Role Description

Role details

Job ad reference:	SC541223	**Closing date:**	Thursday, 31 December 2026
Role title:	Aboriginal and Torres Strait Islander Advanced Health Worker (Identified)	**Classification:**	HWF3
Unit/branch:	Aboriginal Torres Strait Islander Health Directorate		
Employment type:	Fixed term Temporary Full time, 76hrs p.f.	**Salary:**	$2964.50 - $3624.80 p.f.
Work environment	Nambour, Birtinya, Caloundra and Gympie Service delivery may require this role to work across other locations within Sunshine Coast Health Future vacancies across Sunshine Coast Health of a temporary, full-time and part-time nature may also be filled through this recruitment process.		
Contact name:	Mackenzie Bradshaw		
Contact details:	0407 759 209		

"Sunshine Coast Health respectfully acknowledges the Traditional Custodians, the Kabi Kabi (Gubbi Gubbi) and Jinibara peoples on whose land we provide our services. We also pay our respects to the Aboriginal and Torres Strait Islander Elders, past, present, and future. We recognise the strength and resilience that Aboriginal and Torres Strait Islander people and their ancestors have displayed in laying strong foundations for the generations that follow.")

Your opportunity

The Aboriginal and Torres Strait Islander Health Directorate works across all facilities and provides high quality care and support to Aboriginal and Torres Strait Islander patients and their families, as well as cultural education and training for SCHHS staff. The Aboriginal and Torres Strait Islander Health Directorate provides a multidisciplinary team approach to complex care including inpatient support, case management, care coordination through the health service and a supported transition back into primary care. The Aboriginal and Torres Strait Islander Health Directorate supports a collaborative approach to care by growing partnerships with community, health service providers and broader social services to support improved health outcomes for Aboriginal and Torres Strait Islander people.

The Aboriginal and Torres Strait Islander Health Worker can work across all facilities and provides high quality care and support to Aboriginal and Torres Strait Islander people. This is achieved with a multidisciplinary team approach to complex care for patients and their families, including inpatient support, case management, care coordination through the health service and a supported transition back into primary care. The Aboriginal and Torres Strait Islander Health Worker also provides cultural education and training to the SCHHS workforce and supports a collaborative approach to care by growing partnerships with community, health service providers and broader social services to improve health outcomes for Aboriginal and Torres Strait Islander people.

The Advanced Health Worker must have a Certificate IV or Diploma in Aboriginal and/or Torres Strait Islander Primary Health Care as well as significant experience in delivering primary health care programs to the Aboriginal and Torres Strait Islander community. The Advanced Health Worker will exercise a degree of autonomy, initiative and judgment in the use of resources under their control and day-to-day resolution of issues and problems including but not limited to mentoring other Health Workers, creation of health programs and initiatives and preparation of reports and statistics. The Advanced Health Worker will exercise accountability and responsibility for working within the Health Worker Scope of Practice and meeting quality standards.

The Aboriginal and Torres Strait Islander Advanced Health Worker within the Sunshine Coast Hospital and Health Service will report operationally to their line manager and/or service manager and professionally to the Aboriginal Torres Strait Islander Health Directorate Senior Health Worker

Aboriginal & Torres Strait Islander Health Worker roles

This role sits within an interim classification and remuneration stream provided by Phase 1 of the Aboriginal and Torres Strait Islander Health Workforce (Queensland Health) Certified Agreement (No. 1) 2019 (A&TSIHW EB1). Roles covered by A&TSIHW EB1 will be subject to a broad review which will consider how Aboriginal and Torres Strait Islander Health Workforce roles are classified. Whilst this Phase 2 review could result in changes to role titles and descriptions, and classification and remuneration levels, there will be no disadvantage or loss of employment conditions for any employees who transition to a finalised Aboriginal and Torres Strait Islander Health Workforce classification structure.

Your responsibilities

- Deliver a range of evidence-based interventions in a culturally safe, clinically competent, professional and effective manner including the provision of co-case management, care coordination, intake assessments, cultural aspects of assessment and treatment plans, direct therapeutic interventions, referrals and cultural support.
- Undertake health programs and community care duties that may include but are not limited to: Women's and Men's health, antenatal, child and youth health, older person's health care, nutrition, substance abuse, sexual abuse, mental health, clinics, health promotion and education.
- Ability to manage own work with limited supervision through the use of planning and time management showing initiative and positive attitude.
- Demonstrate a practical understanding of Aboriginal and Torres Strait Islander inequities, and health issues to deliver informed, evidence based culturally appropriate care.
- Demonstrate high level communication and interpersonal skills in the provision of client care and advocacy, including working collaboratively and in partnership with the Aboriginal and Torres Strait Islander community, health service providers and other health professionals.
- Work collaboratively within the multi-disciplinary team to provide quality care, including health awareness, education and health intervention strategies for individuals and the community.
- Provide support and advocacy to Aboriginal and Torres Strait Islander clients and their families accessing services at the Sunshine Coast Hospital and Health Service.

