



*Wuchopperen*  
HEALTH SERVICE LTD

## POSITION DESCRIPTION

<b>Position Title:</b>	Generalist Health Worker (Identified)
<b>Classification:</b>	Aboriginal Health Worker Grade 4 Wuchopperen Health Service Limited Enterprise Agreement
<b>Salary:</b>	\$80,723 - \$87,574 per annum
<b>Location:</b>	Cairns/Edmonton
<b>Reporting Relationship:</b>	Coordinator, Health Services

## About Wuchopperen

Wuchopperen Health Service Limited (Wuchopperen) is a community connected and controlled organisation with a solid history of providing holistic health and wellbeing services for Aboriginal and Torres Strait Islander people in Cairns and surrounding districts.

Wuchopperen's vision is keeping our generations growing strong. Culture underpins our diverse and client-centric service delivery model offering our community whole of life support from pre-birth right through to our elders.

From our humble beginnings in the 1970s, Wuchopperen has grown into a dynamic and innovative service that prides itself on strong community representation, leadership and governance.

## Our Strategic Priorities



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### Our Values and Behaviours



### The role:

The Generalist Health Worker, Grade 4 will work predominantly with clients to provide culturally appropriate and holistic primary health care for Aboriginal and Torres Strait Islander communities of Cairns and surrounding districts, including education and promotion, development and implementation of early intervention strategies and clinical screening protocols.

The position will contribute to the delivery of primary health care services incorporating the development, implementation and evaluation of program resources and strategies to meet the needs of Aboriginal and Torres Strait Islander clients, including liaison with relevant community groups, health professionals, organisations, and agencies.

The Generalist Health Worker is supervised by the Coordinator, Health Services and has no supervisory responsibilities but will work collaboratively with Registered Nurses, Medical Officers and other health professionals and clinic staff to ensure the key responsibilities are achieved.

Significant liaison is required within a multidisciplinary team approach including establishing relationships with external healthcare providers and community organisations.

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### Key Responsibilities include:

1. Conduct comprehensive, culturally competent health services, incorporating promotion, prevention, early intervention, health assessments and treatment in accordance with medical and established Aboriginal and Torres Strait Islander community protocols.
2. Provide leadership to staff and clients to ensure understanding of a client's disease and/or condition, and how best practice drives clinical care and influences prioritization of clinical care needs.
3. Undertake client recalls and internal and external referrals in accordance with approved processes, including case coordination activities.
4. Undertake crisis intervention, advocacy and referral to appropriate internal and external providers.
5. Ensure client records in Communicare are kept current to reflect eligibility for internal and external services, including the Care Coordination and Supplementary Services programmed, in accordance with approved processes.
6. Collect and record data from clients which will assist in the diagnosis and management of common medical problems and medical emergencies.
7. Commence population of GP Management Plans and team care arrangements and regularly review with clinical staff.
8. Undertake wound assessment and management as directed and in collaboration with health professionals.
9. Assist in the preparation and completion of clinical audits, contributing to research activities.
10. Be responsible for the induction of newly appointed Health Workers
11. Work in partnership with other health care professionals to ensure a multi-disciplinary approach to comprehensive primary health care.
12. Maintain information systems such as computer systems, statistics and other records required for the efficient and effective management of clients.
13. Work in a way that is appropriate to gender sensitivities in the line with Aboriginal and Torres Strait Islander community.
14. Enhance business relationships and Wuchopperen's reputation with service partners, stakeholders, and clients by promoting the service and demonstrating excellent communication skills.
15. Participate in organisational and community activities to advance the health and wellbeing of Aboriginal and Torres Strait Islander people.
16. Work within Wuchopperen's Policies and Procedures including the Staff Code of Conduct and the Work Health and Safety requirements and contribute to continuous improvement processes to ensure compliance with relevant standards and safe, effective service delivery.

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17. Contribute to continuous improvement processes and participate in the quality assurance activities to ensure compliance with relevant standards and safe, effective service delivery.
18. Other duties as required, within your skills, experience, and capacity.

