

# Role Description



<b>Job ad reference:</b>	RK15160733	<b>Classification:</b>	OO6
<b>Role title:</b>	Senior Health Worker (Program Coordinator)	<b>Salary:</b>	\$71, 680 – \$75, 568 p.a.
<b>Status (temp/perm):</b>	Permanent Full Time	<b>Closing date:</b>	Thursday, 12 February 2015
<b>Unit/Branch:</b>	Rural and Indigenous Services, Mental Health Alcohol and Other Drugs		
<b>Division/Hospital and Health Service/Hospital:</b>	Central Queensland Hospital and Health Service	<b>Contact name:</b>	Brian Mayahle
<b>Location:</b>	Rockhampton	<b>Contact number:</b>	(07) 49839750
<b>Online applications:</b>	<a href="http://www.health.qld.gov.au/workforus">www.health.qld.gov.au/workforus</a> or <a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>		

## Why work with us?

We know that it is important for people to work in an organisation that provides more than just a job. Meaningful work, the capacity to balance life's priorities and the opportunity to develop and grow professionally and personally are recognised as fundamental needs for our workforce.

We believe our people are responsible for the continued growth and success of our health service. When you join the Central Queensland Hospital and Health Service (CQHHS) you not only secure a job, but gain an exciting career and become part of our community.

Our values provide the frame work for providing this for our employees whilst ensuring we deliver quality care for the communities in which we operate.

We are going through an exciting period of transition where we are redesigning our health care service delivery model so we are better positioned to respond to emerging challenges and to meet the demand of patient care into the next decade and we need people like you to be part of the excitement.

## Vision for the public service

To be a government of the 21st century, one government that is connected and working together to deliver smarter, simpler outcomes that are responsive to the needs of Queenslanders now and for the future. We will create opportunities in partnership that are all about positive outcomes rather than just service delivery and regulation.

To enable this vision, the Queensland Public Service (QPS) is transforming from a compliance focus to a more values-led way of working. The following **five values statements** underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.



### Customers first

- Know your customers
- Deliver what matters
- Make decisions with empathy



### Ideas into action

- Challenge the norm and suggest solutions
- Encourage and embrace new ideas
- Work across boundaries



### Unleash potential

- Expect greatness
- Lead and set clear expectations
- Seek, provide and act on feedback



### Be courageous

- Own your actions, successes and mistakes
- Take calculated risks
- Act with transparency



### Empower people

- Lead, empower and trust
- Play to everyone's strengths
- Develop yourself and those around you

To provide leadership, support, advice and professional supervision to Indigenous Mental Health Workers of the CQ Mental Health, Alcohol & Other Drugs Division.

To support services to increase the level of cultural competency of non-indigenous staff within their services through education, training and support.

## Reporting Relationships

This position reports to the Team Leader of Rural & Indigenous Services

## Principal Accountabilities

Role	Accountabilities
Values	<ul style="list-style-type: none"> <li>Fulfil the responsibilities of this role in accordance with QPS as outlined above and CQHHS values as outlined in the Information for Applicants booklet.</li> </ul>
Quality, Safety and Risk	<ul style="list-style-type: none"> <li>Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.</li> </ul>
Health Worker Functions	<ul style="list-style-type: none"> <li>Provide strategic direction and support to Indigenous Mental Health Workers on the social and cultural aspects of mental health care.</li> <li>Provide professional and cultural supervision and support of the Indigenous Health Worker professionals within the CQMHAOD division as well as cultural supervision for Non-indigenous Mental Health Workers</li> <li>Provide formal and informal cultural consultancy to management of MHAOD as required.</li> <li>This position will work collaboratively with other agencies, relevant government and non-government sectors, to ensure access to a range of social and disability services for Aboriginal and Torres Strait Islander people with mental disorders.</li> <li>Support and advocate for the rights of Aboriginal and Torres Strait Islander people with mental illness and promote emotional, social and spiritual wellbeing.</li> <li>Participate in service and quality improvement activities including the development and support implementation of policies relating to the management, practice and professional development of mental health workers across the Central Queensland Mental Health, Alcohol &amp; Other Drugs Division in line with current Aboriginal and Torres Strait Islander Workforce Policies.</li> </ul>

## Qualifications/Professional registration/Other requirements

- It is a genuine occupational requirement that it be filled by an Aboriginal person or Torres Strait Islander person as permitted by, and arguable under, Sections 25, 104 and 105 of the *Anti-discrimination Act (1991 (Qld))*.
- Australian Qualifications Framework (AQF) Diploma in Aboriginal and /or Torres Strait Islander Primary Health care is mandatory for appointment to this position. Applicants who do not have the mandatory qualification but consider they have relevant qualifications and experience should discuss this with the listed contact officer.
- Prior experience work with Aboriginal and Torres Strait Islander people in a health related environment would be well regarded.
- This position may be required to travel and work across the Central Queensland Hospital and Health Service. The position may work in close liaison with all clinical Units within CQMHAODS.
- The incumbent is required to operate a motor vehicle, as driving may be a significant task in the delivery of this positions objectives. Proof of a current 'C' Class licence must be provided.
- Appointment to this position requires proof of qualification and if applicable registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of duties.

