



**POSITION TITLE: Nurse Home Visitor (ANFPP)**

<b>Position Title</b>	Family Home Visitor (WWFPP)	<b>Program / Funding Stream</b>	ANFPP
<b>Position Classification</b>	NUR Level 3	<b>Finance Funding Code</b>	DOC55
<b>Reports To</b>	Program Coordinator ( WWFPP)	<b>Direct Reports</b>	Nil
<b>Program / Role Description</b>	<p>The Wurli-Wurlinjang Family Partnership Program (WWFPP) is a collaboration between the Australian Nurse Family Partnership Program (ANFPP) National Program Centre and the Commonwealth Department of Health and us, Wurli (the implementing organisation). ANFPP is an evidence-based home visiting program with a focus on early intervention and prevention of physical and emotional risk and issues for women pregnant with an Aboriginal and /or Torres Strait Islander baby. The program is voluntary for all eligible women and involves home visits during pregnancy until the child’s second birthday.</p> <p>The WWFPP Family Home Visitor (FHV) works with the Community Family Partnership Workers to provide a strengths based home visiting and education service to women pregnant with an Aboriginal or Torres Strait Islander baby and their families. The role, in partnership with the Community Family Partnership Worker is to foster culturally safe relationships with women pregnant with an Aboriginal and /or Torres Strait Islander baby and their families and promote high level engagement and successful program outcomes. This position maintains adherence to the ANFPP model elements required for Program outcomes (program fidelity), and observes the Wurli primary health care services policies and guidelines.</p>		
<b>Qualifications</b>	<b>Essential:</b>	Bachelor of Nursing	
	<b>Desired :</b>	Previous experience in ACCHO sector	
<b>Experience</b>	<b>Essential:</b>	At least two years previous clinical experience ( Nurse or RAHP)	

	<b>Desired: :</b> Previous experience with the ANFPP program / model Five years or greater previous clinical nursing experience
<b>Prerequisites</b>	AHPRA Registration (Nurse) National Police Records Check and Working with Children's Clearance Current Northern Territory Driver's License
<b>Key Result Area</b>	<b>Responsibilities / Activities</b>
<b>SERVICE DELIVERY</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Builds and maintains relationships based on trust, support and growth with eligible women, their families, team colleagues and community members.</li> <li><input type="checkbox"/> Provides culturally safe home visits to women who are eligible for the WWFPP and their families.</li> <li><input type="checkbox"/> Works with WWFPP team members to enhance the team's capacity to remain culturally safe in all aspects of WWFPP work</li> <li><input type="checkbox"/> Actively participates in Program education and acquires the knowledge and skills to implement the Program successfully and keeps up to date with information on a local, state or national level that may impact delivery of Program content.</li> <li><input type="checkbox"/> Delivers content at home visits in a way that maintains alignment with the client centred principles including modelling therapeutic relationships, change theory, self-efficacy, client centred, and strength based and solution focused approaches.</li> <li><input type="checkbox"/> Home visits conducted in accordance with the standard schedule:- <ul style="list-style-type: none"> <li>• Four once weekly visits upon initial enrolment prenatally, the every other week until delivery</li> <li>• Six weekly visits after infant birth, followed by visits every other week until baby is 21 months of age</li> <li>• Monthly visits from 21 through to 24 months.</li> </ul> </li> <li><input type="checkbox"/> Carries a case load of up to 25 clients.</li> </ul>
	<b>Standard Measure</b>
	<ul style="list-style-type: none"> <li>• Services delivered meets the stated objectives in accordance with the funding agreement, Wurli's Continuous Quality Improvement Program and related policies and procedures:- <ul style="list-style-type: none"> <li>○ ANFPP Program domains addressed during home visits <ul style="list-style-type: none"> <li>❖ Personal Health</li> <li>❖ Environmental Health</li> <li>❖ Life Course Development</li> <li>❖ Maternal role</li> <li>❖ Family and friends</li> <li>❖ Health and human services</li> </ul> </li> </ul> </li> <li>• Ensures professional currency including registration and other credentialing requirements.</li> <li>• Adheres to the ANFPP CME</li> <li>• Services are delivered in a culturally safe manner.</li> <li>• Case load established and built up to allowable limits.</li> </ul>

