[Service Letterhead]

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[Service Letterhead]

Interview Guide – Aboriginal Health Practitioner

Position: Aboriginal Health Practitioner

Organisation: [Insert ACCHS Name]

Panel Chair: [Name]

Panel Members: [Names]

Date: [Insert date]

Applicant: [Name]

1. Introduction (for the Interview Panel to read aloud)

Thank you for coming in today. Before we start, we would like to acknowledge the Traditional Custodians of the land on which we meet and pay our respects to Elders past and present.

This interview is for the position of Aboriginal Health Practitioner with [ACCHS Name]. The purpose is to learn more about your skills, experience, and how you can contribute to delivering culturally safe and holistic health care within our community.

We'll ask you a series of questions related to clinical skills, teamwork, communication, cultural knowledge, and community engagement. Please take your time when responding, we may take notes during your answers.

Do you have any questions before we start?

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2. Interview Panel Instructions

- Ensure at least one Aboriginal panel member is present.
- Use yarning-style, conversational questioning where appropriate.
- Avoid interrupting or rushing responses — allow silence and reflection.
- Focus on strength-based assessment (what they bring, not just what's missing).
- Note examples and assess responses using the rating scale.

3. Rating Scale (Example)

Score	Description
5 – Excellent	Exceeds expectations, provides strong, relevant examples.
4 – Very Good	Meets expectations, gives clear and thoughtful responses.
3 – Satisfactory	Adequate response, limited examples but some understanding.
2 – Limited	Superficial or incomplete understanding.
1 – Unsatisfactory	No relevant experience or understanding shown.

4. Core Interview Questions

1. Can you tell us about your connection to Country, community, or cultural background?
    - *Prompt:* How do you bring your cultural knowledge and values into your work?
    - Indicators: identifies Country / community links, speaks with pride and connection, mentions kinship, respect, and cultural protocols, values community wellbeing and collective care and Brings culture into daily work practice

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| 1 | 2 | 3 | 4 | 5 |

2. How do you ensure cultural safety for clients, families, and colleagues?
    - *Prompt:* Can you share an example where you advocated for a culturally appropriate approach to care?
    - Indicators: Understands “cultural safety” as more than awareness, describes ensuring clients feel safe, respected, and not judged, uses yarning, relationship-building, Mentions cultural protocols, gender considerations, or family context.

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| 1 | 2 | 3 | 4 | 5 |

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3. What does “Aboriginal Community Controlled Health” mean to you?
    - *Prompt:* Why is community control important in health service delivery?
    - Indicator: Mentions self-determination / community ownership, understands governance and community voice, recognises holistic model (social, emotional, physical, spiritual health), acknowledges role as culturally safe, wraparound care

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4. How do you see your role as an Aboriginal Health Practitioner contributing to improving health outcomes for Aboriginal and Torres Strait Islander people?
    - Indicator: Mentions prevention, education, health checks, building trust and relationships, supporting follow-up, continuity of care, liaising between clients and clinical team, promoting healthy lifestyles, screening

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5. Tell us about your experience in providing primary health care or chronic disease management.
    - *Prompt:* What types of assessments, treatments, or health checks have you carried out?
    - Indicator: Mentions adult/child health checks, chronic disease care, wound care, immunisation support, awareness of clinical scope and when to escalate, works within AHPRA standards, focus on patient-centred, culturally safe care

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6. How do you maintain accurate clinical records and ensure confidentiality?
    - Indicators**:** Understands privacy laws, cultural discretion, not discussing client details outside work, maintains confidentiality in small communities.

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7. Describe how you would respond if you noticed a client's health condition worsening.
    - *Prompt:* How do you escalate care and communicate with the GP or RN?
    - Indicator: Recognises clinical risk / red flags, escalates to RN/GP, follows clinical pathways, communicates clearly with team, patient records actions and follow-up

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8. Tell us about a time you worked as part of a multidisciplinary team.
    - *Prompt:* How do you support collaboration between cultural and clinical staff?
    - Indicators: Collaborates with GP, RN, allied health, SEWB, shares client updates appropriately, participates in team meetings or case reviews, balances cultural and clinical perspectives

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9. How do you manage conflicts or differences in opinion with colleagues?
    - Indicator: Uses respectful communication, seeks resolution, not conflict, involves supervisor when needed, keeps focus on client care and respect

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10. What is your understanding of CQI in a health service?
    - *Prompt:* Can you share an example where you've contributed to improving a process or service?
    - Indicator: Mentions improving systems or care quality, data-driven improvements, client feedback incorporated, everyone contributes to improvement

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11. Why do you want to work with us?

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12. What do you enjoy most about working in Aboriginal health?

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13. Where do you see yourself professionally in the next few years?

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5. Optional Scenario Questions

Scenario 1 – Confidentiality

You are approached by a community member at the shops asking about their cousin's test results. How would you handle that situation?

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Scenario 2 – Cultural Advocacy

A non-Aboriginal staff member is unsure how to approach a cultural issue with a client. How would you guide them?

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Scenario 3 – Health Priority

You notice several clients missing follow-up appointments for diabetes checks. What steps would you take to help address this issue?

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Do you have any questions for us?

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HR POST-INTERVIEW CHECKS

Item	Notes
References (x2)	
Working with Children Check	
National Police Check	
AHPRA registration current	
Start Date Availability	
Confirmation of Role (Fulltime, part time etc)	
Disclose of any health conditions that may affect duties	

5. **Scoring**

/ 50

Comments and Interview Reflection

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6. **Panel Summary and Recommendation**

Strengths	Development Areas	Recommendation
		[Appoint / Consider / Not Suitable]