



Aboriginal and Torres Strait Islander Health Workers

Maternal, Child and Youth Health Network

Presenters

- Trudi Sebasio – Co-Chair, Aboriginal and Torres Strait Islander Health Workers – Maternal, Child and Youth Health Steering Committee / Regional Indigenous Operations Policy Manager Mackay
- Raylene Dean – Health Worker, Townsville
- Lenore Wasaga – Advanced Health Worker, Children’s Health Qld
- Tamarra Fisher-Carnes - Advanced Health Worker, Children’s Health Qld
- Heidi Atkins – Principal Policy Officer, QCYCN

Our Journey: Aboriginal & Torres Strait Islander Child & Youth Health Workers



2012 QCYCN led two workshops

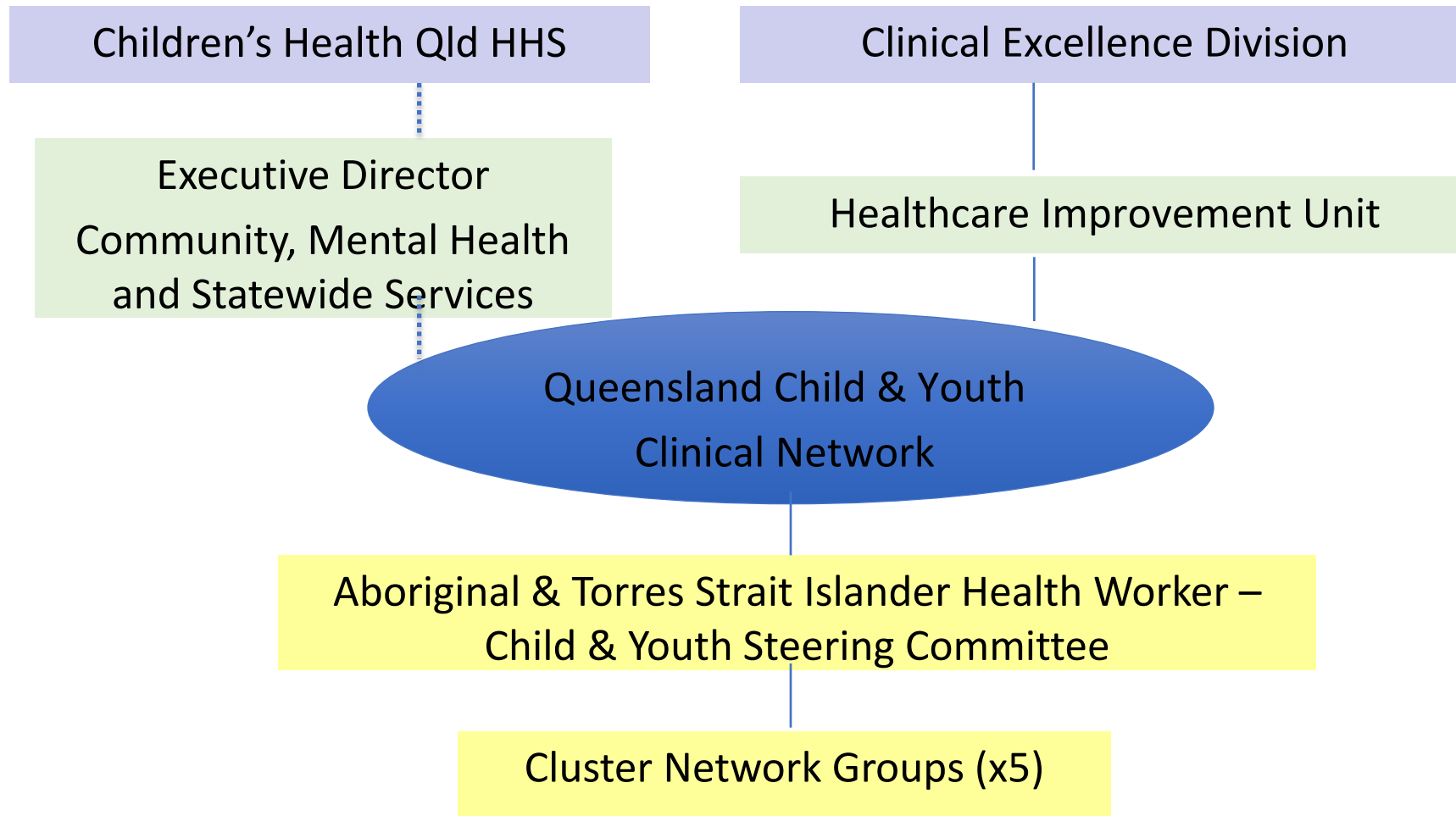
2014/15
Aboriginal and
Torres Strait
Islander Health
Network Project

