



Job Description Form



WHEATBELT

Landscape Photos: Tourism Western Australia

Position Title

Position number: 615731

Regional Aboriginal Health Consultant

Regional Overview

The WACHS Wheatbelt region extends from the Turquoise Coast to Southern Cross to the Darling Scarp, to the regional towns of Wagin and Lake Grace. The Wheatbelt is a region of enormous opportunity, with a close proximity to metropolitan areas, rich diverse cultural heritage and growing development and innovation. Health services currently available to the Wheatbelt community include emergency care and retrieval, acute and sub-acute inpatient care, aged care, mental health and population and community health.

With four integrated district hospitals (Narrogin, Northam, Merredin and Moora), 18 small hospitals and 17 health centres/ nursing posts and clinics, you will find a strong sense of community, exciting lifestyle and career opportunities. WACHS Wheatbelt is a great place to live, work and explore!

About the WA Country Health Service

Our Strategic Priorities



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.

Our Vision

To be a global leader in rural and remote healthcare.

Our Mission

To deliver and advance high quality care for country WA communities.

Directorate Overview

The Office of the Regional Director provides leadership and support to the Wheatbelt region and delivers high level operational and strategic work functions.

Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at www.wacountry.health.wa.gov.au

Position Details

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|-------------------------|---|--------------------|-------------|
| Position Number: | 615731 | Registration Date: | 23 May 2024 |
| Classification: | HSO Level G9 | Location: | Wheatbelt |
| Award / Agreement: | Health Salaried Officers Agreement | | |
| Organisational Context: | Office of the Regional Director - Wheatbelt | | |

Position Overview

Responsible for supporting the coordination, development, implementation and evaluation of Aboriginal health projects, programs and services to close the gap in Aboriginal health disadvantage, in accordance with key WA Health and WA Country Health Service (WACHS) policies and strategic directions.

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 & 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.

Reporting Relationships

Responsible to:

Executive Director Wheatbelt
HSO Class 2
607224



This position:

Regional Aboriginal Health Consultant
HSO Level G9
615731



Positions under direct supervision:



Other positions reporting to this position:

Director Medical Services MP Year 1-9
Operations Manager HSO Level G11
Director of Business Services HSO Level G11
Director Population Health HSO Level G11
Director Nursing & Midwifery HSO Level G11
Director Strategy, Change & Service Development HSO Level G11
Manager Mental Health HSO Level G10
Manager Infrastructure HSO Level G10
REOC Lead HSO G10
Manager Aged Care HSO Level G9
Coordinator Executive Services HSO Level G6



Key Duties/Responsibilities

1. PARTNERSHIPS AND CAPACITY BUILDING

- 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.

2. CULTURAL MAINTENANCE

- 2.1. Promote and lead the delivery of and participate in the evaluation of cultural security and awareness initiatives within WACHS, including supporting the implementation of the WACHS Cultural Governance Framework.
- 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 WA Health directions.
- 2.3. Develop and maintain networks and partnerships with local and state stakeholders to achieve improved outcomes for Aboriginal cultural security and awareness.

3. ABORIGINAL WORKFORCE DEVELOPMENT

- 3.1. Work collaboratively with WA Health, WACHS Country Health Aboriginal Workforce Committee, external stakeholders and employment service providers to develop, implement and evaluate a WACHS Aboriginal Workforce Strategy.
- 3.2. Work in collaboration with regional WACHS Human Resources and Learning and Development teams and 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.

4. COMMUNITY ENGAGEMENT/FEEDBACK

- 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.

5. STRATEGIC/LEADERSHIP

- 5.1. Participate as a member of the Regional Executive team and other relevant forums as appropriate.
- 5.2. Supports the coordination and implementation of all Aboriginal health programs and service initiatives.

6. Other

- 6.1. Other duties as required by the Regional Director and WACHS Director Aboriginal Health Strategy.



Work Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

Essential

1. Pursuant to section 50D of the Equal Opportunities Act, the occupant of this position must be of Aboriginal descent.
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. Eligible for / or in possession of a current C or C-A Class drivers licence.

Desirable

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

Appointment Pre-requisites

Appointment is subject to:

- Provision of the minimum identity proofing requirements
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Health Assessment
- Successful WA Health Integrity Check
- Evidence of a current C or C-A Class driver's licence or other specialised licence class and ability to travel within the region including overnight stays.

**WA Country Health Service
Wheatbelt**

23 May 2024

REGISTERED

