

# POSITION PROFILE

## 511 NUTRITIONIST – MENS HEALTH PROGRAM

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### Position Details

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<b>Position Title:</b>	<b>Nutritionist – Mens Health Program [Male Identified Position]</b>
<b>Employment Status:</b>	Full-time; 9 Month Contract – Immediate Start
<b>Classification:</b>	AHW4 – AHW5
<b>Salary Range:</b>	\$60,102 - \$73,726
<b>Reports to:</b>	Medical Director
<b>Positions supervised:</b>	Nil
<b>Location:</b>	Sunrise Health Service Region

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### Position Summary

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Sunrise Health Service Aboriginal Corporation is an independent, community controlled health service, with overall direction and management set by a board comprised of representatives from the remote Aboriginal communities of the region.

Each major community within the region has its own Community Health Committee (CHC) which will increasingly play a role in setting direction at the local community level. CHCs provide support and advice to the local health centre so that local cultural values and practices are included in service planning and delivery. Sunrise takes a broad view of primary health care, has a philosophy of community participation, and a strong focus on care coordination.

The role of the Mens Health Nutritionist is to work solely with Indigenous men resident in the Sunrise region to provide culturally appropriate education on the importance of good nutrition.

Working in consultation with the Mens Health Program Coordinator and the Nutrition Program Coordinator, the Mens Health Nutritionist will be responsible for:

1. Addressing recommendations arising from the Sunrise Health 2009 Inaugural Regional Mens Health Forum by conducting ongoing nutritional activities to improve men's health and the longer term health outcomes for Aboriginal men within the Sunrise region
2. Empowering Indigenous men to become more engaged with their own health and the health of their families through education and promotion of nutrition related activities

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**Duty Statement:**

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**In close partnership with the community health committees, and working with individuals and multidisciplinary teams within Sunrise's health services:**1. Maintain and develop own professional expertise**With specific reference to the position:**

- Undertake steps and make arrangements necessary to maintain own professional registration or accreditation where relevant
- Remain abreast of program-related -
  - models and methodologies being trialed or utilised in other community controlled Aboriginal Primary Health services
  - research findings of institutions specialising in Aboriginal health and well-being

2. Community Inclusion

- Providing examples of similar programs being trialed elsewhere, provide information to the communities about some possible program delivery options suited to Sunrise communities and clients
- Working with remote Aboriginal Health Workers and community based program workers, undertake ongoing community consultations with mandated people in each community to identify:
  - Community-defined goals concerning the program area
  - Program-related health problems of particular concern to each community
  - Community members' preferred ways of accessing program-related health services in each community
- Together with other members of the Sunrise team, provide information and education to communities about health service-defined health problems
- Assist community leaders in formulating ideas for improving health and well-being
- Provide feedback of health-related data to clinic staff and Community Health Committees to assist in planning of community based health programs

3. Advice, Planning and Coordination**Ensure that each community receives coordinated services that are planned, reliable and meet specific ongoing needs by:**

- Participating in a variety of team meetings and planning sessions
- Assisting other members of the team to gain a better understanding of the barriers that program clients face in attempting to improve their health
- Ensuring program responses are consistent with regional and national strategies and best practice
- Developing and monitoring the effectiveness of lines of communication with other areas of the Health Services team, the communities, and other interested parties to achieve the goals of the nutrition program
- Incorporating Aboriginal values and tradition to program practice where possible
- Providing timely and accurate advice to the Medical Director and Mens Health Program Coordinator on public health issues, priorities, action and outcomes
- Taking a leading role in the development of:
  - Sunrise Health Service's philosophy, policies and procedures relating to community nutrition
  - the development a regional healthy lifestyles strategy to enable remote communities to improve outcomes in nutrition
- Establishing and maintaining effective communication between service providers who overlap with the role of Nutrition Program Coordinator in the Sunrise region.
- Acting as a contact person for staff and community people wishing to access resources relating to nutrition
- Liaising with other organisations involved in Primary Health Care with the view of sharing resources and ideas

#### 4. Remote Health Service Capacity Building

- Provide direction, guidance, training and support for Aboriginal Health Workers in competencies as they relate to the promotion of good nutrition
- Assist closely in the provision of in-service training/education to Sunrise colleagues in nutrition-related matters
- Work with the Medical Director, Mens Health Program Coordinator, Nutrition Program Coordinator, Health Centre Managers and remote AHWs to develop strategies to shift the delivery of service provision to community level, and ensure they will be sustainable there
- In consultation with the Medical Director & Mens Health Program Coordinator, build and maintain the infrastructure to support sustainable program initiatives at community level

