

Position Title: First Nations Health Advisor

Campus: Ballarat, Horsham, Stawell, Edenhope or Dimboola

Directorate: Strategy and Regions Directorate

Department: First Nations Health

Reporting to: Chief Medical Officer

Appointment Terms/Conditions:

Classification and Code: Commensurate with skills, experience and qualifications

Enterprise Agreement: Health and Allied Services, Managers and Administrative Workers (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The First Nations Health Advisor actively supports Grampians Health to provide culturally safe, accessible and person centred services in the Grampians region. The First Nations Health Advisor provides strategic cultural advice to Grampians Health executive, clinical teams, and key stakeholders.

As an expert in First Nations Health, this position is responsible for key stakeholder engagement with First Nations services within the Grampians region and plays a key role in enabling Grampians Health to improve service access for First Nations communities.

The position is key to the development of organisational cultural policy across the operational and clinical domains.

The position provides support to the First Nations patients in relation to health issues across the acute/sub-acute/community and Mental Health settings across Grampians Health services.

KEY ACCOUNTABILITIES

- Provide expert First Nations cultural advice and consultancy to the Grampians Health leadership team to inform safe, accessible and culturally appropriate healthcare to improve outcomes for First Nations patients and communities.
- Influence culturally appropriate improvement initiatives, policy development and quality practices.
- Lead the development First Nations strategic action plans, and play a key role in enabling the implementation of such plans.
- Be responsible for the management of First Nations Policy and Governance across Grampians Health.
- Actively promote access to Grampians Health services to First Nations communities.
- Coordinate, Chair and lead relevant committees, projects and working groups to enhance First Nations health outcomes in the Grampians region.
- Establish and maintain strong, mutually beneficial relationships with First Nations community leaders, representatives, cooperatives, organisations and key stakeholders.
- Promote a culture of learning, enhancement of cultural competency, and evidence-based practice to achieve excellence in First Nations Health across Grampians Health.
- Act as a key point of contact for First Nations colleagues for advice, feedback and coaching.

KEY SELECTION CRITERIA

Qualifications

- Bachelor level qualification in a Health or related field (i.e., Nursing, Allied Health, Management, Social Sciences, Public Health)
- Current, unrestricted Victorian Driver's License
- Hold or working towards a postgraduate qualification in a relevant field (*desirable*)

Technical/Professional Knowledge and Skills

- Expert First Nations cultural competency and ability to provide strategic advice to senior leaders regarding culturally safe and accessible healthcare
- Ability to influence positive service development and improvement initiatives through gathering and analysing data that supports measurable objectives (Close the Gap targets)
- Demonstrated experience working in a relevant First Nations health field
- Policy development and strategic planning

Work Environment

- Ability to foster a safe, respectful and culturally safe working environment

Personal attributes

- Strong understanding of First Nations peoples, cultures and practices
- Highly developed communication and negotiation skills
- Identify and be accepted as an Aboriginal and/or Torres Strait Islander person

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children. Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive. Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.