



**Maari Ma Health
Aboriginal Corporation**

Position Vacant

Broken Hill, Far West NSW

Clinical Nurse Specialist – Youth Health

You will be responsible for oversight of Maari Ma's Youth Health Program which supports Aboriginal children and young people aged 9-18 years old. This includes prevention strategies including engagement, health promotion, health education, screening, brief interventions and proactive follow-up.

To be successful in this role you will have AHPRA registration and a demonstrated understanding of issues impacting on Aboriginal children and young people and potential barriers to preventive health care.

This is a great opportunity to be part of our team making a difference to the health of young people in the far west region.

The benefits of working for Maari Ma

Maari Ma is an award winning organisation that values and rewards our staff. You will enjoy an attractive salary package including a base salary of \$95,000-\$98,000 and other great benefits including:

- Generous salary packaging options up to \$18,000
- Additional remote benefit salary packaging for rent and utilities.
- Relocation assistance.
- 5 weeks annual leave and additional paid leave during Christmas period.
- Up to 12 rostered days off a year.
- Subsidised professional and career development opportunities.

To talk about the role:

Contact Linda Lynott on (08) 8082 9777 or email Linda.Lynott@maarima.com.au

To apply:

Please complete the Application for Employment form below, attach your resume and submit a covering letter outlining your suitability for the role.

Completed applications to be sent by email to workforce@maarima.com.au

Applications close 5pm Thursday 28th September 2017

A NSW Working With Children Check and National Police History Check are essential for this position

CONFIDENTIAL APPLICATION FOR EMPLOYMENT



INSTRUCTIONS

1. Please complete all sections of this form and all other attachments.
2. Ensure that an updated curriculum vitae (resume) is attached to your application.
4. Some answers in this form require a box to be selected eg Yes or No. When completing this form electronically, a box can be selected by clicking on the box, a cross will now appear in the selected box.
5. Please return all applications to Workforce@maarima.com.au prior to the closing date.

Position applied for: _____

PERSONAL PARTICULARS (USE BLOCK LETTERS)

Last Name: _____ **First Names:** _____

Residential Address: Street: _____ **Suburb:** _____ **Post Code:** _____

Postal Address: Street or PO Box: _____ **Suburb:** _____ **Post Code:** _____

Email Address: _____

Telephone: Home: _____ **Work:** _____ **Mobile:** _____

Drivers Licence: _____ I don't have a drivers licence

Type / Class

Restrictions

Are you Aboriginal and / or Torres Strait Islander? Yes No

Are you an Australian Citizen or Permanent Resident? Yes No

If not, do you hold a valid Working Visa? Yes No **(copy must be attached)**

EMPLOYMENT HISTORY & EDUCATION QUALIFICATIONS:

Please attach a copy of your CV showing where you have worked before (MOST RECENT EMPLOYER FIRST). Include overseas as well as Australian work experience. Voluntary work experience may also be included.

I have attached my CV (resume)

HEALTH DECLARATION: (PLEASE SELECT ONE)

Do you have any psychological or medical condition(s), illness, disabilities or any other restrictions that may affect your ability to carry out the duties of the position you are applying for?

No Unsure Yes

If yes or unsure, please provide details and include any details of any assistance or adjustments that would assist you to carry out the functions of the position. Please attach in a separate document.

Please Note: This information is necessary to enable us to provide a safe system of work and to provide appropriate assistance to you. Providing this information will not be used to discriminate against you because of the existence of any such disability or medical condition.

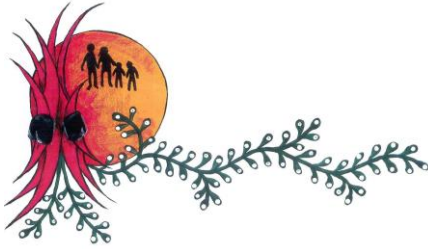
APPLICANT'S STATEMENT:

By signing this document I understand and agree that:

- a) To the best of my knowledge, I have truthfully answered all of the questions in this application.
- b) Any false or misleading information I provide will result in me not being considered for employment, or in the event that I am offered and accept employment, may make me liable for disciplinary action, which may include termination of employment.

