Role Description

Job ad reference: MSC06125313
Role title: Cultural Practice Program Facilitator, Aboriginal and Torres Strait Islander Community
Status: Temporary full time (for up to 12 months)
(Future vacancies of a temporary, full time or part time nature may be accommodated within this role)
Unit: Health Equity and Access Unit
Health Service: Metro South Hospital and Health Service
Location: Inala

Please note from time to time this position may be required to work at several other facilities located across Metro South Health including QEII Hospital, Logan Hospital and/or the Redland Bay Hospital.

Classification level: AO5
Salary level: $2980.10 - $3243.50 per fortnight
Closing date: Monday, 30 June 2014
(Applications will remain current for the duration of the vacancy)
Contact: Peggy Manton-Williams
Telephone: (07) 3275 5387
If you are unable to apply online, please contact Recruitment Services on (07) 3176 4301 or recruitment_metrosouth@health.qld.gov.au
Deliver application: Hand delivered applications will not be accepted

Purpose of the Role
Plan, implement and evaluate an Aboriginal and Torres Strait Islander Cultural Practice Program in the Metro South Health and Hospital Service to improve the cultural capability of all staff, and in turn, the health outcomes for Aboriginal and Torres Strait Islander people.

Your key responsibilities
- Fulfil the accountabilities and responsibilities of this role in accordance with Metro South’s purpose and objectives, as outlined below.
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Lead and manage staff by fostering and committing to patient safety and quality in the delivery of health care by maintaining and evaluating safety and quality practices and initiatives.
- Plan, co-ordinate, deliver and evaluate the Cultural Practice Program mandatory training across the Service with the assistance of qualified and trained facilitators from Aboriginal and Torres Strait Islander background and non-Indigenous background.
- Partner with key stakeholders to ensure local cultural knowledge is included in the training to implement the Program.
- Develop a schedule in partnership with other team members to implement training throughout the facilities across the Service.
- Produce regular reports and plan ongoing resources to sustain the Program.
Qualifications/Professional registration/Other requirements

- Under s25 of the *Anti-Discrimination Act 1991*, there is a genuine occupational requirement for the incumbent to be Indigenous to the Aboriginal or Torres Strait Islander Community.
- This position requires the incumbent to operate a class “C” motor vehicle, and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- Possession of a Certificate IV in Workplace Training and Assessment or equivalent.

Are you the right person for the job?
You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

**Key Attributes/Workplace Behaviours**

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<tr>
<th>Key Attribute/Behaviour 1</th>
<th>Extensive experience in planning, delivering and evaluating high quality training and professional development to a diverse range of staff.</th>
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<tr>
<td>Key Attribute/Behaviour 2</td>
<td>The ability to train and support a pool of qualified staff to deliver training and professional development.</td>
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<td>Key Attribute/Behaviour 3</td>
<td>High level organisational skills, including the ability to oversee and manage multiple tasks, prioritise work demands and meet deadlines.</td>
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<td>Key Attribute/Behaviour 4</td>
<td>Excellent communication, interpersonal and negotiation skills and a demonstrated ability to communicate effectively and sensitively with Aboriginal and Torres Strait Islander peoples, including a sound knowledge and understanding of both cultures and societies from a historical perspective and the issues which impact upon them in contemporary society.</td>
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<td>Key Attribute/Behaviour 5</td>
<td>The ability to recognise and articulate the interests of Aboriginal and Torres Strait Islander peoples, including a capacity to effectively and sensitively consult and negotiate in accordance with Aboriginal and Torres Strait Islander protocols.</td>
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<td>Key Attribute/Behaviour 6</td>
<td>Comprehensive understanding of national and state policies and strategies which aim to close the gap in health outcomes for Aboriginal and Torres Strait Islander Queenslanders and improve the number of Aboriginal and Torres Strait Islander people working in health care delivery.</td>
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<tr>
<td>Key Attribute/Behaviour 7</td>
<td>The ability to actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, occupational health and safety and ethical behaviour.</td>
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How to apply
Please provide the following information to the panel to assess your suitability:

1. **A short written response** (maximum 1-2 pages, dot points acceptable) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key attributes and responsibilities and meet the key skill requirements.
2. **Your current CV or resume, including two 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 one should be 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.
3. **Application form** (only required if not applying online).
About Metro South Hospital and Health Service
Metro South Health is the largest Hospital and Health Service in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland’s population.

Metro South Health is situated in the South-East corner of Queensland from the Brisbane River in the north to the Redland City Council in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west. It is the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries. This health service does not include the Mater Hospitals.

Clinical services provided within Metro South Health include:
- Princess Alexandra Hospital
- Logan Hospital
- Beaudesert Hospital
- QEII Hospital
- Redland Hospital
- Wynnum Health Service Centre
- Redland Residential Care
- Redland Renal Dialysis Unit
- Casuarina Lodge
- Marie Rose Centre (Dunwich)
- Community Health Services
- Oral Health Services
- Mental Health Services
- Medical Aids Subsidy Scheme

Our Vision
To be renowned worldwide for excellence in health care, teaching and research.

Our Purpose
Metro South’s purpose is to deliver high quality health care through the most efficient and innovative use of available resources, using planning and evidence-based strategies.

Our Objectives
- Improving services for patients.
- Implementing reform of the Queensland Health system in Metro South.
- Focusing resources on frontline services.
- Ensuring accountability and confidence in the health system.

Unit Profile
The Health Equity and Access Unit (HEAU) ensures that communities identified as having priority health needs within Metro South Health have equitable access to health services.

The Unit does this through:
Delivering specifically targeted health services via the Southern Queensland Centre of Excellence in Aboriginal and Torres Strait Islander Primary Healthcare and the Logan Refugee Clinic.
- Providing support and assistance across all Metro South Clinical Services to identify, analyse and address service delivery issues and outcomes for key communities with identified health and access issues.
- Undertaking reporting and monitoring of specific KPI’s and targets for Metro South Health in relation to communities with identified health and access issues.

The following communities have been identified as initial priority areas for further exploration and strategy development:
- Aboriginal and Torres Strait Islander people
- People from culturally and linguistically diverse backgrounds
- Refugees and asylum seekers
- People experiencing homelessness
- People with a disability.
Organisational Structure
The organisational chart is available at http://qheps.health.qld.gov.au/metrosouth/about/structure.htm

Pre-employment screening
Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.

Roles providing health, counselling and support services mainly to children will require a Blue Card. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.

Health professional roles involving delivery of health services to children and youth
All relevant health professional (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

All relevant health professional are also responsible for the maintenance of their level of capability in the provision of health care and their reporting obligations in this regard.

Salary Packaging
To confirm your eligibility for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please contact the Queensland Health Salary Packaging Bureau Service Provider - RemServ via telephone 1300 30 40 10 or http://www.remserv.com.au.

Disclosure of Previous Employment as a Lobbyist
Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf

Probation
Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2 http://www.health.qld.gov.au/qhpolicy/docs/pol/qh-pol-197.pdf