

Disclaimer

Please be advised that this resource has been prepared by the Aboriginal Health and Medical Research Council of NSW (AH&MRC) to broadly meet the needs of AH&MRC's Member Organisations. This resource is a general guide and will need to be amended to suit your particular organisation.

AH&MRC cannot guarantee that this resource will meet all the requirements of your individual organisation and may not be relevant to particular patients or their circumstances. AH&MRC strongly recommends that you undertake your own independent skill or judgement or seek appropriate professional advice relevant to their own particular circumstances when so doing.

INTELLECTUAL PROPERTY AND COPYRIGHT

Unless otherwise expressly stated, the copyright of this resource is owned by AH&MRC. This resource may only be used by AH&MRC's Member organisations and cannot be used for any other purpose or by any other organisation or group.

This resource must not be published or replicated without AH&MRC's written permission. All other rights are reserved.

LIMITATION OF LIABILITY

AH&MRC takes reasonable steps to maintain the accuracy of information available in this resource, however, some or all of the information is current at the date of the first publication, and may, from time to time, be amended, or become superseded or otherwise inaccurate. AH&MRC is not responsible for ensuring that the information contained within this resource is accurate, current, suitable or complete, and offers no guarantee that this resource will meet your organisation's or particular patients needs.

Accordingly, where conditions and warranties implied by law cannot be excluded, the AH&MRC limits its liability where it is entitled to do so. Otherwise, AH&MRC, its employees and agents are not liable for any loss or damage (including consequential loss or damage) to any users of this resource, however caused, which may arise directly or indirectly from this resource.

GOVERNANCE AND IMPLEMENTATION

This resource should be reviewed and endorsed in accordance with the organisation's governance and document control processes prior to implementation.

[Insert Organisation's Letterhead / Header]

DUTY STATEMENT

POSITION TITLE:	Aboriginal Health Practitioner
REMUNERATION/CONDITIONS:	In accordance with the Aboriginal Community Controlled Health Services Award
POSITION STATUS:	Full-time
DIRECTLY RESPONSIBLE TO:	Practice Manager / Clinical Director
PERFORMANCE APPRAISAL:	6 month probationary period; performance reviews every 12 months thereafter
POSITION FUNCTION:	Lead and deliver culturally safe clinical care for Aboriginal and Torres Strait Islander clients. Act as a bridge between community and clinical services, ensuring cultural integrity is upheld in all aspects of care.
MINIMUM SKILLS REQUIRED:	Practitioner with current AHPRA registration

POSITION SUMMARY

The Aboriginal Health Practitioner is a qualified and registered health worker who leads cultural and clinical care within the health service. They ensure clients feel safe, understood, and respected, and that services align with community needs and values.

RESPONSIBILITIES

Clinical Care & Collaboration

- Deliver holistic, culturally safe primary health care
- Provide medical healthcare services to clients, including on-site consultations, outreach clinics and home visits where necessary and appropriate.
- Focus on preventative healthcare and early intervention to address health issues before they escalate.
- Provide supervision, guidance, and support to Registered Nurses and Aboriginal Health Workers, fostering a collaborative learning environment.

- Maintain clinical documentation and complete care planning and referrals
- Adhere to service agreements, collaborating with colleagues and external services to ensure the delivery of holistic care.
- Participate in health promotion programs, health education initiatives, community groups, and other activities that align with family medicine, preventative medicine, and primary healthcare objectives.
- Stay informed with Medicare item numbers and billing requirements
- Administer medications and assist with clinical care within scope
- Support clients to navigate the health system and access services
- Participate in case conferencing, planning and outreach activities
- Mentor Aboriginal Health Workers and support trainees
- Provide cultural advice to the team and support system-level improvement

Cultural & Clinical Care Leadership

- Provide cultural mentoring to the clinical team
- Act as a bridge between clients and mainstream health services
- Educate clients and families about their health and available support
- Embed Aboriginal ways of knowing, being and doing in all service interactions
- Support respectful communication and trust building with clients

Continuous Improvement & Accreditation

- Contribute to internal audits and accreditation processes
- Lead or support CQI projects, particularly where cultural safety is a focus
- Provide feedback on service design from a community perspective

WHS & Clinical Governance

- Model safe practice and infection control procedures
- Attend Clinical Governance meetings to ensure culturally safe care is prioritised
- Participate in reviews of policies to ensure they align with cultural best practice

MEETINGS

- Clinical team meetings
- All staff meetings
- Monthly Clinical Governance Committee (as required)
- Interdisciplinary case conferencing
- Stakeholder, community, and partnership meetings (when appropriate)

KEY PERFORMANCE INDICATORS

Focus Area	KPI
Cultural Leadership	≥90% positive staff feedback on cultural guidance provided
Community Engagement	≥2 group health education activities delivered per quarter
Clinical Practice	≥80% of adult health checks completed for regular clients
Mentoring & Support	Support ≥2 Aboriginal Health Workers or trainees annually

PROFESSIONAL DEVELOPMENT

- Maintain AHPRA CPD requirements
- Attend workshops in cultural leadership, chronic disease, and client advocacy
- Undertake formal and informal mentoring opportunities
- Participate in reflective practice

ESSENTIAL SKILLS AND EXPERIENCE

- Deep cultural knowledge and community trust
- Competency in clinical procedures within scope
- Confident communication with clients and health professionals
- Knowledge of holistic Aboriginal health frameworks

MANDATORY REQUIREMENTS

- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA).
 - Current CPR certificate/Advanced Resuscitation certificate.
 - Experience in primary health care, chronic disease, and preventative health
 - Current National Police Check
 - Current Working with Children Check or equivalent clearance
 - Current Driver's Licence
 - Compliance with all organisational policies and procedures
 - Adhere to confidentiality and privacy requirements in line with the Health Records and Information Privacy Act 2002 (NSW) and other relevant legislation.
-

SIGNATURE & ACKNOWLEDGEMENT

I agree to abide by the standards and policies and have read and understood the job description and agree to comply with same.

Employee Signature: _____

Date: _____

Manager Signature: _____

Date: _____