



Australian Government

Department of Education, Employment and Workplace Relations

HLTAHW201B Work with Aboriginal and/or Torres Strait Islander clients

Release: 1

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Modification History

Not Applicable

Unit Descriptor

Unit Descriptor

This unit deals with the skills, cultural values and knowledge that underpin effective health work with Aboriginal or Torres Strait Islander clients

This unit aims to articulate these and provide a basis for acquisition of additional knowledge and skills where required

Application of the Unit

Application

The skills and knowledge addressed in this unit underpin work functions that involve the delivery of any aspect of health services or health support services to members of Aboriginal or Torres Strait Islander communities

Licensing/Regulatory Information

Not Applicable

Pre-Requisites

Not Applicable

Employability Skills Information

Employability Skills

This unit contains Employability Skills

Elements and Performance Criteria Pre-Content

Elements define the essential outcomes of a unit of competency.

The Performance Criteria specify the level of performance required to demonstrate achievement of the Element. Terms in italics are elaborated in the Range Statement.

Elements and Performance Criteria

ELEMENT

PERFORMANCE CRITERIA

1. Work in the context of Aboriginal history

1.1 Take into account the *national/local history of Aboriginal and Torres Strait Islander people* as a factor in working with these people

1.2 Consider the impact of *social, political, economic and environmental factors on Aboriginal and/or Torres Strait Islander people*

2. Work in a culturally safe manner

2.1 Deliver services safely as limited by own level of competence and responsibility and in line with organisation policies, regulatory requirements and community protocols

2.2 Maintain confidentiality of client information regardless of personal, family and community pressures or status

2.3 Consider and respect local community values, beliefs and gender roles when providing health care to Aboriginal and/or Torres Strait Islander people

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This describes the essential skills and knowledge and their level required for this unit.

Essential knowledge:

The candidate must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role

This includes knowledge of:

- Aboriginal and/or Torres Strait Islander issues, including:
 - Aboriginal and/or Torres Strait Islander community perceptions of issues affecting them and underlying causes
- Non-Aboriginal and/or Torres Strait Islander community perceptions of Aboriginal and/or Torres Strait Islander issues and underlying causes
- Aboriginal and/or Torres Strait Islander history, including:
 - History, social structures, beliefs and values of traditional and contemporary Aboriginal and/or Torres Strait Islander communities in Australia
 - Effects of colonisation as experienced by Aboriginal and/or Torres Strait Islander people
 - Historical dilemmas faced by Aboriginal and/or Torres Strait Islander people (acknowledge or deny Aboriginality)
- Impacts of government policies and legislation and their impact on Aboriginal and/or Torres Strait Islander communities

Essential skills:

It is critical that the candidate demonstrate the ability to:

- Communicate effectively and establish a relationship of trust with clients
- Initiate appropriate actions in response to assessment and in accordance with organisation procedures and protocols for commonly presented health conditions

Evidence Guide

EVIDENCE GUIDE

The evidence guide provides advice on assessment and must be read in conjunction with the Performance Criteria, Required Skills and Knowledge, the Range Statement and the Assessment Guidelines for this Training Package.

Critical aspects of assessment:

- The individual being assessed must provide evidence of specified essential knowledge as well as skills
- Evidence should demonstrate the individual's ability to work consistently in a culturally safe manner with and on behalf of Aboriginal and/or Torres Strait Islander clients in line with identified community needs and workplace requirements

Conditions of assessment:

This unit includes skills and knowledge specific to Aboriginal and/or Torres Strait Islander culture

Assessment must therefore be undertaken by a workplace assessor who has expertise in the unit of competency or who has the current qualification being assessed and who is:

- Aboriginal or Torres Strait Islander him/herself

or:

- accompanied and advised by an Aboriginal or Torres Strait Islander person who is a recognised member of the community with experience in primary health care

Context of assessment:

Competence should be demonstrated working individually, under supervision or as part of a primary health care team working with Aboriginal and/or Torres Strait Islander clients

Assessment should replicate workplace conditions as far as possible

EVIDENCE GUIDE

Related units:

This unit may be assessed independently or in conjunction with other units with associated workplace application

Range Statement

RANGE STATEMENT

The Range Statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Add any essential operating conditions that may be present with training and assessment depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts.

Cultural respect

This competency standard supports the recognition, protection and continued advancement of the inherent rights, cultures and traditions of Aboriginal and Torres Strait Islander peoples

It recognises that the improvement of the health status of Aboriginal and Torres Strait Islander people must include attention to physical, spiritual, cultural, emotional and social well-being, community capacity and governance

Its application must be culturally sensitive and supportive of traditional healing and health, knowledge and practices

Community control

Community participation and control in decision-making is essential to all aspects of health work, and the role of the health worker is to support the community in this process

RANGE STATEMENT

Supervision

Supervision must be conducted in accordance with prevailing state/territory and organisation legislative and regulatory requirements

References to supervision may include either direct or indirect supervision of work by more experienced workers, supervisors, managers or other health professionals

A person at this level should **only** be required to make decisions about clients within the organisation's standard treatment protocols and associated guidelines

Legislative requirements

Federal, state or territory legislation may impact on workers' practices and responsibilities. Implementation of the competency standards should reflect the legislative framework in which a health worker operates. It is recognised that this may sometimes reduce the application of the Range of Variables in practice. However, assessment in the workplace or through simulation should address all essential skills and knowledge across the Range of Variables

Aboriginal and/or Torres Strait Islander Health Workers may be required to operate in situations that do not constitute "usual practice" due to lack of resources, remote locations and community needs. As a result, they may need to possess more competencies than described by "usual practice circumstances"

Under all circumstances, the employer must enable the worker to function within the prevailing legislative framework

The history of Aboriginal and/or Torres Strait Islander people includes:

- Aboriginal and/or Torres Strait Islander customs and lifestyle before European colonisation
- Aboriginal and/or Torres Strait Islander experience of colonisation and invasion
- Post-colonial legacy of social and economic disadvantage
- Survival and maintenance of culture, kinship and connection with the land

RANGE STATEMENT

Social, political, cultural, economic and environmental factors that impact on Aboriginal and/or Torres Strait Islanders include:

- Health outcomes
- Stolen generations
- Colonisation and invasion
- Land rights and native title
- Dispossession
- Acts of government including assimilation policies
- Racism
- Employment
- Poverty
- Police-community relations
- Housing
- Education
- Substance misuse
- Acculturation and
- Political leverage
- History of Aboriginal and/or Torres Strait Islander community controlled health services

Barriers to access and equity in relation to Aboriginal and/or Torres Strait Islander health may include:

- Racism, including community and institutionalised racism
- Discrimination
- Provision of essential services and infrastructure
- Lack of co-ordination of government at all levels
- Inadequate resources/funding
- Lack of community control and ownership
- Lack of political leverage
- Language barriers
- Disease focus of mainstream health care delivery
- Differences in concept of ill health
- Geographic access to Primary Health Care and specialist health services
- Cultural barriers, such as poison cousin and kinship barriers

Unit Sector(s)

Not Applicable