



Aboriginal Health Practitioner (AHP)





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Message from the Executive Management Team

Thank you for your interest in joining our team at Sunrise!

Our region covers communities in a 300km radius of the Katherine East area of the Northern Territory encompassing Barunga, Manyallaluk (Eva Valley), Wugularr (Beswick), Bulman & Weemol (Central Arnhem highway); Jilkminggan, Minyerri, Ngukurr, & Urapunga (Roper highway); Mataranka (Stuart Highway); and surrounding communities and outstations. Our Head Office is based in Katherine.

At Sunrise, we have confidence that every employee is provided the opportunity to contribute directly to SHSAC's growth and success through us providing our employees with strong leadership, a positive work environment and a culture of trust. We work hard through practicing strong leadership principles, practical job design, generous pay and benefits, and the offer of unique experiences within our region that will surround you with satisfaction and pride in being a member of our team.

All the best with your application.

Sunrise Health Service Exec Team

Core Values

Commitment - We believe that the Indigenous community control service delivery model is essential for the best possible health outcomes for Indigenous people. We are committed to regular communication with individuals, communities, and to the wider Australian community to promote Indigenous health equity.

Open-mindedness - Our health programs will be holistic and culturally safe, incorporating traditional healing and the use of bush medicines, linked to a bio-psycho-social health service delivery model. We encourage a two-way learning service delivery model, blending cultural ways and "mununga" or best practice Western Medicine ways to expand and maintain a strong health service.

Honesty - We believe in a fair go for everyone and to be open and transparent in all our business.

Efficiency - We believe clinical services should be provided by Primary Health Care teams which incorporate interdisciplinary service delivery models, learning and action.

Respect - We promote mutual respect between staff and community. We respect client confidentiality and the individual's rights to make their own decisions about health.

Education - We actively seek and promote opportunities for Indigenous people to develop careers in health and to provide personal development opportunities to staff and Board members to advocate for health and to set an example for others to aspire. We are committed to developing the skills and knowledge of all staff through professional development opportunities.

Goals

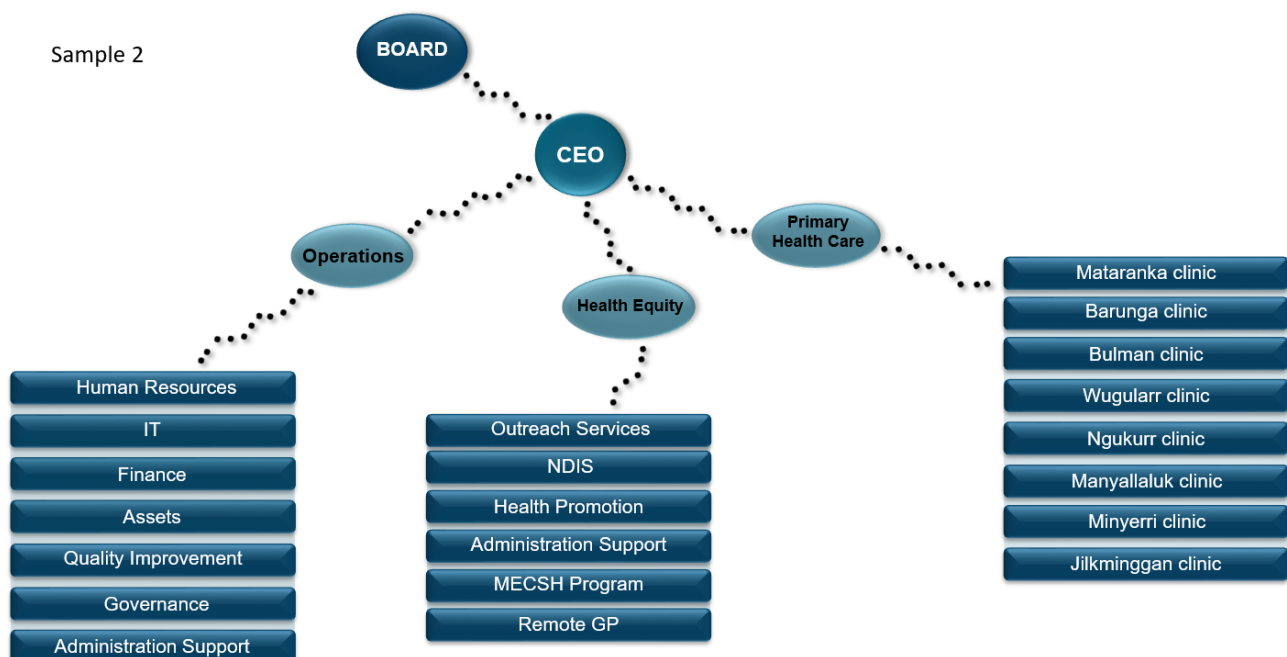
We will expand upon our commitment to ensure our people “The Sun Come-Up Mob”, continue to have access to equitable and culturally appropriate primary health care services into the future.

