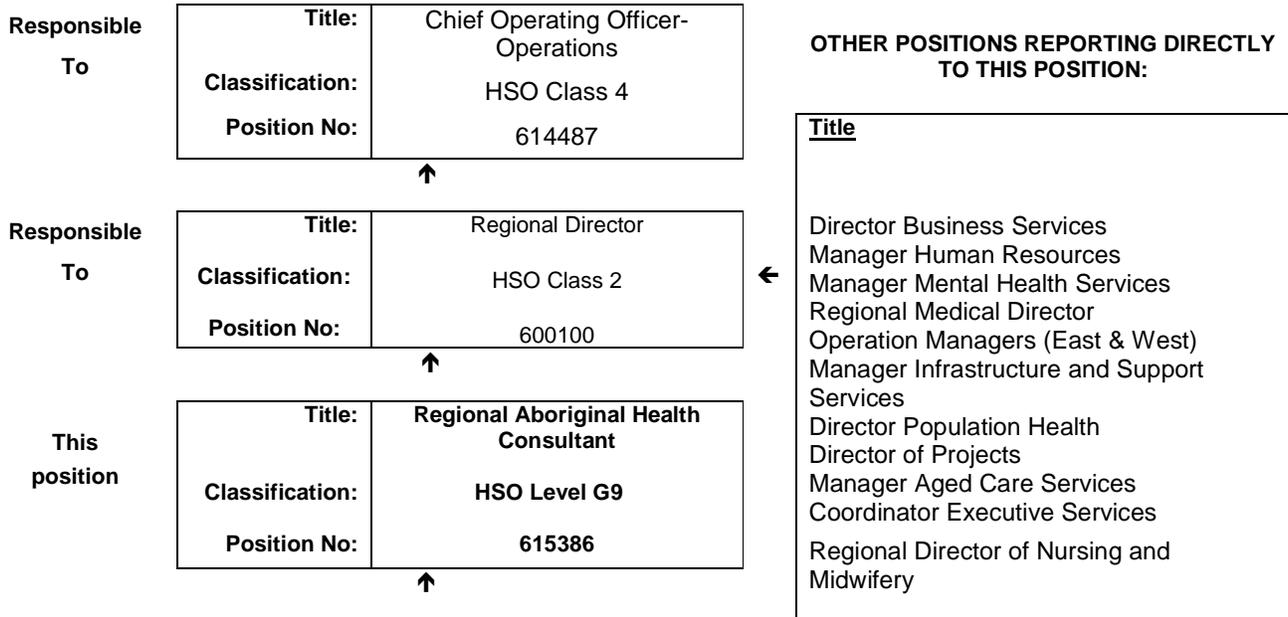


## JOB DESCRIPTION FORM

### Section 1 – POSITION IDENTIFICATION

WA Country Health Service		<b>Position No:</b>	615386
<b>Division:</b>	Pilbara	<b>Title:</b>	<b>Regional Aboriginal Health Consultant</b>
<b>Branch:</b>	Regional Executive	<b>Classification:</b>	HSO Level G9
<b>Section:</b>	Regional Office	<b>Award/Agreement</b>	Health Salaried Officers Agreement

### Section 2 – POSITION RELATIONSHIPS



<b>Positions under direct supervision:</b>	<b>← Other positions under control:</b>				
<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Position No.</td> <td style="width: 50%;">Title</td> </tr> </table>	Position No.	Title	<table border="1" style="width: 100%;"> <tr> <td style="width: 60%;">Category</td> <td style="width: 40%;">Number</td> </tr> </table>	Category	Number
Position No.	Title				
Category	Number				

### Section 3 – KEY RESPONSIBILITIES

Responsible for leading and coordinating the development, implementation and evaluation of Aboriginal Health projects, programs and services to close the gap in Indigenous Health disadvantage in accordance with WA Health and WA Country Health Service policies and strategic directions.

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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 over half a million people, including over 50,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle almost as many births as the State's major maternity hospital – and 40% of the State's emergency presentations. The range of health services provided include acute inpatient and emergency care, population and public health, mental health, Aboriginal health, aged care and includes increasing number of services provided by telehealth video-conferencing.

Our dedicated and committed staff work hard to fulfil our vision of Healthier country communities through partnerships and innovation, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

**OUR MISSION**

To deliver and advance high quality care for country WA communities

**OUR VISION**

To be a global leader in rural and remote healthcare

**OUR STRATEGIC PRIORITIES**

***Caring for our patients*** - Providing safe, patient-centred care, ensuring the needs of our patients are at the core of everything we do

***Addressing disadvantage and inequity*** - Delivering focussed and accessible services for those who need it most

***Building healthy, thriving communities*** - Supporting country people to be as healthy as they can be and continuing to play our part in the economic and social viability of country communities

***Delivering value and sustainability*** - Ensuring that the services we provide are sustainable and we are transparent about our performance

***Enabling our staff*** - Supporting our staff to deliver great care, empowering them to learn, grow, innovate and lead

***Leading innovation and technology*** - Embracing innovation and technology to create a safer, more connected and equitable health system

