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Interview Guide – Aboriginal Health Worker

Position: Aboriginal Health Worker

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 Worker 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 about your experience in health promotion, community engagement, teamwork, communication, and understanding of Aboriginal health. Please take your time when responding, we may take notes during your answers.

Do you have any questions before we start?

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, respects cultural protocols, shows understanding of kinship, values collective wellbeing, integrates culture into care.

| 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 helped make someone feel culturally safe?
- *Indicators:* Understands “cultural safety” as more than awareness; supports trust and respect; uses yarning, appropriate communication; acknowledges gender, family, and cultural protocols.

| 1 | 2 | 3 | 4 | 5 |

3. What does “Aboriginal Community Controlled Health” mean to you?

- *Prompt:* Why is community control important in Aboriginal health?
- *Indicator:* Mentions self-determination and community leadership; understands holistic health (physical, social, emotional, spiritual); recognises the role of community voice and Aboriginal governance.

| 1 | 2 | 3 | 4 | 5 |

4. How do you see your role as an Aboriginal Health Worker contributing to community health and wellbeing?

- *Indicator:* Mentions health promotion, education, community programs, supporting clinical care, linking clients to services, early intervention, building trust and engagement.

| 1 | 2 | 3 | 4 | 5 |

5. Tell us about your experience supporting clients with their health and wellbeing.

- *Prompt:* What types of activities or programs have you been involved in?
- *Indicator:* Mentions community health education, home visits, transport and care coordination, supporting clinics or outreach, health promotion campaigns, client advocacy.

| 1 | 2 | 3 | 4 | 5 |

6. How do you keep client information private and confidential?

- Indicators: Understands privacy laws, cultural discretion, not discussing client details outside work, maintains confidentiality in small communities.

| 1 | 2 | 3 | 4 | 5 |

7. Describe how you would respond if you were worried about a client's health or safety.

- *Prompt:* Who would you talk to and what steps would you take?
- Indicator: Recognises clinical risk / red flags, escalates to RN/GP, follows clinical pathways, communicates respectfully and records appropriately.

| 1 | 2 | 3 | 4 | 5 |

8. Tell us about a time you worked as part of a team to support clients.

- *Prompt:* How do you work with clinical staff, community workers, or visiting services?
- Indicators: Collaborates with GPs, RNs, SEWB team, and allied health; communicates respectfully; participates in team meetings; supports holistic, wraparound care.

| 1 | 2 | 3 | 4 | 5 |

9. How do you handle conflicts or differences in opinion with colleagues or community members?

- Indicator: Uses respectful communication, stays calm, focuses on solutions, involves supervisor if needed, upholds cultural respect and confidentiality.

| 1 | 2 | 3 | 4 | 5 |

10. What is your understanding of CQI in a health service?

- *Prompt:* Have you ever helped improve a process or service?
- Indicator: Mentions improving care, teamwork, or systems; contributing feedback; learning from incidents; helping make the service better for community.

| 1 | 2 | 3 | 4 | 5 |

11. Why do you want to work with us?

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

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

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?

Scenario 2 – Cultural Advocacy

A new staff member is unsure about local cultural protocols when working with Elders. How would you support or guide them?

Scenario 3 – Community Engagement

You notice fewer young people attending health checks or education sessions. What would you do to help increase participation?

Do you have any questions for us?

HR POST-INTERVIEW CHECKS

Item	Notes
References (x2)	
Working with Children Check	
National Police Check	
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

6. Panel Summary and Recommendation

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