Signature: _____

Date:



**MAARI MA HEALTH
ABORIGINAL CORPORATION**

Improving Aboriginal health and closing the gap

POSITION DESCRIPTION

Position Title	Clinical Nurse Specialist – Youth Health
Employment Type	As per employment contract
Team	Youth Health
Location	Broken Hill
Classification	Maari Ma Health Enterprise Agreement – Registered Nurse 2.1 Clinical Nurse Specialist 2
Date	September 2017

About Our Organisation:

Maari Ma Health is an Aboriginal community controlled health service, led and governed by an all Aboriginal Board of Directors. Our values are community, compassion, culture, empowerment, quality and respect.

We work to improve the health and well-being of Aboriginal people, families and communities. We do this through:

- Healthy Start and Keeping Well programs of the Chronic Disease Strategy focussing on prevention, early intervention and care plan management.
- Social and Community Programs to promote individual and community wellbeing, supporting young people to enjoy life, realise their potential and be all they can be.
- Joining research projects about community safety, chronic disease and quality outcomes.
- Working in partnership with a wide range of agencies and organisations in our region to coordinate care and services for our clients.
- Facilitating services that improve the care provided to Aboriginal people with a chronic disease across western and far west NSW.

Maari Ma has a Regional Primary Health Care Service with a multidisciplinary general practice in Broken Hill and delivers services and programs collaboratively with local health service staff in communities within the Far West region of New South Wales. Our service approaches are grounded in the Aboriginal concept of health which takes a holistic view incorporating the physical, social, emotional and cultural well-being of individuals, their families and their communities.

Purpose of the Position:

The position is responsible for implementing Maari Ma's Youth Health Program which targets Aboriginal children and young people aged 9 years to 18 Years. The program and therefore position, is focused on implementing prevention strategies including engagement, health promotion, health education, screening, brief interventions and proactive follow-up.

Reporting/Working Relationships:

- This position reports to the Director, Primary Health Care Services
- This position works closely with the Aboriginal Youth Health Worker.

Employment Conditions:

- Continued employment is subject to ongoing funding.
- Terms and conditions as outlined in the Maari Ma Health Aboriginal Corporation Enterprise Agreement.
- Appointment and continued employment is subject to a satisfactory National Police History Check and NSW Working with Children Check.
- Current Driver's License and willing to drive in the course of work activities.
- Maintenance of professional registration with AHPRA.
- Occasional travel and overnight stays in Wilcannia, Menindee and other towns within the region.

Key Responsibilities	
Youth Health/Clinical Nursing Specialist Activities	<ul style="list-style-type: none"> • Become familiar with the Maari Ma Chronic Disease Strategy and promote the principles in everyday work as they apply to Primary Health. • Work closely with and implement the priorities of the Youth Health Advisory Group. • Work in accordance with Maari Ma's model of team care. Actively foster and implement team based strategies involving the Aboriginal Youth Health Worker, other registered nurses and nominated doctors. • Supervise and support the Aboriginal Youth Health Worker's clinical practice and support them to continue to grow and develop within the scope of their clinical practical. • Actively work with the Healthy Start team, Early Years program, HIPPY program and clinic and community teams to engage families to access children and young people aged 9 to 18 years. Work with these teams to ensure the approach to accessing the target group is coordinated. • Actively work with the schools to access the target group and implement health promotion in the school setting. • Actively work through community based service providers to engage the target group (including YMCA and sporting groups). • Work to build capacity within existing workforce to implement key youth health policies and programs. • Assist the Antecedents of Renal Disease in Aboriginal Children (ARDAC) screening program to access participants. • Coordinate Maari Ma's response to harmful activities such as petrol sniffing as it occurs. • Coordinate Out of Home Care (OOHC) requests, referrals and assessments outcomes - health checks requested by FACS for children living out of home. • Use the mobile clinic as part of an overall strategy to

