



ST VINCENT'S
HEALTH NETWORK
SYDNEY

Aunty Fay Carroll Program

Aboriginal Career Pathways

St Vincent's Health Network, Sydney

Acknowledgement of Country

We Acknowledge the Traditional owners, the Gadigal & Burramattugal People of the Eora Nation & the Dharug Nation, whose cultures & customs have nurtured, and continue to nurture, the land since Men & Women awoke from the Great Dream.

We honour the Presence of these Ancestors who reside in the imagination of this land and whose irrepressible spirituality flows through all creation.

Dalarinji: “Ours Belonging to Us”



Lani Balzan of the Wiradjuri mob

The centre dot represents the hospital and the dots moving away are the healing and health. The individual dots around the outside represent different people and health professionals from all walks of life, working together to form a united front for Indigenous health. The dotted circles symbolise people gathering, whereas the dots around the painting represent networks of people. The five outer groups of dots represent the five Nuns that started the hospital in 1857 and from then the dots move towards the hospital symbolising its growth.

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WARNING: Aboriginal and Torres Strait Islander people are advised that the following stories may contain images and voices of deceased persons



Program Aim

Aunty Fay was committed to Closing the Gap in Aboriginal health through education and was a strong advocate for nursing as a career opportunity for young Aboriginal people. She challenged our health service to not only provide the best in patient care but also to promote employment opportunities.

Aunty was the Co-Chair on the St Vincent's Dalarinji Aboriginal Health team alongside our CEO Associate Professor Anthony Schembri, and provided invaluable advice, support and mentorship to our health service in the delivery of care to Aboriginal people. She was an active member of our Aboriginal Health initiatives not just for our Darlinghurst campus, but nationally for SVHA reconciliation initiatives.

A gifted story teller, Aunty led many of our Aboriginal & Torres Strait Islander events and regularly welcomed us to Country across our broader hospital-wide celebrations.

She played a huge role in helping shape the important work we do today to support our Aboriginal & Torres Strait Islander patients and staff. Her contributions to our health service in mentoring, advising and supporting our Aboriginal Health work and patients are immeasurable.

At our 2018 Closing the Gap ceremony, Anthony Schembri, together with our Director of Nursing, Anna Thornton, announced the launch of the Aunty Fay Carroll Program in Auntie's honour.

During 2019 and 2020 the program supported Aboriginal & Torres Strait Islander people wishing to start a career as Assistant in Nursing or Wardsperson through the qualification of Certificate III in Health Services Assistance. From 2021 onwards we are excited to expand and include the additional qualifications of Certificate III in Pathology (Collection) and Certificate IV in Health Administration.

St Vincent's Health Network Sydney has partnered with TAFE NSW to provide the qualifications of:

- Certificate III in Health Services Assistance (AIN and Wardperson)
- Certificate III in Pathology (Collection)
- Certificate IV in Health Administration

Hands-on experience is provided at St Vincents during your program of study.

Employment at St Vincent's is guaranteed upon completion of your nominated course and passing of employment checks (e.g. police check, working with children and immunisation).

For Aboriginal & Torres Strait Islander people starting their career as an Assistant in Nursing, we also offer additional support and pathways to progress you to undertake study and employment as an Enrolled Nurse and/or Registered Nurse.

Congratulations on being a part of this wonderful program.

Vale Aunty Fay Carroll

Our Elder, our Aunty, our friend

Aunty Fay Carroll will always hold a very special place in our hearts here at St Vincent's.



She was the inaugural Co-Chair of our Dalarinji Aboriginal Health team alongside CEO, A/Prof Anthony Schembri and was an active member of our Aboriginal Health initiatives not just for our Darlinghurst campus, but nationally for SVHA reconciliation initiatives.

A gifted story teller, Aunty led many of our Aboriginal & Torres Strait Islander events and regularly Welcomed us to Country across our broader hospital-wide celebrations.

She played a huge role in helping shape the important work we do today to support our Aboriginal & Torres Strait Islander patients and staff. Her contributions to our health service in mentoring, advising

and supporting our Aboriginal Health work and patients are immeasurable.