<p><b>PROGRAM DEVELOPMENT, NETWORKING &amp; LIAISON</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Maintains up to date knowledge of all aspects of the ANFPP program in the Australian context.</li> <li><input type="checkbox"/> In conjunction with the Program Coordinator and Community Family Partnership Workers assists with community reference groups and other forums as required to meet program outcomes</li> <li><input type="checkbox"/> Participate in the regular monitoring and evaluation of the program and attendance and participation in professional development</li> </ul>	<ul style="list-style-type: none"> <li>• WWFPP / ANFPP program adherence and maintenance of program fidelity and engagement with key stakeholders</li> <li>• Active involvement and contribution to networking, advocacy, monitoring and evaluation of the program</li> </ul>
<p><b>TEAM SUPPORT</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Works collaboratively with teams and uses Reflective Practice in supervision to improve skills in delivering care in line with the Program model.</li> <li><input type="checkbox"/> Participate in program governance, work health and safety, quality and accreditation processes and other activities and processes as appropriate.</li> <li><input type="checkbox"/> Adopts appropriate home visit protocols with regard to advice and support from the Community Family Partnership Workers</li> </ul>	<ul style="list-style-type: none"> <li>• Co-operative and professional working relationships are developed and maintained</li> </ul>
<p><b>ADMINISTRATION &amp; REPORTING</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Maintains accurate client service data, timely input of the data into the Data Collection system and participates in team driven regular review and analysis of data reports to ensure Continuing Quality Improvement (CQI).</li> <li><input type="checkbox"/> Contributes to maintaining accurate client service data, its timely input in the Data collection system and team driven Continuous Quality Improvements activities using the ANFPP National Quality Framework.</li> <li><input type="checkbox"/> Provide briefings and reports to the Program Coordinator as required.</li> </ul>	<ul style="list-style-type: none"> <li>• Administrative functions are entered into the health information system and actively undertaken, accurate, timely and in accordance with record keeping</li> </ul>
<p><b>WORKPLACE HEALTH &amp; SAFETY</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Ensure your personal health and safety, and that of others in the workplace</li> <li><input type="checkbox"/> Comply with any reasonable directions (such as safe work procedures, wearing personal protective equipment) given by management for health and safety</li> <li><input type="checkbox"/> Promote and deliver in accordance with Wurli's risk management framework</li> <li><input type="checkbox"/> Report all accidents, incidents, near misses and hazards immediately</li> </ul>	<ul style="list-style-type: none"> <li>• Adheres to Risk Management and WH&amp;S Policy and Procedures at all times</li> </ul>
<p><b>CORPORATE IDENTITY</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Drive and lead the service culture in line with Wurli vision and values.</li> <li><input type="checkbox"/> Drive and lead the ANFPP model within Wurli</li> </ul>	<ul style="list-style-type: none"> <li>• Acts in a professional manner, leads by example, promotes the organisation and</li> </ul>

	<input type="checkbox"/> Act as a role model for staff and clients <input type="checkbox"/> Act in accordance with Wurli’s Code of Conduct	maintains the reputation of the organisation and profession / service
<b>Personal Characteristics / Qualities</b>		<b>Job Competencies (Skills and Knowledge)</b>
<ul style="list-style-type: none"> <li>• Respect for individuals and diversity, is nonjudgmental and a good listener</li> <li>• Service –user focused: Committed to and acts for well-being of all service users, ensures needs of service users remain the key focus <ul style="list-style-type: none"> <li>○ Respectful of clients hears desire,</li> <li>○ Tolerant</li> <li>○ Understanding</li> <li>○ Compassionate</li> <li>○ Encouraging; and</li> <li>○ Empowering</li> </ul> </li> <li>• Sound organizational and time management skills</li> <li>• A high level of discretion , professional integrity and the principles of confidentiality</li> <li>• Understands the difference between a “fix –it” model (problem oriented or deficit based model) and “strength-based model</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to work within Wurli’s values and vision and adhere to quality improvement practices, policies and procedures</li> <li>• Willingness to work within ANFPP framework, model and philosophy</li> <li>• Demonstrated knowledge and understanding of Indigenous societies and culture, including issues effecting Indigenous people in contemporary Australian Society and knowledge of Katherine and surrounding communities</li> <li>• High level communication skills, demonstrating sincerity, warmth, commitment, empathy, and integrity</li> <li>• Self-directed adult learning</li> <li>• Can work autonomously and actively participate as a team player</li> <li>• Applies critical thinking skills</li> <li>• Ability to be reflective / demonstrates self-awareness</li> <li>• Demonstrate understanding of nursing processes and clinical expertise</li> <li>• Able to build therapeutic relationships and maintain therapeutic boundaries</li> <li>• Ability to utilize problem solving techniques and negotiation skills in accordance with motivational and interviewing and behavior change theory</li> <li>• Computer skills including the ability to use MS Office Suite, MS Outlook or equivalent and data management information systems</li> </ul>	