2016 QCYCN
held two day
Forum

Recommendation: 2017/18

Establishment of statewide Steering Committee and local cluster network groups to foster collaboration, drive workforce culture change and ultimately lead to better health outcomes for Aboriginal and Torres Strait Islander children, young adults and families.

Aboriginal & Torres Strait Islander Health Worker – Maternal, Child & Youth Governance



Our Achievements – 2017/18

- March 2017 – inaugural Steering Committee meeting held (5 meetings held in total 2017, 1 face to face)
- Health Workers staff database completed
- Workforce audit survey conducted
- 5 local Cluster Network Groups established and regularly meeting
- Communication, raising profile
- Established links with partners
- Funding approved till end of 2018
- Expert Reference Group forms – 2 workshops held
- Draft revised role descriptions out for consultation

Cluster Network Group – Purpose

- Support the Aboriginal and Torres Strait Islander Child and Youth Steering Committee in **providing expertise, direction and advice and implement strategies** that combat Aboriginal and Torres Strait Islander Child and Youth Health Workers workforce challenges.
- **Foster the collaboration** of Child and Youth Health Workers.
- **Provide an open and supportive environment** for Child and Youth Health Workers that leads to better health outcomes for the Indigenous community and has a direct effect associated with closing the gap.
- Create a **statewide collaborative** of Child and Youth Health Workers and a record of barriers and enablers to success that **facilitate peer support and professional development**, as well as **strengthening the evidence base** regarding the activities of health workers across the State.

Cluster Network Group – Benefits

- A Statewide strategic, consistent approach - a state wide network of Aboriginal and Torres Strait Islander Maternal, Child and Youth Health Workers.
- Better support and a voice for Aboriginal and Torres Strait Islander Health Workers.
- Improved health outcomes for Aboriginal and Torres Strait Islander children, families and their communities.
- Avenues for increased education and training opportunities.
- Better promotion of the valuable work undertaken by Health Workers.
- Contributes to the Indigenous Workforce by improving recruitment and retention of Aboriginal and Torres Strait Islander staff.

“I found that the meeting today was very informative and having the chance for everyone to speak freely was just great.”

“These meetings provide a great opportunity to network”

“It’s lovely to put faces to names”

“It’s so beneficial to find out who to contact in other local areas, within my HHS and in neighbouring HHSs”

“The impact of forming this cluster group has been very positive. It has enhanced collaboration between the 2 HHSs, provided a platform to build on relationships and partnerships between health workers and services.”

Common workforce issues

- Poor attraction and retention of health workers
- Unclear roles, role expectation and scope of practice
- Recognition of a HWs scope of practice, cultural obligations and responsibilities to their community and how they are all interlinked
- 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 often face issues such as isolation and limited support
- Few opportunities to share experiences and communicate with on another
- Little opportunity for staff progression and career opportunities

Review of Role Descriptions

- Steering Committee goal - *“Develop a clear and consistent definition and role requirements for Aboriginal and Torres Strait Islander maternal, child and youth health workers Statewide”*.
- 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 revised role descriptions for OO4 – OO7 out for consultation.
- 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.

Next Steps

- Complete statewide consultation and finalise RDs
- Goal: Consistent roles and responsibilities across the state that articulate unique workforce strengths
- Project outcomes to feed into broader review of *Aboriginal and Torres Strait Islander Health Worker Career Structure 2009* being led by the Workforce Strategy Branch
- Next workshop to develop service model/s to support the implementation of the role descriptions.
- Continue connecting health workers through the Cluster Network Groups and promoting their valuable work.
- Ultimately support the workforce to improve health outcomes for Aboriginal and Torres Strait Islander children, families and their communities.

Thank You and Contacts

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