## Core Capabilities

Assessment of merit for this role will be based on the knowledge, skills and experience, potential for development and personal qualities. The competencies listed below are considered to be the most critical for success in this role.

### For applicants to be successful in this role, they should demonstrate:

1. Certificate IV or higher in Aboriginal and/or Torres Strait Islander Primary Health Care (Practice) and has a minimum of three (3) years of direct experience in the delivery of clinical health care services.
2. Knowledge and understanding of Aboriginal and Torres Strait Islander societies and cultures from an historical and contemporary perspective, including the ability to communicate effectively and sensitively with Aboriginal and Torres Strait Islander people.
3. Demonstrated ability to perform clinical screening, health education and promotion and administrative duties within the General Clinic.
4. Extensively developed interpersonal and communication skills including the ability liaise and network with a range of stakeholders as well as effectively advocate for, and articulate the interests of, Aboriginal and Torres Strait Islander individuals and families.
5. Demonstrated ability to work independently with limited supervision, together with the ability to work in a multi-disciplinary team environment, prioritize and meet deadlines, deal with matters of a sensitive and confidential nature and meet organisational demands.
6. Demonstrated ability to meet and work within the core values and behaviours of Wuchopperen.

## Other Requirements

- It is a condition of employment in this role for the employee to be, and remain, vaccinated against measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough) and hepatitis B
- It's a mandatory condition of employment for the employee to be vaccinated against COVID-19. Evidence of two vaccinations must be provided before employment is confirmed.
- Health Workers may be required to register or work towards registration with the Australian Health Practitioners Regulation Agency (AHPRA).
- Proof of qualifications and current registration is required to be provided prior to the

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commencement of duty.

- The Generalist Health Worker is an **Identified** position. It is a genuine occupational requirement that an *Identified* position be filled by an Aboriginal person or Torres Strait Islander person, as permitted by and arguable under section 25, 104 and 105 of the *Queensland Anti-Discrimination Act (1991)*.
- Please provide **one (Aboriginal and/or Torres Strait Islander) written reference from a referee** who can confirm that you are of Aboriginal and/or Torres Strait Islander descent, you identify as Aboriginal and/or Torres Strait Islander person and an Aboriginal and/or Torres Strait Islander community accepts you as an Aboriginal and/or Torres Strait Islander person.
- It is a condition of employment that all employees are holders of a current and valid 'blue card' or Working with Children Check. If you are not already a holder of a 'blue card' you will be required to submit an application on your first day of employment – this is at your cost. Employment cannot continue where your application is not approved, withdrawn or your 'blue card' is disqualified.
- Possession of a current CPR certificate or commitment to obtain within the first six weeks of employment is essential.
- Possession of a current Queensland "CA" class driver's license is essential
- Commitment to work within the principles of Aboriginal and Torres Strait Islander community control including willingness to develop the leadership of Aboriginal and Torres Strait Islander staff.
- Ability to use Microsoft Office products and the ability to use or willingness to gain proficiency in the client information management systems.

### How to apply:

Please submit the following for the panel to assess your suitability. Applications which do not meet these requirements will not be considered.

- Your **resume**, including a comprehensive employment history, your qualifications and the contact details for at least two referees (one should be your current supervisor)
- A supporting **cover letter** of no more than two pages, outlining your experience, skills and knowledge that are relevant to the advertised role. Your written response must reflect the competencies outlined in core capabilities.
- Evidence of at least two Covid-19 vaccinations (ie. Immunisation History Statement).
- Identified referees with application

### Additional information:

- A non-smoking policy is effective in Wuchopperen's buildings, offices and motor vehicles on all Wuchopperen grounds, across all sites.
- Wuchopperen has a six (6) month probationary period for new employees.

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- Employees may be required to work outside of core business hours from time to time.
- Demonstrated commitment to ongoing self-development with a focus on qualifications/skills upgrade.
- Applications must be received by 5 pm on the closing date and can be emailed to [recruitment@wuchopperen.org.au](mailto:recruitment@wuchopperen.org.au)