- Develop and maintain strong links within the Aboriginal and Torres Strait Islander community and with relevant organisations and demonstrate a sound knowledge of Aboriginal and Torres Strait Islander culture and protocols.
- Knowledge of the social determinants of health affecting Aboriginal and Torres Strait Islander people and the ability to network and negotiate with other organisations to improve health outcomes.
- Demonstrated advanced level skill in the delivery of health assessments, community screening and primary health care intervention.
- Design, deliver and evaluate primary health care programs in response to the health needs of individuals, groups and community.
- Maintain the confidentiality of all clients' health and personal related information through the appropriate use of data collection and management systems in use by this service.
- Liaise with community members and other health professionals to advise, support and encourage community participation and involvement in the promotion and delivery of child, youth and family health care, and ensure that the health needs of the Aboriginal and Torres Strait Islander communities are being met.
- Contribute to Closing the Gap and Health Equity Key Performance Indicators as underpinned by the Queensland Health Making Tracks toward closing the gap in health outcomes for Indigenous Queenslanders by 2033.
- Demonstrate ability in computer and data reporting skills and using electronic patient management systems.
- Demonstrate sound understandings and practice of confidentiality, ethics, and duty of care in a primary care environment.
- This position requires you to adhere to *National Safety and Quality Health Service (NSQHS) Standards* and Sunshine Coast Health Safe Care Framework, which has been developed in collaboration with staff, consumers and key stakeholders to enable our vision of health and wellbeing through person-centred care.
- Fulfil the responsibilities of this role in accordance with Sunshine Coast Health Values.
- Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, work health and safety and ethical behaviour.
- Follow defined service quality standards, work health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces and manage all information in accordance with legislation, standards, policies, and procedures.

Mandatory requirements:

- Pre-employment screening, including criminal history checks, may be undertaken on persons recommended for employment.
- Successfully completed Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care and/or Diploma in Aboriginal and Torres Strait Islander Primary Health Care.
- Certified copies of the required information must be provided to the appropriate supervisor/ manager, prior to commencement of duties (Qualification will determine pay point).

- Applicants who do not hold the mandatory qualification requirements, but believe they have the knowledge, skills and abilities to perform the role as outlined, and will commit to completing the qualification(s) within an agreed timeframe if appointed, are encouraged to apply for this vacancy. Should the applicant be successful, employment will be at the no qualification pay point until evidence of completion of the required qualification(s) is provided. Full financial and leave support will be provided to complete the qualification(s). If you would like to discuss this option further, please call the contact listed on the role description.
- Under the *Public Sector Act 2022*, applicants are required to disclose any previous serious disciplinary action taken against them.
- This position may require the incumbent to operate a government vehicle and an appropriate licence endorsement to operate this type of vehicle is required (Queensland 'C' class licence). Proof of this endorsement must be provided before commencement of duty.
- Employees of Sunshine Coast Health have an obligation under the *Public Health Act 2005* s.151(1) to take reasonable precautions and care to minimise risk of infection to other persons.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment (Health Employment Directive No. 01/16):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
- It is a condition of employment in this role for new employees to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.
- Staff that enter clinical areas (e.g. inpatient units, outpatient units, procedural suites) and/or undertake direct contact with patients or a patient's environment or working in areas where there is an infection control risk (e.g. food handling areas) must be bare below the elbows at all times whilst in these areas. Failure to comply with this mandatory requirement may lead to disciplinary action.
- This position requires the incumbent to undertake manual handling tasks that may include pushing, pulling, lifting, bending, reaching above shoulder height, and reaching to the floor.
- This position may require you to work weekends as per departmental business requirements.
- The position may involve travel to various facilities within Sunshine Coast Health.
- Indigenous positions - Under section 25 of the *Anti-Discrimination Act 1991 (Qld),* it is a genuine occupational requirement for the incumbent to be Indigenous to the Aboriginal or Torres Strait Islander Community. Please access the Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016-2026.
- Experience and high level of knowledge of Microsoft Office products will be highly regarded

Sunshine Coast Health acknowledges the Traditional Owners of the land, and pays respect to Elders past, present and future.

