



Position Description

Nurse Home Visitor
Australian Nurse Family Partnership Program
Wellington | October 2022



POSITION TITLE

Nurse Home Visitor - ANFPP

Wellington Aboriginal Corporation Health Service

LOCATION

Various locations – Dubbo

POSITION DESCRIPTION

The Australian Nurse-Family Partnership Program (ANFPP) is an evidence-based program for women pregnant with an Aboriginal or Torres Strait Islander baby.

The Nurse Home Visitor (NHV) works to deliver culturally safe, responsive and respectful home visits to women pregnant with an Aboriginal or Torres Strait Islander baby and their families in Dubbo, Wellington, Narromine, Gilgandra if it is the position based in Dubbo. For the position based in Mt Druitt, clients come from the Blacktown LGA.

The Nurse Home Visitor reports directly to the Nurse Supervisor and Aboriginal Family Partnership Worker Team Leader

MANDATORY COMPLIANCE REQUIREMENTS OF THE POSITION

1. Driver's license
2. National Criminal Record Check
3. Working With Children Check
4. Immunisation Record: Including evidence of Health Worker Vaccinations (CTP, Hep B, MMR, Varcella, Annual Influenza, COVID-19)
5. AHPRA Registration - Required

Qualifications and Experience:

Essential Criteria

- Current registration as a Registered Nurse and/ or Midwife with AHPRA. Minimum of 3 years' experience in program management, including experience in managing a team.
- Demonstrated ability to form relationships and work effectively with Aboriginal and/ or Torres Strait Islander clients, families and co-workers. This included a demonstrated awareness of, and sensitivity to Aboriginal culture and history, Aboriginal primary health care and current issues affecting the lives of Aboriginal people and communities.
- Develop, collaborate and maintain relationships with service providers or agencies
- Demonstrated ability to work autonomously, and computer skills – email, word processing and electronic health records
- Working with Children Check and Criminal Record Check clearances and current NSW Drivers License.

Desirable Criteria

- Aboriginality preferred but not essential
- Recent work experience and knowledge of maternal/ child health services, particularly in a Primary Health Care setting

KEY RESPONSIBILITIES OF THIS ROLE

- Collaborate with Aboriginal Family Partnership Workers as Co Team Leaders assist in creating a positive work environment that promotes culturally safe, productivity, mentoring, teamwork and cooperation.
- Carry a case load of up to 25 clients
- Maintain knowledge and understanding of the issues that impact on Aboriginal people and Aboriginal Communities.
- Demonstrate respect for individuals and diversity; be non-judgmental, a good listener and respectful of client's heart's desire; be tolerant, understanding, compassionate and encouraging
- Assist women and their families in establishing goals and outcomes, providing education, support and referral resources to attain these in collaboration with the Aboriginal Family Partnership Worker before, during, and after home visits
- Consult and collaborate with the Aboriginal Family Partnership Worker to ensure care provided is culturally appropriate, and enhance the therapeutic relationship with women and their families
- Collaborate with the Aboriginal Family Partnership Worker to arrange the booking of appointments for clients
- Provide home visits to women and their families eligible for the ANFP Program with the Aboriginal Family Partnership Worker, collaborating to deliver the Program while adhering to the ANFPP model and guidelines
- Develop and maintain community relationships to support client referrals.
- Consult and collaborate with other professionals involved in providing services to women and families
- As requested/required, participate in community engagement in support of the ANFPP and WACHS, and promote public awareness of the program
- Complete all required ANFPP and WACHS education and training which will include online training, travel, and off site training as directed
- Support the policies, procedures, guidelines and standards of the ANFPP and WACHS, maintain the privacy and dignity of clients at all times
- Actively participate in regular Clinical and Reflective Supervision with supervisor
- Schedule joint home visits with ANFPP Nurse Supervisor every four months
- Attend and participate in bi-weekly case conferences
- Input data into to the Patient Information and Recall System and ANFPP Data Collection System, documenting appropriately and in a timely manner
- Participate in review and analysis of the Data Collection System reports for achievements and areas for improvement
- Participate in quality improvement efforts
- Attend and participate in regular meetings within WACHS, the ANFPP, and other services and community meetings where required
- Maintain the privacy and dignity of clients at all times
- Act with tact and diplomacy when dealing with information of a highly sensitive nature

