



Australian Government

**HLTASEW005 Provide supervision for
Aboriginal and/or Torres Strait Islander
health workers**

Release: 1

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Modification History

Not applicable.

Application

This unit describes the performance outcomes, skills and knowledge required to support health worker and practitioner wellbeing through structured debriefings and ongoing processes of communication and feedback. It requires the ability to identify and use information from supervision activities for continuous improvement of organisational practice.

This unit applies to senior roles in Aboriginal and/or Torres Strait Islander organisations that provide primary health care services to Aboriginal and/or Torres Strait Islander clients and communities.

The skills in this unit must be applied in accordance with Commonwealth and State or Territory legislation, Australian standards and industry codes of practice.

No regulatory requirement for certification, occupational or business licensing is linked to this unit at the time of publication. For information about practitioner registration and accredited courses of study, contact the Aboriginal and Torres Strait Islander Health Practice Board of Australia (ATSIHPBA).

Pre-requisite Unit

Nil

Competency Field

Social and Emotional Wellbeing

Unit Sector

Aboriginal and/or Torres Strait Islander Health

Elements and Performance Criteria

ELEMENTS

PERFORMANCE CRITERIA

Elements describe the essential outcomes

Performance criteria describe the performance needed to demonstrate achievement of the element.

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|-------------------------------------|---|
| 1. Support health worker wellbeing. | 1.1. Identify the different supervision needs of individual health workers dealing with client health and wellbeing issues. |
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- 1.2. Maintain professional boundaries and confidentiality during all supervision activities.
 - 1.3. Use culturally safe communication to encourage workers to acknowledge and address personal impacts of work experiences.
 - 1.4. Respond to issues raised by individual workers and their colleagues with sensitivity and professionalism and according to organisational procedures.
 - 1.5. Provide workers with information and guidance about self-care strategies and sources of professional assistance.
 - 1.6. Identify situations of imminent risk to the health and safety of the worker or others and make appropriate referrals for crisis intervention.
2. Facilitate structured debriefings.
 - 2.1. Schedule debriefings that relate to specific incidents in a timely way.
 - 2.2. Provide a safe environment for the debriefing process.
 - 2.3. Guide health workers through a process of self-reflection and review of key issues.
 - 2.4. Use questioning techniques that encourage workers to explore and acknowledge their concerns.
 - 2.5. Document and report debriefing outcomes according to organisational procedures.
3. Provide ongoing feedback to health workers.
 - 3.1. Seek information about health worker practices and impacts on their wellbeing.
 - 3.2. Provide feedback which reinforces strengths and sensitively addresses the potential for change.
 - 3.3. Provide professional development information and guidance to health workers.
 - 3.4. Collaborate with worker to identify and progress changes to enhance their practice.
4. Contribute to practice improvements.
 - 4.1. Identify information from supervision activities that is relevant to ongoing improvement processes.
 - 4.2. Evaluate information from a client, health worker and organisational perspective.
 - 4.3. Provide input to organisational continuous improvement activities based on assessment.

Foundation Skills

FOUNDATION SKILLS

Foundation skills essential to performance in this unit, but not explicit in the performance

criteria are listed here, along with a brief context statement.

SKILLS	DESCRIPTION
Reading skills to:	<ul style="list-style-type: none">• interpret detailed familiar organisational procedures• interpret detailed unfamiliar information about professional development and professional assistance services.
Writing skills to:	<ul style="list-style-type: none">• use fundamental sentence structure to complete reports that require both factual and subjective information.
Oral communication skills to:	<ul style="list-style-type: none">• use language and terms sensitive to health worker emotional state• ask open and closed probe questions and actively listen to understand the nuances of health worker responses• facilitate structured debriefing sessions involving confronting and emotionally challenging content.
Teamwork skills to:	<ul style="list-style-type: none">• lead collaborative discussions about complex work issues and responses.
Self-management skills to:	<ul style="list-style-type: none">• observe professional boundaries when working with close colleagues.

Unit Mapping Information

This unit supersedes and is not equivalent to HLTAHW077 Provide supervision for social and emotional wellbeing workers.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ced1390f-48d9-4ab0-bd50-b015e5485705>