POSITION DESCRIPTION

Aboriginal Maternity Health Worker
Koori Maternity Services Program

Accountable to: Health Service Team Leader

Conditions: Ongoing 1.0eft. Subject to satisfactory work performance, determined through ongoing monitoring and formal performance appraisal: 
**Probationary Period Performance Appraisal**, at end of 6 months employment, and 
**Annual Performance Appraisal**, every 12 months thereafter.

Hours of Work: 
38 hours per week
Some out of hours work and on call will be required

Award Classification: Aboriginal Community Controlled Health Services Award 2010 [MA000115]

Salary: 
Dependent on Qualifications and Experience.  
9.5% Superannuation, 17.5% Annual Leave Loading, Five weeks Annual leave, Salary Sacrifice, On call allowance.

Historical Background

The name Wathaurong (Wadda-Warrung) is a recognised tribe (community) which consisted of some 25 clans (family groups) that formed part of the Kulin Nation of Aboriginal people.

The traditional boundaries of the Wathaurong people span the coastline from the Werribee River to Lorne peninsula and traverse inland in a north westerly direction towards Ballarat. The Wathaurong people have lived within these regions for more than 25,000 years.

As custodians of the Wathaurong lands, we are committed to working together to provide a secure future for our community by upholding the dignity of our ancestors; respecting our Elders and instilling a sense of cultural pride and belonging for our children and children’s children.

The Wathaurong Aboriginal Co-operative Ltd was formed by the community in 1978 and registered in 1980, to support the social, economic, and cultural development of Aboriginal people, particularly within the Geelong and surrounding areas.

The Co-operative provides a range of services including; family and community services, support to young people, justice support services; cultural heritage services, and health services. From time to time the organisation also undertakes special projects and economic development opportunities.

The Co-operative expanded to include a Community Controlled Health Service, which contributes toward addressing the inequality in health status of Aboriginal people. The Wathaurong Health Service supports the general well being of Aboriginal people by providing holistic health care with clinical and primary care services as well as health promoting activities.

Wathaurong Aboriginal Co-operative Ltd is the largest employer of Aboriginal people within the Geelong region.
Aboriginal Maternity Health Worker  
Health Service  
Wathaurong Aboriginal Co-operative Ltd.

Goals of Position

1. To provide culturally appropriate antenatal and postnatal (up to 6 weeks) support to improve the birthing experiences and birthing outcomes experienced by Aboriginal women in Geelong and surrounding areas.
2. To provide direct assistance and support to expectant mothers and ensure culturally appropriate dealings with other health professionals and support staff.

Duties & Responsibilities

Parenting Support

- Work in partnership with Midwife, respecting the clinical expertise of the Midwife and providing cultural expertise to ensure the provision of holistic and culturally appropriate antenatal and postnatal care to Aboriginal women
- Acting as first point of call for pregnant women and new mothers
- Provide assistance to ensure appropriate clinical care during pregnancy
- Provide information and education on pregnancy, childbirth, parenting and a range of other health issues, in a self-help learning environment
- Network with mainstream health and other relevant services and advocate for holistic quality care for Aboriginal Women and conduct antenatal and postnatal home visits as appropriate
- Accompany and transport women to their appointments as required
- Run programs for women in the community, such as parenting education
- Liaise with Milla Milla Playgroup, provide support and information to participants as required
- Prompt referral to appropriate services if complications arise, consistent with ACM Consultancy and Referral Guidelines
- Support person for the woman when in labour, if required
- Provide ongoing care and psycho-social support throughout the postnatal period
- Organise routine tests, including blood tests, ultrasounds, pay smears and 6 week postnatal check
- Advocate on behalf of clients at relevant health, hospital and community service appointments and case planning meetings
- Develop, collect and maintain resources specific to the client target group
- Liaise with relevant committees, working parties and project groups to encourage more culturally appropriate service provision to local Aboriginal women
- Liaise with relevant Aboriginal community groups and members to promote service access and to facilitate community participation in service planning and provision
- Maintain comprehensive and accurate client data
- Maintain comprehensive and accurate of client notes and prepare reports as required
- Work in partnership with the Maternal and Child Health Nurse, respecting the clinical expertise of the MCHN and providing cultural expertise to ensure the provision of holistic and culturally appropriate growth and development (key ages and stages) checks to Aboriginal families

Staff Meetings

- Organisational Staff Meetings as required
• Health Services Team Meetings
• Case Management, Health Service Meetings as required

Other Duties
• Other duties as directed by the Primary Health Team Leader and/or Health Services Manager consistent with the overall goals and responsibilities of this position

Performance and Accountability Requirements
• Adherence to organisational goals, objectives, Policy and Procedures
• Preparation of monthly Worker Report
• Regular debriefing and supervision with Team Leader
• Probationary and Annual Performance Appraisal
Continuous Quality Improvement & Risk Management

- Commit to providing quality service through taking personal responsibility for adhering to current standards of practice.
- Participate in external review requirements such as accreditation and risk management to enhance continuous quality improvement
- Participate in appropriate registered activities within the Health Service
- Ensure the health and safety of employees and other persons within the work environment
- Report all hazards, accidents or incidents which have resulted or may result in an injury to others or damage to property
- To be familiar with emergency and evacuation procedures and to participate in regular training in safety procedures

Key selection criteria

1. Certificate IV in Aboriginal and Torres Strait Islander Health Care (highly desirable) or willingness to undertake study.
2. Aboriginal woman, with knowledge of and affinity with the Aboriginal community
3. Demonstrated experience in working effectively with Aboriginal women, families and young children
4. Ability to access and effectively liaise with a wide range of mainstream services and professionals
5. Suitable communication skills and writing skills
6. Demonstrated ability to work effectively and cooperatively as part of a team
7. Current Victorian Drivers Licence
Confirmation and Agreement

Signing of this Position Description, confirms appointment to the Position and agreement of incumbent (Position Holder) to perform all duties and responsibilities as outlined above and in accordance with the requirements of this position.

Employment is subject to ‘Working with Children Check’ clearance.

**Position:** Maternity Health Worker
Health Service

**Position Holder:**

Signature: _________________________________  Date:________________________

*Maternity Health Worker*

Signature: _________________________________  Date:________________________

Lisa Natoli
Wathaurong Aboriginal Health Services Manager

Signature: _________________________________  Date:________________________

*Rod Jackson*
Chief Executive Officer
Wathaurong Aboriginal Cooperative Ltd