#### 5. Public Health, Community Health Promotion and Disease Prevention

##### **Emphasising the close involvement of community based Aboriginal Health Workers:**

- Help Indigenous men to become more engaged with their own health, the health of their families and the community as a whole
- Identify infrastructural, environmental and food supply barriers to health, and advocate and work with stakeholders to address them
- Plan and provide preventative health education for communities
- Work with others to organise events and facilities which promote a healthy lifestyle
- Coordinate and participate in health promotion and education activities, eg at sporting events, Barunga Festival, etc
- Collect and/or develop a pool of health promotion resources relevant to the nutrition program, and encourage AHWs to use them

#### 6. Client Care

##### **Working within resourcing capacity and time constraints:**

- Work with health centre staff to support processes for targeted interventions, including group sessions and activities for 'at risk' sub-groups within the community
- Accept referrals and undertake nutritional management of clients wishing to utilise program services
- Participate in case conferences to ensure quality case management

#### 7. Analyse and report on community nutrition

- Work with relevant staff on data collection and research. Undertake, or assist with the evaluation of the information obtained
- Support the maintenance of information systems such as patient recall, statistics and other client records required for the efficient, effective management of clients
- Maintain records relating to client numbers, client assessments and service delivery as required by the Medical director and funding bodies
- Provide data analysis feedback on program effectiveness to health centre staff and community health committees
- Provide monthly reports to the Medical Director

#### 8. Program Management

- In consultation with the Mens Health Program Coordinator prepare written reports to the Medical Director outlining barriers to compliance and work with relevant staff to develop strategies to overcome them. Provide regular feedback and encouragement to remote area staff regarding these reports
- Monitor potential sources of funding and assist with submissions to seek funding to ensure needs of communities in the Sunrise region are met
- Participate in the quarterly activity planning
- In consultation with the Mens Health Program Coordinator and Nutrition Program Coordinator, develop nutrition projects with people from the communities

#### 9. Other duties as directed

### Organisation-wide responsibilities

- Continuously work to maximise access by community members to health services
- Ensure your own professional competencies and knowledge are current and in line with accepted standards
- Use skills and experience to support and train other staff members as the need arises
- Develop and utilise good working relationships and networks with other organisations at both the community and professional level
- Participate in performance management as required and:
  - be willing to discuss how the key performance indicators of the position are being met
  - provide feedback about personal, position and organisational development requirements
- Participate in staff development and training as requested by Sunrise Health Service
- Bring to the attention of your manager any matters that affect the ability of your position to meet requests and objectives in a timely manner
- Maintain strict confidentiality in relation to medical records, information about health service business activities
- Participate in the Sunrise Continuous Quality Improvement Program for the provision of a safe, effective health service
- Follow organisational systems and procedures

### Key Performance Indicators

#### Criteria for Performance Assessment

1. Education activities undertaken by location  
*Indicator 1: Number and nature of activities documented*
2. Health promotion activities carried out for adult males in the 15-54 age group  
*Indicator 1: One nutrition promotion activity or intervention conducted per community*  
*Indicator 2: Number of clients documented or outcomes achieved*
3. Active participation in Health Services Quality Improvement activities  
*Indicator: Participation in Quality Improvement activities within Corporate Services*
4. Participation in performance management program and completion of professional development activities in line with training plan.  
*Indicator: Completion of professional development activities within agreed timeframes*
5. Behaviours and methodologies utilised are culturally safe, acceptable and inclusive  
*Indicator 1: Feedback and evidence of appropriate planning and protocol observance for activities undertaken at community level*

#### Delegations

Financial: Up to \$250.00

Personnel: Nil

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## Selection Criteria

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### Essential:

- Previous experience working with Indigenous Men in remote communities
- Relevant allied health qualification such as an Undergraduate or Postgraduate degree in Human Nutrition and Dietetics, and eligibility to hold the Accredited Practising Dietitian credential
- Demonstrated expertise in the program area
- Program management skills
- Experience of, and adherence to, the principles of Aboriginal community control of health services
- Knowledge of Primary Health Care Principles and their application in a remote Aboriginal community setting
- Ability to practice in a sensitive and culturally safe manner in a remote Aboriginal community
- Excellent written, oral and cross cultural skills and ability in long distance communications
- Proficiency in the Microsoft Office suite and Communicare
- Willingness to drive to, and stay overnight in, remote communities
- Manual drivers licence

### Desirable:

- 4WD experience or a preparedness to attend a training course in 4WD skills
- Attendance at Cross Cultural Awareness course
- Knowledge of bush tucker available in the Katherine region
- First Aid Certificate

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## Endorsement and Approval

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Position description endorsed by Medical Director:

Signature:                      ENDORSED

Date: 8<sup>th</sup> July, 2009

Position description approved by General Manager:

Signature:                      ENDORSED

Date: 8<sup>th</sup> July, 2009