Youth Health/Clinical Nursing Specialist Activities (cont.)	<p>access target group and submit progress reports as required in relation to the strategy.</p> <ul style="list-style-type: none"> • Be guided by Indigenous staff in developing and implementing strategies to most effectively access the clients to deliver the program. • Contribute to the orientation and mentoring of new staff and support development of clinical skills. • Be familiar with and undertake responsibilities regarding children, young people and their families in accordance with NSW Health Frontline Procedures for the Protection of Children and Young People.
Staff Immunisation	<ul style="list-style-type: none"> • Function as the Staff Health Registered Nurse, assessing all new employees during orientation and current employees as required for compliance with the Maari Ma Staff Immunisation Policy. • Provide immunisation information to the Human Resources Manager for maintenance of the staff immunisation database.
Administration Activities	<ul style="list-style-type: none"> • Ensure the secure management of data, client and organisational confidential information and compliance with privacy policies and legislation. • In conjunction with the Manager, develop a quarterly work plan for all activities, including clinical work, training and special projects.
Team & Organisational Activities	<ul style="list-style-type: none"> • Actively and regularly participate in team planning activities and team meetings. • Actively develop and maintain effective internal and external networks in a professional manner. • Work collaboratively with and support other Maari Ma colleagues where required. • Participate in and support a culture of continuous quality improvement activities, including practice and organisational accreditation. • Participate in working groups, committees and organisational activities where requested. • Participate in Maari Ma Health functions and community promotional activities. • Appreciate, respect and value differences within the team and within Maari Ma. • Contribute to and support positive team morale. • Promote and present a positive image of Maari Ma to other staff, clients and the community in general.

Qualifications, Skills, Experience and Knowledge

Essential

- Currently registered with, or eligible to be registered with Australian Health Practitioner Registration Agency (AHPRA) as a Registered Nurse.
- Accredited Nurse Immuniser in New South Wales or be prepared to actively pursue such accreditation within 12 months.
- Ability to work with Aboriginal staff and communities in a way that fosters mutual respect.
- Minimum two years post graduate clinical experience.
- High level of interpersonal and communication skills with the ability to respond effectively to clients who may be challenging to engage.
- Demonstrated understanding of issues impacting on Aboriginal children and young people and potential barriers to preventive health care.
- Demonstrated ability to implement a multidisciplinary team approach to the provision of health care utilising high level engagement and networking skills.
- Demonstrated ability to implement a range of preventive health strategies, including health promotion, community education, targeted education, screening, brief interventions.
- Demonstrated ability to plan and implement workload priorities with excellent time management skills.
- Computing skills relevant to the position and competent in the use of information and communication technology including Microsoft Word, email and internet applications and the ability to quickly acquire skills in other applications.

Desirable

- Demonstrated understanding of child protection policy and practice and the needs of children and young people in out of home care, including roles responsibilities and functioning of health and human service agencies and non-government organisations involved in meeting these needs.
- Experience working with children and/or young people in a community or primary health care setting.

Compliance Responsibilities – All Staff

Professional Development/Performance Review/Feedback

- Participate in learning & development activities to maintain professional knowledge and skills.
- Participate in performance reviews, feedback and information sharing discussions in relation to job satisfaction and communication, continuous improvement, learning and development, innovation, and improving performance.

Workplace Health and Safety

- **Arrive Safe, Work Safe and Go Home Safe.**
- Make sure you keep your safety and others safety in mind at all times.
- If you notice someone doing something unsafe – care enough about them to ask them to stop or find a safer way.
- If you notice something that is a potential risk or hazard to your safety or others safety – report it.
- Watch out for spills, things in the way of people, and/or equipment that isn't working.
- If you need equipment to do your job safely make sure you use it. It's there to keep you safe.
- If equipment isn't working properly – tell everyone around you (a sign is often good) and then tell us so we can fix it.
- If you are involved in an incident or are injured tell us straight away.

Modelling Healthy Workplace Behaviour

Maari Ma has a Smoke Free Workplace Policy and a Workplace Nutrition Policy. All staff have a responsibility to model healthy behaviour and lifestyle at work.

Immunisation Status

This position is Category A – employees who have contact with clients or contact with blood, body substances or infectious material.

Other Responsibilities

- Behave in a manner consistent with personal and professional workplace standards outlined in the Code of Conduct, human resource policies (including Equal Opportunity, Workplace Bullying and Discrimination & Harassment Policies) and other relevant legislation.
- Abide by the policies and procedures of Maari Ma. These policies and procedures are subject to change and it is the responsibility of each staff member to maintain an awareness and understanding of all policies and procedures.
- Co-operate with the requirements of the Occupational Screening and Vaccination Against Infectious Diseases Policy or, where you elect not to comply, confirm in writing your non-participation and understanding of the risks of non-participation.
- Duties and responsibilities for this position should not be considered definitive. Duties may be added, deleted or modified, in consultation with employees as required, and within the scope of skills, experience, knowledge and competencies.

Employee Statement

I have read and understood the information contained in this Position Description.

Name

Signature

Date