## What we are looking for?

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under 'Principal Accountabilities, the ideal applicant will be someone who can demonstrate the following:

Key attribute	Capability
Health Worker Functions	<ul style="list-style-type: none"> <li>• Demonstrated advanced level of Aboriginal and Torres Strait Islander cultures and their health needs and the ability to develop strategies to address key outcome areas.</li> <li>• Demonstrated a high level and understanding of the policies, guidelines and practice relevant to specialised program area targeting Aboriginal and Torres Strait Islander peoples.</li> <li>• Effectively advocates for clients through the use of effective negotiation, conflict resolution and rapport building skills, demonstrating effective verbal and written communication skills and showing initiative and a positive attitude.</li> <li>• Demonstrated ability to work effectively as a member of a multidisciplinary and interdepartmental team (including the government, non-government and private sector) to achieve the best outcomes for the client, through the utilisation of high level communication skills, flexibility and a collaborative approach</li> </ul>

## What is on offer?

The total employee value package of up to **\$86,220 p.a.** is comprised of: salary between \$71,680 - \$75,568 p.a., (OO6); employer contribution to superannuation (up to 12.75%); annual leave loading (17.5%).

## How to apply

1. Visit and download all vacancy documentation from <http://www.health.qld.gov.au/jobs/> .
2. Thoroughly read the role description and *Information for Applicants* booklet.
3. Provide the following information to the panel to assess your suitability:
  - a. Your current CV or resume, including referees. You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.
  - b. Include any additional forms or evidence as necessary from the panel, role description or *Information for Applicants* booklet.
  - c. A short response (maximum 1–2 pages) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key responsibilities and meet the key attributes.

## Want to know more?

CQHHS operates as an individual statutory body, overseen by a local Hospital and Health Board. Our more than 2500 dedicated CQHHS staff diligently works to deliver patient-centred care daily in an environment that is safe and reliable. CQHHS is on a continuous quality quest and believes that our transformation will be achieved by investing in people. We support accredited university and TAFE career development pathways enabling our staff to achieve their full potential. We take pride in our role of training the future health workforce with opportunities for health professions across medical, nursing, allied and other support services. The challenge of transformational quests, cultural safety considerations and rural and remote requirements provide unique career and leadership development opportunities for our talented staff.

For further information visit the District/Division/Facility website:

[http://www.health.qld.gov.au/workforus/profiles/Region\\_CQ.asp](http://www.health.qld.gov.au/workforus/profiles/Region_CQ.asp)

## Additional information

- Applications remain current for 12 months.
- Future vacancies of a temporary, full-time and part-time nature may also be filled through this recruitment process.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a blue card, unless otherwise exempt.
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has suffered, is suffering, or is at an unacceptable risk of suffering significant harm and may not have a parent able and willing to protect the child from harm, have a legislative and duty of care obligation to immediately report such concerns to Child Safety Services.
- Hepatitis B vaccination or proof that you are not susceptible to hepatitis B is a condition of employment for all Queensland Health staff who have direct contact with patients or who in the course of their work may be exposed to blood/body fluids or contaminated sharps. Evidence of vaccination or proof that you are not susceptible can be provided by a letter from a medical officer, infection control practitioner, or vaccine service provider with details of vaccine given.
- Applicants will be required to give a [statement of their employment as a lobbyist](http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf) (<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>) within one month of taking up the appointment.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the [Workers' Compensation and Rehabilitation Act 2003](http://www.justice.qld.gov.au/fair-and-safe-work/workers-compensation-and-rehabilitation/workers-compensation-and-rehabilitation-legislation/workers-compensation-and-rehabilitation-act-2003) (<http://www.justice.qld.gov.au/fair-and-safe-work/workers-compensation-and-rehabilitation/workers-compensation-and-rehabilitation-legislation/workers-compensation-and-rehabilitation-act-2003>)
- Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.