



Australian Government

HLTAHW005 Work in an Aboriginal and/or Torres Strait Islander primary health care context

Release: 2

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Modification History

Release	Comments
Release 2	Updated: • assessor requirements statement • foundation skills lead in statement • licensing statement • modification history to reflect 2012 standards Equivalent outcome.
Release 1	This version was released in <i>HLT Health Training Package release 1.0</i> and meets the requirements of the 2012 Standards for Training Packages. Significant changes to elements and performance criteria. New evidence requirements for assessment, including volume and environment requirements.

Application

This unit describes the knowledge and skills required to deliver primary health care services within the context of Aboriginal and/or Torres Strait Islander health. It provides an understanding of historical, political and other significant factors impacting on the current health of Aboriginal and/or Torres Strait Islander communities.

This unit applies to Aboriginal and/or Torres Strait Islander Health Workers working as part, and under the supervision, of a multidisciplinary primary health care team to provide a range of 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/Territory legislation, Australian/New Zealand standards and industry codes of practice.

Elements and Performance Criteria

ELEMENT

Elements define the essential outcomes.

PERFORMANCE CRITERIA

Performance criteria specify the level of performance needed to demonstrate achievement of the element.

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1. Identify factors impacting on Aboriginal and/or Torres Strait Islander health and the delivery of primary health care services

1.1 Consider the national and local history of Aboriginal and/or Torres Strait Islander people as a factor in primary health care work

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

2. Apply primary health care principles

2.1 Ensure primary health care principles underpin service provision and work practices

2.2 Deliver services that support self-determination and empowerment in Aboriginal and/or Torres Strait Islander people and communities

2.3 Demonstrate commitment to achieving access and equity in health services for Aboriginal and/or Torres Strait Islander people

2.4 Establish and maintain networks with health care agencies and associated services to support Aboriginal and/or Torres Strait Islander health care

3. Work in a culturally appropriate and safe manner

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

3.2 Deliver health services safely in line with organisation policies, regulatory requirements and community protocols

3.3 Apply cultural safety protocols in the implementation of government policies, research and data collection, and the delivery of services to Aboriginal and/or Torres Strait Islander people

3.4 Identify any cultural factors that produce stress, impact personal wellbeing or have a potential to impact on own work practices, and report as appropriate

4. Apply Aboriginal and/or Torres Strait Islander health

4.1 Identify relevant aspects of Aboriginal and/or Torres Strait Islander health strategies, policies, bodies and

ELEMENT

PERFORMANCE CRITERIA

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policies and resources

Performance criteria specify the level of performance needed to demonstrate achievement of the element.

resources

4.2 Ensure policies and resources are applied in line with identified needs of Aboriginal and/or Torres Strait Islander people and communities

4.3 Identify barriers to access and equity in relation to Aboriginal and/or Torres Strait Islander health

4.4 Take available opportunities to advocate on behalf of Aboriginal and/or Torres Strait Islander people and/or communities

4.5 Reflect on work practices in Aboriginal and/or Torres Strait Islander community-controlled organisations and on current strategies, programs and models that address Aboriginal and/or Torres Strait Islander primary health care issues

4.6 Maintain confidentiality of client information

Foundation Skills

The Foundation Skills describe those required skills (language, literacy, numeracy and employment skills) that are essential to performance.

Learning • in order to locate, access and interpret information on factors impacting on Aboriginal and/or Torres Strait Islander health and the delivery of primary health care services

- in order to apply primary health care principles in familiar and some less familiar contexts

Reading • in order to interpret key information in organisational policies and regulations, health strategies and relevant resources

Other foundation skills essential to performance are explicit in the performance criteria of this unit.

Unit Mapping Information

No equivalent

Links

Companion Volume implementation guides are found in VETNet -

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

Assessment Requirements for HLTAHW005 Work in an Aboriginal and/or Torres Strait Islander primary health care context

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Performance Evidence

The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role.

There must be evidence that the candidate has:

- worked with at least three Aboriginal and/or Torres Strait Islander clients in the primary health care context by:
 - interacting and communicating 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-
 - working within the scope of their job role to apply the principles of primary health care in the delivery of health care services to each client, considering their individual needs
 - working with an understanding of the impact of historical, social, political, spiritual and environmental factors on the health of Aboriginal and/or Torres Strait Islander people

- identifying and applying relevant aspects of Aboriginal and/or Torres Strait Islander policies, strategies and resources in line with the scope of their role.

Knowledge Evidence

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 history, including:
 - social structures, beliefs and values of traditional and contemporary Aboriginal and/or Torres Strait Islander communities in Australia
 - impact of colonisation as experienced by Aboriginal and/or Torres Strait Islander people
 - historical dilemmas faced by Aboriginal and/or Torres Strait Islander people (e.g. to acknowledge or deny Aboriginality)
 - impact of government policies and legislation on Aboriginal and/or Torres Strait Islander communities, families and individuals
- specific health concerns and issues for Aboriginal and/or Torres Strait Islander clients and community, including:
 - community perceptions of major health issues affecting them and underlying causes
 - key health statistics (national, state and/or local) for Aboriginal and/or Torres Strait Islander people compared to those of non-Aboriginal and/or Torres Strait Islander population (such as life expectancy at birth, infant mortality rate and age-standardised mortality ratios for selected health conditions)
 - chronic illnesses impacting on the Aboriginal and/or Torres Strait Islander community, including cardiovascular disease, kidney disease, respiratory disease, diabetes, cancer, obesity and asthma
- social, cultural and environmental factors impacting on Aboriginal and/or Torres Strait Islander health status, including:
 - traditional Aboriginal and/or Torres Strait Islander cultural practices and lifestyle
 - importance of land, tradition and cultural practices to Aboriginal and/or Torres Strait Islander people's health
 - socio-economic and political factors
 - perpetuation of disadvantage
 - importance of personal achievement, education and supportive family/social networks
 - strategies for Aboriginal and/or Torres Strait Islander families to maintain strong culture and supportive social networks, and maximise educational, employment and social opportunities for their children
 - environmental factors such as overcrowding and housing and infrastructure conditions

- relevant definitions of ‘health’ (including those of the World Health Organisation and the National Aboriginal Community Controlled Health Organisation)
- principles of primary health care, including health promotion, illness prevention, treatment of chronic diseases, care of the sick, advocacy and community development
- relevant aspects of health care system, including:
 - relevant agencies such as Medicare, Centrelink, and Aboriginal and/or Torres Strait Islander health organisations
 - access to various benefits, including Medicare, pharmaceutical and related social benefits
 - federal and state legislation and regulations impacting on delivery of primary health care
- principles and organisation procedures and policies relating to confidentiality and privacy.

Assessment Conditions

Skills must be demonstrated working:

- in a health service or centre
- as part of, and under the supervision of, a multidisciplinary primary health care team
- with Aboriginal and/or Torres Strait Islander clients and communities.

In addition, simulations and scenarios must be used where the full range of contexts and situations cannot be provided in the workplace or may occur only rarely. These are situations relating to emergency or unplanned procedures where assessment in these circumstances would be unsafe or is impractical.

Simulated assessment environments must simulate the real-life working environment where these skills and knowledge would be performed, with all the relevant equipment and resources of that working environment.

Assessors must satisfy the Standards for Registered Training Organisations (RTOs) 2015/AQTF mandatory competency requirements for assessors.

Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is:

an Aboriginal and/or Torres Strait Islander Health Worker or:

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

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