



Wuchopperen
HEALTH SERVICE LTD

POSITION DESCRIPTION

Position Title:	Generalist Health Worker (<i>Identified</i>)
Classification:	Aboriginal and Torres Strait Islander Health Workers Grade 3 Wuchopperen Health Service Limited Enterprise Agreement 2023
Salary:	\$76,130 – \$80,890
Location:	Cairns/Edmonton
Reporting Relationship:	Coordinator, Health Services

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



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Our Values and Behaviours



The role:

The Generalist Health Worker Grade 3 will work 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 the position has no supervisory responsibilities.

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.

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2. Assist in undertaking client recalls and internal and external referrals in accordance with approved processes, including case coordination activities.
3. Undertake advocacy and referral to appropriate internal and external providers.
4. Commence population of GP Management Plans and team care arrangements and regularly review with clinical staff.
5. Undertake wound management as directed and in collaboration with health professionals.
6. Participate in organisational and community activities to advance the health and wellbeing of Aboriginal and Torres Strait Islander people.
7. Work in partnership with other health care professionals to ensure a multidisciplinary approach to comprehensive primary health care.
8. Participate in illness prevention services including education and population health programs such as immunisation awareness, ante-natal care, screening and brief intervention programs and environmental health programs.
9. 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.
10. 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 III or higher in Aboriginal and/or Torres Strait Islander Primary Health Care (Practice) and has a minimum of one (1) years of direct experience in the delivery of Aboriginal and/or Torres Strait Islander community controlled 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, promotion and administrative duties within the clinic.
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.

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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

- 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 recommended for the employee to be vaccinated against COVID-19.
- 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 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. This is at your cost. Employment cannot continue or commence if you do not have a 'blue card' or if your 'blue card' is withdrawn or 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 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:

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)

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- 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.
- 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.
- 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