We will build the capacity of each of our communities to enable a health care service that delivers programs for and by Aboriginal people, and to ensure local problems are addressed through local sustainable solutions.


We will incorporate „The Sunrise Way” philosophy into how we do business and how we deliver services and focus on the concept of Mind, Body & Spirit to address health issues at the community level”.

Our Services & Organisational Structure

Sample 2



Position Description

	SUNRISE HEALTH SERVICE ABORIGINAL CORPORATION PH: (08) 89 719 500 ABN 26 778 213 582 • ICN 4170	First Floor Pandanus Plaza 25 First Street, Katherine PO Box 1696, Katherine NT 0851
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POSITION DESCRIPTION

POSITION TITLE:	Aboriginal Health Practitioner		
POSITION TYPE:	Full Time, Fixed Term	POSITION No:	XXXX
LOCATION:	All SHSAC Communities		
LINE MANAGER:	Health Centre Manager	GRADING:	AHP

POSITION SUMMARY:

Aboriginal Health Practitioners work with other clinical professionals to provide acute care and accident and emergency care. Working with other health care professionals, both internal and external to Sunrise, to achieve positive outcomes in overall levels of health and well-being within the community while building the capacity within the clinic to provide the highest possible standard of culturally appropriate health care.

MAIN DUTIES/RESPONSIBILITIES:

- Provide input into clinical activity reports for Community Health Committee meetings
- Together with other team members, consult with groups in the community on matters relating to the health needs and cultural approaches of the community
- In consultation with other team members, develop local outreach programs in consultation with community groups.
- Participate in a duty roster including on-call equally with other staff
- Provide direction, guidance, training and support for other Aboriginal Health Workers, Trainee's and Apprentices in their everyday work
- Delegate work to staff in line with their position level and level of competency
- Participate in regular primary health care team meetings
- Work closely with the Health Centre Manager and AHP Clinical Educator to implement work programs for trainees; ensure they are adequately supervised and that they obtain competency in the required skills.
- Deputise for the Health Centre Manager as required (Senior Health Workers).
- Assist in the establishment of procedures to ensure that community needs are identified
- Work with other members of the Sunrise primary health care health team to meet identified needs
- Utilize and maximise the full range of staffing resources, including AHPs, the community doctor, and other nurses, to provide general health care, assessment and management of a broad range of clinical problems.
- Ensure agreed protocols and manuals, are followed, including:
 - Sunrise procedures manual or directions given by senior health centre staff.
 - Clinical protocols detailed in the CARPA Standard Treatment Manual.
 - Alukura / Nganampa Women's Manual; and
 - Infection Control Manual



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- Ensure that preventive and opportunistic health checks and screenings are routinely followed
- Provide accident and emergency care including emergency first aid, stabilization, and evacuation of patients.
- Undertake the dispensation of pharmaceutical therapies, including the administration of vaccines and prescribe pharmaceuticals for common conditions.
- Respond to medical emergencies
- Ensure the prompt follow up and recall of patients in liaison with RANs, doctor, and other Aboriginal Health Workers, and facilitate tracing and treatment of patients moving between communities, homelands, and out-stations
- Assist in the provision of specialist care, e.g., substance abuse care, nutritional care, and mental health care, both from within and outside the community
- Encourage community members to be proactive in identifying their individual health needs
- Maintain and utilize accurate information systems such as patient recall, computer systems, statistics and other records required for the efficient, effective management of clients
- Assist in the ordering of medical supplies
- Within agreed guidelines, carry out the directions of the Community Health Committee and other departments of Sunrise Health Service, and report regularly on progress
- Maintain required general office administration records and files
- Assist with the management of all equipment and assets at the community level.
- Liaise with the Health Centre Manager and Assets Officer to order and manage non-clinical consumables in accordance with the organisation's procedures
- Manage the accommodation requirements of visitors to the health centre
- Assist in the implementation of quality assurance and other evaluation programs to ensure a high quality of health care

