

EXAMPLE

Individual Scope of Practice - Aboriginal Health Practitioner (Northern Territory)



Personal qualifications, registration, skills, knowledge and experience



Personal details

Record the details of the Aboriginal and/or Torres Strait Islander (A&TSI) Health Worker/Health Practitioner for whom this scope of practice is written.

Name: Tyleah Fraser

Position: Aboriginal Health Practitioner Level 2

Qualifications

List nationally recognised qualifications and other accredited training programs and endorsements (include year completed).

HLT40213 Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice

Ear Health Training Certificate

Previous roles

Provide details on current and previous roles and the corresponding states/territories worked in over the last five years.

2017 - 2019 Trainee Aboriginal Health Practitioner (This organisation)

2019 – 2020 Aboriginal Health Practitioner Level 1 (This organisation)

Registration

Details of registration with the Aboriginal and Torres Strait Islander Health Practice Board of Australia (ATSIHPBA).

*ATSIHPBA is supported by the Australian Health Practitioner Regulation Agency (AHPRA) under the National Registration and Accreditation Scheme see www.ahpra.gov.au

Registered with ATSIHPBA? Yes No

Endorsements: None

Notations: None

Conditions: None

Summary of current skills/knowledge/ experience:

Grown up in current community
Attended High School in Darwin
Has worked in a chronic disease setting for the past 12 months
Has worked in a sexual health setting (12 months)
Completed accredited ear training (Typanometry, Otoscopy and Audiometry)
Completed QAAMS Training

STEP 2 Work setting and skill mix of the team



Work setting and skill mix of the team

Describe the work setting (e.g. remote clinic; urban primary health service; hospital). List the team members (including supervisors), their qualifications and current skills. Some functions within the scope of practice of any profession may be shared with other individuals. Discuss this skill mix and any overlap.

Remote health service
Senior Aboriginal Health Practitioner: Darren Smith
Qualifications: Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice
Skills: Remote Area Clinical skills, Management of inventory and stock. Extensive cultural knowledge
Remote Area Registered Nurse: Various
Qualifications: Registered Nurse Degree
Skills: Remote Health Care General Clinical Skills

Work setting and skill mix of the team

Describe the work setting (e.g. remote clinic; urban primary health service; hospital). List the team members (including supervisors), their qualifications and current skills. Some functions within the scope of practice of any profession may be shared with other individuals. Discuss this skill mix and any overlap.

Senior AHP and Remote Area Nurses available at all times. The GP visits 3 days a week. 24 hour DMO and retrieval support. Allied health professionals, a midwife and medical specialists visit less frequently. A driver is available to assist with recalls and emergency call-outs.
The Senior Aboriginal Health Practitioner has extensive cultural knowledge and is skilled and experienced in implementing the CARPA protocols. She has an immunisation endorsement and a radiation license.
Registered Nurses change frequently and have variable skills and experience, including cultural safety.
Tyleah has developing cultural knowledge and sound basic clinical skills and some advanced skills. She has limited experience dealing with moderate to severe emergencies.



Activities required by the role



Activities required by the role

Starting with the position description (PD), develop a list of activities that reflect the needs of the health service and community. **Highlight** which of these activities are in line with the individual's **experience, education and abilities**.

Assess and treat according to CARPA protocols

Explain procedures and treatment to clients to gain cooperation and understanding, and allow clients to make informed decisions about their health management

Contribute to the development and implementation of chronic disease care plans, including participating in client care conferences, managing client follow-up procedure.

Administer immunisations according to immunisation schedule or medical order, including accessing the Australian Immunisation Register

Use Communicare patient information system to identify care needs and document consultation in client's medical file.

Assist other health professionals with communication, treatment and any advice relevant to a client's treatment.

Assist in the provision of high quality emergency care, including being on-call Provide Healthy person checks and client support

Take responsibility for a health portfolio at the service, including maintaining a register, recalls and follow-up

Maintain Treatment /Consulting Room/ambulance to ensure fully stocked, checked and tidied after each client as per health service policy and Procedure



Practice restrictions and exclusion



Practice Restrictions and Exclusions

The A&TSI Health Worker/Health Practitioner and their supervisor should discuss and determine any particular activities which are outside the scope of the job role and which should not be performed, including due to legislation, workplace policy and/or a lack of appropriate supervision. These may include activities that the A&TSI Health Worker/Health Practitioner has performed in previous roles.

