

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

Why we are doing this review?

- Building on previous work and as a direct recommendation from the 2016 Forum report, a Statewide Aboriginal and Torres Strait Islander Health Worker – Maternal, Child and Youth Health Steering Committee and 5 local Cluster Network Groups were established in 2017.
- The purpose of this was to establish a governance structure that provides statewide leadership and appropriate networks to engage Aboriginal and Torres Strait Islander maternal, child and youth health workers and foster connection across the state.
- The long term goal has been to “*Develop a clear and consistent definition and role requirements for Aboriginal and Torres Strait Islander maternal, child and youth health workers Statewide*”.
- **NB: The Steering Committee is aware of the current award and stream workforce sits under and this is something to look at in future. This Project will feed into the bigger review of the Aboriginal and Torres Strait Islander Health Worker Career Structure 2009 being led by the Workforce Strategy Branch. The stream and naming convention are in accordance with the existing Career Structure. The Project will continue to work with the Workforce Strategy Branch through the review process.**

Common workforce issues identified across the State include:

- Poor attraction and retention of health workers
- Unclear roles, role expectation and scope of practice
- Underutilisation and recognition of skills and expertise of staff
- Cultural consideration and expertise devalued and de-emphasised
- Limiting human resource/ recruitment practices
- Limited training opportunities and professional development
- Health workers feel isolated and report having limited support
- Few opportunities to share experiences and communicate with on another
- Little opportunity for staff progression and career opportunities

Who has been involved?

- The review activities have been Indigenous-led and designed.
- The all-Indigenous Statewide Steering Committee consists of representatives from every HHS and is chaired by Trudi Sebasio and Ross Atu (co-Chair).
- An Expert Reference Group was formed to review and develop the revised role descriptions now out for consultation.

Next Steps

- Statewide consultation on the revised OO4 – OO7 Aboriginal and Torres Strait Islander – Health Worker (Maternal, Child & Youth) role descriptions – stakeholders include health workers workforce, Department of Health Workforce Strategy Branch and Employee Relations, Aboriginal and Torres Strait Islander Health Branch and health sector unions.
- Review/revisions based on outcomes of consultation and JEMsing of role descriptions.
- Expert Reference Group holding a third workshop to develop service model/s to support the implementation of the role descriptions.