



Wuchopperen  
HEALTH SERVICE LTD

## POSITION DESCRIPTION

<b>Position Title:</b>	Nurse Home Visitor (Specified)
<b>Classification:</b>	Registered Nurse Grade 2 Wuchopperen Health Service Limited Enterprise Agreement 2023
<b>Salary:</b>	\$107,917 - \$115,615
<b>Location:</b>	Cairns
<b>Reporting Relationship:</b>	Nurse Supervisor, ANFPP

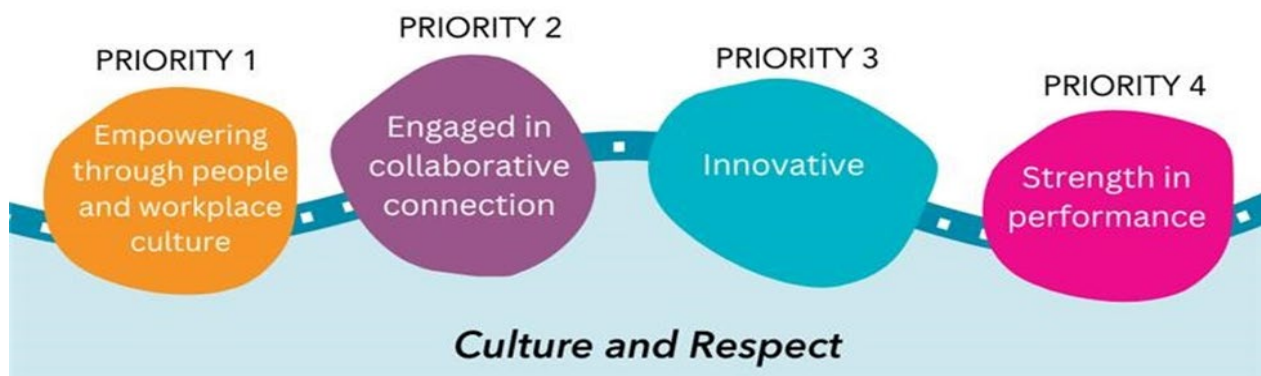
### About Wuchopperen

Wuchopperen Health Service Limited (Wuchopperen) is a community connected and controlled organisation with more than 40 years' experience in providing primary health care and social 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 a client and community centric service delivery model offering whole of life cycle care and support from pre-birth to eldership (older people).

From humble beginnings in the 1970s, Wuchopperen has grown into a multi-million-dollar enterprise, that is driven by the community, to deliver dynamic and innovative services for the community, and confidently represents, leads through best practice governance.

## Our Strategic Priorities



## POSITION DESCRIPTION

### Our Values and Behaviours



### The role:

The Nurse Home Visitor aims to improve the health, wellbeing, learning, and development of Aboriginal and/or Torres Strait Islander children and their families. Working in conjunction with experienced Aboriginal and/or Torres Strait Islander Family Partnership Workers, the Nurse Home Visitor engages in scheduled home visits to support first-time mothers and their extended families. This role is integral to Wuchopperen's Australian Nurse Family Partnership Program (ANFPP) Home Visiting team.

The Nurse Home Visitor is supervised by the Nurse Supervisor, ANFPP and the position has no supervisory responsibilities.

This position works closely with other members of the Women, Child and Maternal Health team and maintains regular contact with other program staff to ensure effective outcomes for clients.

### Key Responsibilities include:

1. Work in collaboration with the Family Partnership Workers to undertake regular culturally safe home visits to eligible ANFPP clients and their families.
2. Delivers content that aligns with the client centered principles including change theory, self-efficacy, and utilises strength based and solution focused approach.

## POSITION DESCRIPTION

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3. Builds a therapeutic relationship based on trust, support, and growth with ANFPP clients, their families, team colleagues and community members.
4. Perform duties in accordance with the Core Model Elements, policies, procedures, guidelines, and standards of the ANFPP Program model and the organisation.
5. Promote community awareness of the ANFPP Program, its services, and approaches.
6. Work in Collaboration with other professionals involved in providing services to women and families in order to develop and maintain effective networks and referral pathways.
7. Develop and maintain professional relationships to support client referrals; and remain informed of emerging practice developments and family issues to provide culturally safe, quality, nursing home visiting services.
8. In accordance with Program requirements, proactively meet with the ANFPP Nurse Supervisor for regular reflective professional supervision, and as required, schedule joint home visits with the ANFPP Nurse Supervisor.
9. Participate in quality improvement activities, including maintenance of timely and accurate service data for input to information management systems, and in the analysis and review of case reports to identify achievements and areas for improvement.
10. Assist in the cultural adaptation and development of education, support and referral resources, and use these to assist clients to attain their targeted goals.
11. Actively engage in all required ANFPP training courses and skills development forums to complement existing professional knowledge and meet all ANFPP Nurse Home Visitor competency requirements including reliability in the application of clinical tools.
12. Participate in professional development activities (including staff meetings and case conferences) in conjunction with other Wuchopperen team members and with employees of ANFPP services throughout Australia.
13. Promote and provide education to others in the ANFPP model, and positively represent ANFPP principles in dealings with both internal and external stakeholders.
14. Participate in organisational and community activities to advance the health and wellbeing of Aboriginal and Torres Strait Islander people.
15. 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.
16. 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:**

## POSITION DESCRIPTION

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1. Understanding of Primary Health Care principles within the Aboriginal Community Controlled sector and recent clinical experience in Maternal and Child, Midwifery, or Women's Health.
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. Commitment to undertake and complete intensive ANFPP training, including willingness to travel interstate for training.
4. Extensively developed interpersonal and communication skills including the ability to liaise with a range of stakeholders as well as effectively advocate for Aboriginal and Torres Strait Islander people.
5. Demonstrated ability to work independently and in a multi-disciplinary team environment, prioritise and meet deadlines, deal with matters of a sensitive and confidential nature.
6. Demonstrated ability to meet and work within the core values and behaviours of Wuchopperen.

### Other Requirements

- The Nurse Home Visitor must hold current registration as a Registered Nurse or Midwife with the Australian Health Practitioners Regulation Agency and possess at least 2 years of relevant clinical experience, preferably in maternal and child health or midwifery, within a community setting.
- 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.
- The Nurse Home Visitor **must** have current registration with the Australian Health Practitioners Regulation Agency and preferably with Immunisation Endorsement.
- Proof of qualifications and current registration is required to be provided prior to the commencement of duty.
- The Nurse Home Visitor role is a **Specified** position. Applicants for a specified position must provide **a reference from an Aboriginal and/or Torres Strait Islander referee** to support their ability to meet core capability 2 above.
- 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 licence is essential.
- Commitment to work within the principles of Aboriginal and Torres Strait Islander community control including a willingness to develop the leadership of Aboriginal and Torres Strait Islander staff.
- Ability to use Microsoft products and the ability to use or willingness to gain proficiency in the client information management systems.

### How to apply:

## POSITION DESCRIPTION

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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.
- Specified reference 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.
- 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)