***Collaborating with our partners*** - Partnering to deliver more integrated services that improve patient outcomes and experience, giving consumers more choice and control

**OUR VALUES**

***Community*** – We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

***Compassion*** – We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

***Quality*** – We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

***Integrity*** – We bring honesty, collaboration and professionalism to everything that we do.

***Equity*** – We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

***Curiosity*** – We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

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#### Section 4 – STATEMENT OF DUTIES

Duty No.	Details	Freq.	%
<b>1.0</b>	<b>PARTNERSHIPS AND CAPACITY BUILDING</b>		
1.1	Lead and facilitate strategic partnerships and capacity building for Aboriginal health and employment initiatives		
1.2	On behalf of WACHS region, participate in Aboriginal Health Planning forums and other meetings.		
1.3	Establish and maintain relationships and partnerships with stakeholders at all levels both internal and external to WACHS including Commonwealth and State Government Agencies, and community organisations.		
1.4	In conjunction with WACHS regional health service employees, communities and other relevant stakeholders, contributes to the development and facilitation of community models of care.		
<b>2.0</b>	<b>CULTURAL MAINTENANCE</b>		
2.1	Promote and lead the delivery of and participate in the evaluation of cultural security and awareness initiatives within WACHS.		
2.2	Provide advice and assistance to support WACHS regional staff in cultural security and awareness initiatives. Assist other regions in cultural maintenance initiatives in accordance with WACHS and Department of Health directions.		
2.3	Develop and maintain networks and partnerships with local and state stakeholders in achieving WA Country Health Service (WACHS) and WA Department of Health (DOH) outcomes for Aboriginal cultural security and awareness.		
<b>3.0</b>	<b>ABORIGINAL WORKFORCE DEVELOPMENT</b>		
3.1	Work collaboratively with WA Health, external stakeholders and employment service providers to develop, implement and evaluate a WACHS Aboriginal Workforce Strategy.		
3.2	Work with education and training stakeholders to develop and progress initiatives for job-readiness, health specific training and placement initiatives including traineeships and work experience.		
3.3	Develop and implement specific purpose Aboriginal employment guidelines and recruitment and retention strategies (including career pathways).		
3.4	Develop and review peer support initiatives which provide mentoring and coaching strategies to assist individuals and targeted groups.		
3.5	Establish, monitor, report and review Aboriginal workforce performance indicators and targets in line with WACHS requirements.		
<b>4.0</b>	<b>COMMUNITY ENGAGEMENT/FEEDBACK</b>		
4.1	Develop and support processes and structures for Aboriginal and Health Consumer Council consumer feedback within all WACHS regional health services aimed at improving services to Aboriginal people.		
4.2	Work with Clinical Practice Improvement program and associated initiatives and processes to ensure quality and safety of service provision.		
4.3	Work with Clinical Risk Coordinator, Office of the Regional Director and associated initiatives and processes to ensure handling of complaints is undertaken in a culturally safe and effective manner.		
<b>5.0</b>	<b>STRATEGIC/LEADERSHIP</b>		
5.1	Participate as a member of the Regional Executive team and other relevant forums as appropriate.		
5.2	Leads the coordination and implementation of Aboriginal health program and service initiatives including “Strengthening Aboriginal Health”		
<b>6.0</b>	<b>OTHER</b>		
6.1	Other duties as required by the Regional Director and WACHS Area Director Aboriginal Health.		
<p>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 &amp; 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.</p>			

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**Section 5 – SELECTION CRITERIA**

**ESSENTIAL**

1. Under Section 50 (d) of the Equal Opportunity Act 1984, Aboriginality is essential.
2. Demonstrated understanding of and experience in Aboriginal health issues.
3. Experience in engaging and liaising with Aboriginal communities in a service delivery context.
4. Highly developed communication skills including negotiation, facilitation, presentation and report writing skills.
5. Ability to provide leadership to projects to ensure the achievement of successful outcomes.
6. Demonstrated well developed problem solving conceptual and analytical skills
7. Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, people management and service delivery.

**DESIRABLE**

1. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.
2. Post-secondary qualification(s) in a relevant field

**Section 6 – APPOINTMENT FACTORS**

<b>Location</b>	Port Hedland	<b>Accommodation</b>	As determined by WA County Health Service (WACHS) Policy
<b>Appointment Conditions/ Allowances</b>	Appointment is subject to: <ul style="list-style-type: none"> <li>• Provision of the minimum identity proofing requirements.</li> <li>• Successful Criminal Record Screening clearance</li> <li>• Successful Pre-Employment Health Assessment</li> <li>• Successful WA Health Integrity Check</li> <li>• Successful Working With Children Check</li> <li>• Evidence of a current C or C-A class driver's licence and ability to travel within the region as required including overnight stays</li> </ul> Allowances Where applicable - District Allowance, Annual Leave Travel Concession, one week additional Annual leave for above the 26th parallel, air conditioning subsidy		

**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: \_\_\_\_\_  
**Executive Services**

Signature and Date: \_\_\_\_/\_\_\_\_/\_\_\_\_  
**Chief Executive Officer**

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