- Work within strict confidentiality guidelines, ensuring all personnel and/or client information is kept secure
- Participate in risk management activities in collaboration with other team members
- Actively engage in skill building to meet all ANFPP Nurse Home Visitor competency requirements and to meet professional registration obligations
- Demonstrated knowledge and understanding of, respect for and compliance with culturally appropriate ways of working with Aboriginal individuals, families and communities
- Complete and actively participate in WACHS and ANFPP meetings and education and acquire the knowledge and skills to implement the Program successfully within the Organisation; keep up to date with information on local, state or national level that may impact delivery of Program content.
- Work collaboratively with other WACHS teams to ensure a holistic approach to client health, and integration of the ANFPP within the organization
- Work with the Nurse Supervisor (NS) and Aboriginal Family Partnership Worker Team Leader (AFPW TL) to monitor and maintain resources and activities within the allocated budget
- ANFPP National Quality Frame Monitor data collection. Completion of data audits, ensuring data collection and record keeping is maintained across Communicare to a high standard, ensuring Fidelity Reports are accurate.
- Read and interpret data and information relevant to Program delivery and use it to support continuous quality improvement
- Develop and maintain community relationships to support client referrals consult and collaborate with other professionals involved in providing services to women and families
- Understand and promote the philosophy of the Wellington Aboriginal Corporation Health Service
- Lead risk management activities in collaboration with other team members
- Actively engage in skill building to meet all ANFPP competency
- Demonstrated knowledge and understanding of, respect for and compliance with culturally appropriate ways of working with Aboriginal individuals, families and communities
- Demonstrated ability to participate in formal intensive workplace training, and professional development including ability to travel interstate as required
- Ability to participate in reflective practice and formal supervision process
- Develop relationships and maintain therapeutic boundaries
- Undertake other duties as directed by the Supervisor

SKILLS AND EXPERIENCE REQUIRED

Essential Criteria

- Registered or eligible for registration as a Registered Nurse and/or Midwife with the AHPRA
- Knowledge and understanding of the issues that impact on Aboriginal people and Aboriginal communities
- An understanding of the principles of primary health care and strengths based models of care
- Excellent written and verbal communication skills including intermediate computer skills and ability to use Patient Information Systems and Microsoft Windows based programs
- Ability to work autonomously, and within a team, demonstrating efficient time management skills
- Willingness to collaborate with Aboriginal Family Partnership Workers, Aboriginal Health Workers and other Aboriginal staff, to build and maintain therapeutic relationships with clients and their families
- Working with Children and Criminal Record check clearances and current NSW Drivers License

Note: WACHS considers being a female as a genuine occupational qualification for the Nurse Home Visitor position and this qualification is authorised under s. 31 of the Anti—Discrimination Act 1977 (NSW).

WHO WE ARE

Wellington Aboriginal Corporation Health Service (WACHS) aims to empower targeted Aboriginal and Torres Strait Islander people to take control of their individual, family and community health and wellbeing needs through the community-controlled model. Our main services are located in Wellington, Dubbo, Moree, Western Sydney, Penrith, Nepean Blue Mountains, and we provide outreach services to other towns and communities through our regional programs

We are an Aboriginal Community Controlled Health Service offering Primary Health Care Services, and an Integrated Care program, as well as a number of specialist clinical staff and AHW's; a Specialist Programs Unit incorporating Social & Emotional Wellbeing, Child & Family Support, Drug & Alcohol, Aboriginal Family Health, and Aboriginal Local Support; a Healthy for Life (H4L) Program, Maternal & Child Health Worker, Aboriginal Health Workers, Youth Health Worker and Dietitian targeting Maternal & Child Health and Chronic Diseases; and regional programs including the Australian Nurse-Family Partnership Program, Aboriginal Children's Therapy Team, and Tackling Indigenous Smoking Program. Our staff are supported by an Executive Management Team located across our service areas.

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