Sunshine Coast Health

Queensland Government

How to apply

Please provide us the following information so we can check if you're a good fit for the role:

1. Your **resume**, up to two pages, including the names and contact details of two referees who know your skills, work ethic, attributes and suitability for this position, including conduct and performance within the previous two years.
2. A **statement, up to two pages** showing how your skills and experience align with the below section “How you will be assessed”.
3. A **one-page cover letter,** explaining your skills, personal qualities, and why you’re interested in the role.

How you will be assessed

You will be assessed on your ability to demonstrate the following key requirements, knowledge and experience. Within the context of the responsibilities described above under ‘Your responsibilities’, the ideal applicant will be someone who can demonstrate the following:

- High-level knowledge and understanding of Aboriginal and Torres Strait Islander cultures, history, polices and health inequities (including social determinants), as well as demonstrated experience in engaging with Aboriginal and Torres Strait Islander people to deliver culturally responsive services.
- Proven ability to work within a multi-disciplinary team and provide relevant clinical service advice to health care professionals and operational supervisors regarding service delivery.
- Demonstrated advanced level clinical skills appropriate for the delivery of health assessments, programs, community screening and primary health care intervention.
- High-level interpersonal communication skills, including a demonstrated ability to advocate for the Aboriginal and Torres Strait Islander community and advanced level skills in verbal and written communication.
- Demonstrated skills and ability to manage own work with broad direction through forward planning and time management, and provide supervision and mentor support to subordinate staff, demonstrating initiative in relation to service delivery.

Your employer – Sunshine Coast Health

- At Sunshine Coast Health, we believe in supporting health and wellbeing through person centred care for all.
- We are here for our rapidly growing population, across the coastal and hinterland areas of the Sunshine Coast region. We care for our communities through Sunshine Coast University Hospital, Nambour General Hospital, Gympie Hospital, Maleny Soldier’s Memorial Hospital, and Caloundra Health Service which includes a Minor Injury and Illness Clinic. We also provide care at a number of community and mental health sites, as well as Glenbrook Residential Aged Care.
- Across our varying environments and departments, our diverse team is connected through a shared vision of helping our community to heal. We put compassion, innovation, accountability, and integrity into what we do to make our communities healthier.

Sunshine Coast Health acknowledges the Traditional Owners of the land, and pays respect to Elders past, present and future.

Sunshine Coast Health

Queensland Government

- To learn more about What it's like to work with us, including Workplace benefits, please visit Sunshine Coast Health Careers web page Careers | Sunshine Coast Health.

Our commitment to equity, diversity and inclusion

- At Sunshine Coast Health we are committed to equity, diversity, and inclusion. We build a culture of respect, promote human rights, and aim to create a workforce that reflects the consumers and communities we serve.
- We are an equal opportunity employer and welcome applications from everyone across gender, ethnicity, race, age, language, sexual orientation, disability, and family/caring responsibilities. We recognise the value that employees of different backgrounds, experiences, and perspectives bring across all levels of our organisation.
- We believe in treating all job applicants and employees with fairness, dignity, and respect. Everyone in our organisation, from employees to visitors and contractors, must be treated equally and without discrimination, harassment, vilification, or bullying.
- If you need support during the recruitment process, we're here to assist. We understand that some people may need changes to the recruitment process, the way they work and the workplace environment. If you need support or adjustments, please let us know by reaching out to the contact person noted on the first page of the role description.
- Our commitment to cultural safety, equity, diversity, and inclusion means that we value diverse applicants and your need for adjustments will not affect our hiring decisions.

What else you need to know

- Employees who are appointed to Sunshine Coast Health may be required to undertake a period of probation appropriate to the appointment.
- All relevant health professionals, who during their work reasonably suspect that a child or young person has been abused or neglected in any way at Sunshine Coast Health, at home or in the community must report their concerns as soon as possible to Child safety services, Department of Communities, as required by law.
- In this role you may come across upsetting situations, events, topics, or materials directly or indirectly. This could happen when talking with consumers, stakeholders, or colleagues, reviewing materials, or visiting workplaces and certain environments. We have a range of psychosocial and physical safety controls in place for all Queensland Health workplaces, including strategies to manage the risk of employees being exposed to traumatic events, materials and/or vicarious trauma. We also support employees who are impacted by their work.
- Applicants will be required to give a statement of their employment as a lobbyist, as per the Public Service Commission Policy: *Lobbyist Disclosure Policy 2010* 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*.
- Applications will remain current for 12 months. If the duration of the vacancy is less than 12 months applications will remain current for vacancy duration.