

Aboriginal and Torres Strait Islander Health Workers – Maternal, Child & Youth Health: Role Description Review – Consultation Findings

Statewide Consultation

- Statewide consultation on the revised OO4 – OO7 Aboriginal and Torres Strait Islander – Health Worker (Maternal, Child & Youth) role descriptions took place over a 3 month period.
- Stakeholders included health workers workforce, Department of Health Workforce Strategy Branch and Employee Relations, Aboriginal and Torres Strait Islander Health Branch. The role descriptions and memo were also distributed to all HHS Chief Executives.
- Feedback was received via discussions at multiple meetings across all Cluster Network Groups, an online survey and email.
- Review of consultation feedback conducted by Expert Reference Group and revisions agreed.

Findings

- 31 responders completed the online survey. 77% felt the changes to the role descriptions would benefit the workforce and 74% felt the changes to the role descriptions would mean a better service for their community.
- Key themes from the feedback included:
 - Naming convention
 - Comparison between OO4 and OO5 role descriptions – need greater clarification
 - Maternal and Child & Youth
 - Clinical load
 - Health Worker vs Health Practitioner roles
 - Cultural connections and lived experience
 - Assessment process, selection panel and interview

Outcomes

- Changes made *include*:
 - fixing titles to align with career structure (this was an oversight)
 - better alignment and making difference between OO4 and OO5 roles clearer (e.g. changes in terminology)
 - inclusion of more points regarding maternal and infant health
 - highlighting core vs variable components e.g. age can be contextualised locally
 - including the term *holistic*
 - acknowledging that Health Workers provide a culturally appropriate service which includes consideration of traditional healing and spirituality
 - changes to terminology to make more relevant across HHSs
- Role descriptions include clinical skills that Health Workers are qualified and competent to do – gold standard
- With the introduction of Health Practitioner roles, there will still be a role for Health Workers. Health Practitioners will have a greater clinical focus, with less health promotion/education component.

Next Steps

- JEMsing of role descriptions.
- Development of guiding principles to support role descriptions, including recruitment practices.
- Proposal to develop service model/s to support the implementation of the role descriptions.