



Australian Government

Department of Education, Employment and Workplace Relations

HLTAHW411B Plan, develop and evaluate health promotion for Aboriginal and/or Torres Strait Islander communities

Release: 1

HLTAHW411B Plan, develop and evaluate health promotion for Aboriginal and/or Torres Strait Islander communities

Modification History

Not Applicable

Unit Descriptor

Unit Descriptor

This unit describes the skills and knowledge required to organise a health promotion program as part of Primary Health Care services to Aboriginal and/or Torres Strait Islander clients

Application of the Unit

Application

This unit underpins work in designing, structuring and evaluating the effectiveness of health promotion activities for 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. Plan a *health promotion program*

- 1.1 Assess community health needs in partnership with the community in line with community and organisation guidelines
- 1.2 Discuss needs assessment findings with the community to identify priorities for health promotion activities
- 1.3 Develop health promotion plan in consultation with key representatives of the community and any related agencies/organisations
- 1.4 Ensure health promotion has a holistic, culturally sensitive approach
- 1.5 Identify relevant existing resources (human, financial and physical) for implementation of the program
- 1.6 Prepare proposal (and/or submission) as required to address any additional resource requirements, including funding
- 1.7 Include in planning effective measures to ensure record maintenance, confidentiality and compliance with legislation
- 1.8 Plan health promotion to support the community in taking a self-determination approach to health in line with community needs and organisation requirements

ELEMENT

PERFORMANCE CRITERIA

2. Develop health promotion strategies

- 2.1 Develop goals and objectives for health promotion activities to address identified community health needs in line with health promotion plan and community and organisation guidelines
- 2.2 Develop program activities to address identified community health needs in line with program plan and community and organisation guidelines
- 2.3 Develop health promotion activities in partnership with key representatives of the community and any related agencies/ organisations
- 2.4 Identify appropriate delivery strategies according to the needs of the target group, location and health issue(s)
- 2.5 Access, adapt or develop resources (human, financial and physical) as required to suit the needs of the health issue, audience and program delivery context

3. Evaluate health promotion program

- 3.1 Evaluate health promotion program against criteria that reflect identified community health objectives in line with organisation requirements
- 3.2 Identify evaluation processes and criteria prior to delivery of the program
- 3.3 Seek to identify program strengths as well areas for improvement as a basis for continual enhancement of health outcomes
- 3.4 Seek feedback on program effectiveness and provide to community and organisation representatives
- 3.5 Communicate outcomes of the evaluation to relevant stakeholders to guide future activities in the delivery of health promotion and health services to the community

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:

- Relevant policies, protocols and procedures of the organisation
- Health promotion programs relevant to the area / region / community
- Common existing and potential health problems for the community
- Effective strategies to monitor and manage identified health problems in line with community needs and sensitivities
- Knowledge of a range of relevant conditions, diseases and disorders, which may include:
 - prevalent health issues.
 - child and youth health issues
 - sexual and reproductive health problems for males and females
 - sexually transmissible infections
 - substance misuse
 - rape, family violence and sexual abuse
 - oral health problems
- Ottawa Charter for health promotion
- Program planning cycle
- Principles process, impact and outcomes of evaluation
- Adult learning principles and practices
- Methods of evaluating health programs and providing feedback to health service management and the community in line with organisation and community requirements
- Occupational health and safety practices and procedures relevant to the work (eg. manual handling)
- How to contact and access available health and support services in the region

Essential skills:

It is critical that the candidate demonstrate the ability to:

REQUIRED SKILLS AND KNOWLEDGE

- Provide a range of health program services in line with community needs and workplace requirements

In addition, the candidate must be able 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 the ability to:

- Apply literacy and numeracy skills to read and write reports, interpret simple statistics, charts and test results, write letters and maintain client records
- Work with groups in the community to seek input and feedback on health services
- Use computer-based and/or paper-based client record systems
- Observe, obtain and interpret client information in relation to health issues, behaviour and health services
- Communicate with clients, colleagues, community members and other agencies and to negotiate with them as required
- Reflect on and improve own level and application of skills and knowledge to achieve desirable outcomes and maintain own capabilities

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
- Consistency of performance should be demonstrated over the required range of situations relevant to the workplace
- Where, for reasons of safety, space, or access to equipment and resources, assessment takes place away from the workplace, the assessment environment should represent workplace conditions as closely as possible

EVIDENCE GUIDE

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

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.

RANGE STATEMENT

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

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

RANGE STATEMENT

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

Health promotion program may include:

- Research to confirm community and regional needs
- Health promotion activities
- Health education and information sessions
- Ongoing follow-up
- Working with individuals and/or groups in line with community needs
- Working independently, as an organisation and/or as part of multi-disciplinary teams with other health professionals.

Unit Sector(s)

Not Applicable