



**RUMBALARA**  
ABORIGINAL CO-OPERATIVE LTD.

<b>Position title</b>	<i>Nurse Home Visitor</i>
<b>Position number</b>	
<b>Employment status</b>	<i>Full time.</i> <i>X2 Position available. FTE 0.8 - 1.0 available</i>
<b>Department</b>	Health and Wellbeing
<b>Location</b>	Rumbalara Road, Mooroopna
<b>Position reports to</b>	<i>Supervisor</i>
<b>Award</b>	Nurses Award 2020
<b>Classification</b>	<i>Registered Nurse – level dependent upon qualifications</i>

## ABOUT THE ORGANISATION

Rumbalara Aboriginal Cooperative (RAC) is recognised as a leader among Aboriginal community-controlled organisations, maintaining a high profile in the public and private sectors across research, consultancy, policy development, and partnerships. RAC operates in a culturally appropriate, sensitive, community-controlled environment that maintains a holistic approach to service provision and emphasises the importance of family and community.

RAC has been a resource, service provider and enabler of the Aboriginal and Torres Strait Islander communities of the Greater Shepparton region since 1980. RAC is a cooperative working to provide a range of supports and services including:

- Health and Wellbeing
- Positive Aging and Disability Services
- Justice and Community Services
- Asset and Infrastructure Services / Housing
- Engagement & Family Services
- Corporate Services

RAC has an annual budget of \$30 million and a workforce of approximately 300 people. RAC is a significant employer and economic contributor to the region and plays a high profile leadership role as one of the larger Aboriginal organisations in Australia. RAC is committed to ensuring the Aboriginal people in the Goulburn Valley have certainty of access to community-controlled services.

## ABOUT THE AUSTRALIAN FAMILY PARTNERSHIP PROGRAM (AFPP)

The AFPP Home Visiting Program involves Aboriginal Family Partnership Workers and Nurse Home Visitors regularly visiting first time mums-to-be, starting early in the pregnancy and continuing through to the child's second birthday. AFPP at Rumbalara operates within the Goulburn Valley, Moira and Campaspe Shires. The program is an evidence-

based community health program that helps transform the lives of mothers by working together to identify strengths and opportunities, delivering program content and supporting a healthy pregnancy and confident parenting. The AFPP is an important early investment in the future of Aboriginal and Torres Strait Islander children in our local communities and is part of the Australian Government's commitment to improve the health and wellbeing of Aboriginal and Torres Strait Islander people. The program requires voluntary participation and is delivered using the five client centered principles; Follow your heart's desire; You are the expert in your own life; Focus on solutions; Focus on strengths; Only a small change is necessary. The program focuses on three main outcomes: improving pregnancy outcomes, improving child health and development and to help parents develop a vision for their own futures.

For more information visit <https://www.anfpp.com.au/>

## ROLE PURPOSE

Deliver the Australian Family Partnership Program in a culturally safe way to families in a home setting, in collaboration with the Family Partnership Worker. Home Visits are semi-structured, evidence-based content to be delivered throughout the mothers 2.5years in AFPP. Nurse Home Visitors work in a 'hands off' clinical capacity supporting client's goals, attachment, health promotion and child growth and development. Nurse Home Visitors use tools such as EPDS, ASQ and ASQ:TRAK, Plum and HATS and support with activities, information sharing or referrals as needed. This program supports transport and engagement with regular health checks, immunisations, and MCH appointments. Includes: promotional event planning and coordination, maintaining stakeholder networks, improving pregnancy outcomes, improving child health and development and helping parents develop a vision for their own future.

## KEY SELECTION CRITERIA

### Qualifications and Registrations:

- Bachelor of Nursing
- Current Registration as Registered Nurse with AHPRA
- Desirable: Experience and/or studies towards midwifery, perinatal care, parenting, child health or family centred practice

### Knowledge and skills:

- A sound knowledge and understanding of Aboriginal and Torres Strait Islander culture, values, parenting practices and issues affecting Aboriginal and Torres Strait Islander families
- Ability to coordinate with other team members and programs, and maintain interdisciplinary communication
- Demonstrated analytical, written and verbal skills, especially those required in management of client care and documentation
- Willingness and capacity to learn and to modify service approach in response to changing client needs and circumstances
- Proven computer skills, particularly in the use of program specific IT reporting system Communicare (or other relevant client management systems)
- Ability to travel for training as required

## KEY RESPONSIBILITIES

### 1. Technical Capabilities

- Manage a case load of up to 18 clients. Undertake Home Visits in accordance with AFPP model requirements to eligible women and their families who reside in the Greater Shepparton, Campaspe and Moira Shires
- Assess physical, emotional, social and environmental needs of women and their families as they relate to the AFPP domains

- Provide education, support and referral resources when assisting women and their families to identify and achieve their personal goals
- Consult and collaborate with other agencies involved in providing services to women and families
- Maintain accurate and up to date records of client consultations, contacts and engagements and input data into the Data Collection System (ANKA) and Communicare
- Work collaboratively with the AFPP Aboriginal Family Partnership Worker to ensure high level of cultural safety in program delivery and develop effective partnerships with clients and their families
- Enable awareness and access to clinical services for immunisations and child health checks
- Attend to mother and child screening tools such as EPDS, KMMS, ASQ and ASQ:TRAK, PLUM and HATS
- Undertake clinical supervision by participating in weekly reflective practice sessions and quarterly shadow home visits with AFPP Nurse Supervisor
- Undertake other duties (and training) within the employee's scope of practice and consistent with the position classification. Including AFPP specific mandatory training.

## **2. Behavioural Capabilities**

- Act at all times to protect the right of the clients, including culture, confidentiality, privacy, individual choice and decision-making
- Demonstrate commitment to the Co-operative's values and behaviours - serve the community, work together, act with integrity and respect other people (a copy of this is available to view)
- Provide support and proactively engage with the clients and broader community
- Establish and maintain relationships with clients, community and Rumbalara staff and team members

## **3. Administrative Capabilities**

- Attend staff meetings, client case conferences and other core meetings relating to client support
- Submit accurate timesheets and claim forms (if applicable) in a timely manner
- Participate in service training programs as organised by Rumbalara and / or any other training to upgrade skills
- Ensure that all statistical data / record-keeping and other documentation are completed and forwarded on time
- Follow correct policy and procedure directions at all times
- Contribute to and support the organisation's systems and processes for managing safety, quality and risk; observe and report hazardous situations or behaviours

## **EMPLOYMENT CONDITIONS**

- Have a current National Police Check
- Hold Valid Driver's License, without restriction
- Hold current Employee Working with Children's Check
- Covid Vaccination Certificate in accordance with the government guidelines
- All staff are required to sign a confidentially agreement on appointment to the organisation
- Probationary / qualifying periods apply to all positions
- All staff are required to adhere to the Code of Conduct of the Co-operative (available to view)
- All staff are required to follow the policies and procedures to the department and the Co-operative (manuals are available to view)
- A commitment to equal opportunity and Occupational Health and Safety principles and practices is required
- Salary packaging is available to permanent part time and full-time staff
- Tenure of positions at RAC will be tied to existing contracted funding arrangements