All Staff Responsibility:

- Take reasonable care of his or her own health and safety.
- Take reasonable care for the health and safety of persons who may be affected by the employees acts or omissions at a workplace.
- Cooperate with his or her employer with respect to any action taken by the employer to comply with any requirement imposed by, or under, an Act or Regulation relevant to the workplace.
- Ensure that all requirements of Work Health and Safety, EEO and other policy, legislative, and regulatory responsibilities are observed by you, other Sunrise staff and contractors engaged by Sunrise
- Identify, recommend and implement continuous quality improvement initiatives for clinical, administration and operational functions that align with and support organisational safety and quality systems.



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EDUCATION, EXPERIENCE & SKILLS

Qualifications/Accreditations:

1. Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (Practice), or Certificate III Aboriginal Health Work (Clinical) or equivalent or higher qualification
2. Eligible for registration with the Australian Health Practitioner Regulation Agency as an Aboriginal Health Worker
3. Certificate IV in Training and Assessment (TAE) or willingness to obtain the qualification
4. Current unrestricted manual Drivers Licence
5. Current First Aid Certificate
6. Non adverse National Criminal History Check
7. Current OCHRE clearance

Experience:

8. Demonstrated ability to provide leadership and to assist in the management of the human, financial and physical resources of a remote community health centre, including visitor accommodation.
9. Broad primary health care experience and advanced clinical skills
10. Detailed knowledge of Primary Health Care principles and their application in a remote Aboriginal community setting
11. Ability and desire to work strategically with a multidisciplinary team to bring about positive change in health outcomes
12. The capacity to interact with Health IT Systems
13. Understanding of the principles of Continuous Quality Improvement and their application in a health care setting

Personal Qualities:

14. Ability to provide leadership and to practice in a sensitive and culturally safe manner in a remote Aboriginal community
15. Willingness to live in a remote area
16. Understanding and adherence to the principles of Aboriginal community control of health services
1. Be able to maintain confidentiality and privacy at all times.
2. Be willing to undertake mandatory and further training relevant to the role.
3. Physical ability and the willingness to undertake the inherent requirements of the position.
4. Strong personal values that align with the *Sunrise Way*.



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VALUES:

Commitment - We believe that the Aboriginal Community Control Health Service delivery model is essential for the best possible health outcomes for Aboriginal and Torres Strait Islander people. We are committed to regular communication with individuals, communities, and to the wider Australian community to promote Aboriginal and Torres Strait Islander health equity.

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Approval

Line Manager		Date	
CEO		Date	
Encumbant		Date	

Position Key Performance Indicator (KPIs)

KPIs conditions set by Director of Primary Health Care

Clinician Type	Name of Clinical Item	Medicare Number	How many per week
RAN / AHP	Health Check follow up	10987	5
	Chronic Disease Monitoring	10997	5

Additional Information

Sunrise Health Service Aboriginal Corporation (SHS) webpage

<https://www.sunrise.org.au/>

SHS careers

<https://www.sunrise.org.au/our-team-1>

Fairwork

<https://www.fairwork.gov.au/>

Community Business Bureau salary packaging

<https://www.cbb.com.au/>

The Sunrise Way

<https://static1.squarespace.com/static/5c491ae3ee1759552043cba9/t/5c4f965c562fa7f9b616dce3/1548719741970/The+Sunrise+Way+--+A+Concept+for+Change.pdf>

Enterprise Agreement

<https://www.fwc.gov.au/documents/documents/agreements/fwa/ae507924.pdf>