

Aboriginal Workforce Community Health Navigator Roles





Acknowledgement of Country

We acknowledge that we are living and working on Aboriginal land of the Eora Nation. We recognise the strength, resilience and capacity of Aboriginal people on this land. We would like to acknowledge the traditional custodians of the land and pay respect to Aboriginal Elders past, present and emerging. There are about 29 clan groups within Sydney metropolitan area, referred to collectively as the Eora Nation. Within the boundaries of the Sydney Local Health District we acknowledge the Gadigal, Wangal and Bediagal clans of the Eora Nation. As we share our knowledge today may we also pay respect to the knowledge embedded forever with in the Aboriginal Custodianship of Country.



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*Aboriginal Health Workers who
care for Aboriginal patients
bring a truly culturally
appropriate practice*



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Aboriginal Workforce Consultant's Role

Provide support in the development of positions,
staff support and professional development

Meeting workplace targets, Aboriginal
recruitment, attraction and retention

Employee engagement and workplace culture
competence



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Current Data on Aboriginal Health Workers

At present we have 15 AHW's / 182 total headcount = 8.24%

Break up of positions: 2 Senior AHW, 1 Principle, 2 ALO's, 10 AHW's.

In recruitment: 1 Cancer Care Coordinator, 1 Palliative Care Coordinator, 4 AHW's and 2 AHP's

RPA Emergency Department Aboriginal Project – 4 new positions to support Aboriginal patients who attend the ED and to encourage Aboriginal patients not to self discharge prior to seeing the Drs.

AHW- Aboriginal Health Worker; ALO- Aboriginal Liaison Officer; AHP- Aboriginal Health Practitioner



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Aboriginal Workforce

Community Health Navigator Roles

In the 1970's, Aboriginal Health Workers (AHWs) were selected from local community members. They were often chosen on the basis of their cultural knowledge, understanding, skills and roles in the community. Aboriginal Health Workers have extensive experience working in Health and Community as cultural navigators.

There are four types of Aboriginal Health Worker categories and all of these are paid under the NSW Health Service Aboriginal Health Workers' (State) Award (NSW Health



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Aboriginal Health Practitioner

This position provides direct clinical services to local Aboriginal communities and Health Services. Aboriginal Health Practitioners are required to hold a Certificate IV Aboriginal Primary Health Care Practice and be registered with the Aboriginal and Torres Strait Islander Health Practice Board of Australia (ATSIHPBA) supported by the Australian Health Practitioner Regulation Agency (AHPRA).



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Principal Aboriginal Health Worker

This position provides a career pathway for Aboriginal Health Workers with a degree qualification.

Under the NSW Health Service Aboriginal Health Workers' (State) Award, the Principal Aboriginal Health Worker role is a new classification.



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Senior Aboriginal Health Worker

This position manages resources for the delivery of individual health services or health programs and may be responsible for the supervision and training of Aboriginal Health Workers.



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Challenges

- High rates of stress, burnout, and staff turn-over, which can impact primary health care delivery to Aboriginal people
- Understanding the importance of the role of a AHW
- Non-Aboriginal staff being able to demonstrate culturally safe and sensitive practices
- Confidently walk as both an Aboriginal person and as a health professional
- Challenges faced as a consequence of stereotypes and lack of recognition
- Limited consideration given for AHW's depth of cultural knowledge





Achievements

- Public protection and, enhanced safety and quality
- Providing flexible, holistic and culturally sensitive health services
- Culturally and clinically equitable Aboriginal primary health care provisions
- Cultural security and safety
- Disease prevention, health promotion and education
- Having Local community knowledge
- Holistic approach to health care



Aboriginal Workforce Working Together



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