Direct supervision by the Senior AHP or RAN for:

Emergencies in the clinic for at least the first 6 months (then review)

Developing wound management plans for at least the first 6 months (then review)

Any clinical activity that Tyleah has not yet performed

Indirect clinical supervision by Senior AHP or RAN at all other times



Current scope of practice



Current scope of practice

The A&TSI Health Worker/Health Practitioner and their supervisor should discuss and **determine the individual's current scope of practice in the role**, based on the activities **highlighted in Step 3**. Use the space below to define the A&TSI Health Worker's/Health Practitioner's current scope of practice. This is not intended to be a complete list of activities or responsibilities, but should be indicative of the **types of activities that the A&TSI Health Worker/Health Practitioner may perform in the role**. Mark with an asterisk (*) the activities that require supervision.

Clinical assessment and health checks: HR, RR, temp, BP, O2 sats, BGL, Hb, HbA1c, ACR, weight, height, waist circumference, head circumference, BMI, mental status, skin check, ear and hearing check, visual acuity, Piko-6 (COPD screen) cardiovascular risk, ECG

Treatment and referral for non-emergency conditions as per CARPA, including administering medications, wound management as per client's care plan

Administering immunisations under a medical order

Pathology collection: Blood, urine, sputum

Developing care plans with the multidisciplinary team and coordinating implementation and follow-up according to her
Managing the sexual health portfolio: maintaining a register, coordinating recalls, follow-up and screening activities

Providing brief interventions for smoking, nutrition, alcohol, physical activity and SEWB

Participating in community health program planning and implementation



Activities currently outside the Scope of Practice



Required activities currently outside scope

From the list of activities that the individual is expected to do (Step 3) copy below the activities the A&TSI Health Worker/Health Practitioner does not yet have the training, experience and/or skills to undertake. These are the activities that are not highlighted.

Administration of immunisations in accordance to the vaccine schedule.

Suturing

Independent management of emergencies



Supervision requirements and referral pathways



Supervision requirements and referral pathways

In consideration of the work setting and skill mix of the team (**Step 2**), any restrictions to supervision identified (**Step 4**) and the A&TSI Health Worker's/Health Practitioner's current scope of practice (**Step 5**):

- > determine their supervision requirements, including whether this should be direct, indirect or remote supervision; who can provide supervision, under what circumstances and how it will be structured – noting that these requirements may vary across different types of activities
- > list any activities in **Step 4** for which the service is unable to provide appropriate supervision
- > determine the process for referring and escalating patient/client care, and the conditions under which these processes would apply.

Direct supervision by the Senior AHP or RAN for:

Emergencies in the clinic for at least the first 6 months (then review)

Developing wound management plans for at least the first 6 months (then review)

Any clinical activity that Tyleah has not yet performed

Indirect clinical supervision by Senior AHP or RAN at all other times

Tyleah should refer immediately to the senior AHP or Registered Nurse in the case of:

All emergencies (any condition listed under the “Emergences and Assessment” section of the CARPA Standard Treatment Protocol).

Assessment of any baby under 3 months of age.

Any clinical procedure she has not yet performed

All other referrals to Senior AHP, GP or DMO as per CARPA



Continuing professional development (CPD)



Continuing Professional Development (CPD)

Develop a plan for professional development for the next 6–12 months. The plan should:

- > help the A&TSI Health Worker/Health Practitioner maintain their current scope of practice
- > identify any educational and/or experience/skills requirements the individual needs to meet in order to work at full scope of practice (if limitations apply)
- > address the A&TSI Health Worker's/Health Practitioner's career aspirations
- > ensure that requirements for registration are met (if applicable).

If the organisation uses a CPD template, complete it and attach to this document instead.

Do the “ATSI REC - Aboriginal & Torres Strait Islander Remote Emergency Care” course (CRANaplus)

Do the “Understanding Vaccines and the National Immunisation Program” training to become an independent immuniser.



Arrangements for practice review



Arrangements for practice review

Using the supervision and support needs described in **Step 7**, agree on a supervision structure (e.g. fortnightly meetings etc. including expected duration and location of the meetings).

Tyleah will attend fortnightly meetings with Senior AHP on Thursday afternoons, with the program coordinator phoning in. This Scope of Practice will be reviewed by Tyleah and Gayle every 6 months, to ensure it is up-to-date and relevant.



Agreement



A&TSI Health Worker/Health Practitioner name:

Signed: Date:

Supervisor name:

Signed: Date:

Line Manager name:

Signed: Date:



Next review of Scope of Practice due



Date:

A&TSI Health Worker/Health Practitioner given copy of this document