Aside from her tenacity and commitment to holding St Vincent's accountable for the delivery of quality and respectful care to Aboriginal people - there was nothing quite like a hug from Aunty Fay, and we are feeling a major void in her absence from our Campus.



Our Tribute

Aunty Fay inspired and encouraged all of us to educate ourselves about Aboriginal communities and culture. She was committed to the provision of education and believed it is the key to success. In honour of this, and her contribution to our Hospital, St Vincent's has introduced the Aunty Fay Carroll Enrolled Nursing Traineeship Program for Aboriginal & Torres Strait Islander people wishing to start a career in Nursing. This program incorporates a Diploma of Nursing from TAFE NSW Ultimo College and hands-on nursing experience here at St Vincent's.

We hope, that in some small way, Aunty Fay's legacy will live on through our future nurses, who will benefit from all that she was to us.

To inquire about this program, please contact Tanika Deemal-Parker, HR and Indigenous Program Specialist at tanika.parker@svha.org.au or call 02 8382 4065

St Vincent's Health Network Sydney

Founded in 1857 by the Sisters of Charity, St Vincent's Hospital is one of Australia's most iconic and highly regarded Hospitals, functioning as a principal referral and tertiary, public teaching hospital. We are committed to continuing the Mission of our founding Sisters of Charity in service of the poor and disadvantaged across all services. Our core values are compassion, justice, integrity and excellence, and through our Mission we are committed to justice and compassionate care for all patients, their families and carers and the communities we serve.

St Vincent's Health Network, Sydney (SVHNS) is made up of St Vincent's Hospital, Darlinghurst, St Joseph's Hospital, Auburn and St Vincent's Correctional Health Service, Parklea.

Part of the NSW-based arm of St Vincent's Health Australia, the Hospital provides significant training and research activities housing several specialty units that are internationally recognised as centres of excellence. These include heart and lung transplantation, bone marrow transplantation, cardiology, cancer care, AIDS/HIV, respiratory medicine, mental health and drug and alcohol services, palliative care and rehabilitation

Our values

Compassion: Our care is an act of love. We are present and accompany people when they are most in need

Justice: To act with courage and speak in pursuit of what is right and just

Integrity: Ensuring our actions and decisions are transparent and aligned with our values

Excellence: our care is safe evidence based and continually seeking to improve

Essential/Mandatory Training

Essential, or also known as mandatory training, is standardised to suit your role and is a requirement of working in health care. Essential training keeps our knowledge current and assists to keep our workplace, our patients, and ourselves safe.

The essential training is accessed through a system called My Health Learning (MHL). If you are in the middle of a training module and cannot finish it – MHL will save where you are up to. This allows you to come back to the same place a different time. MHL also records your other learning including in service attendance, CPD sessions, competency assessments, etc.

This record will stay with you though your career in NSW Health. You can access My Health Learning from home or at work.

Once you have been given access to MHL, it is important to regularly log in and ensure your learning requirements are up-to-date.



Support

Employee Assistance Program

The Employee Assistance Program (EAP) is voluntary, confidential, free counselling service available to all St Vincent's Health Australia employees. Access EAP is available 24/7 to provide immediate help on urgent matters.

EAP can assist when personal, family or work related concerns are impacting on health or quality of life or when guidance on professional or personal goals or effective communication skills are needed.

If you require an Indigenous counsellor you can request this at the start of the call. Appointments can be made by simply telephoning Access EAP on: 1800 81 8728 or 02 8247 9191

EAP In Focus App - provides a range of resources and support to help you take charge of your wellbeing

- Book an Appointment
- Email a Counsellor
- Listen to Meditation Recordings
- Check In to see how you are travelling in terms of daily stress
- Available for download free of charge from the Apple App Store or Google Play

Nurse and Midwife Support

This is a 24/7 national support service for nurse and midwives. This service contributes to better health and wellbeing for nurses and midwives, and safer care for the public.

It is an initiative of the Nursing and Midwifery Board of Australia and is anonymous. There is also an interactive website with:

- Self-help resources, including self-assessment tools;
- Educational materials and information about treatment options;
 - o Directory of services for referral; and
- Information on the responsibilities for nurses and midwives with health related issues at work

Phone: 1800 667 877

Website: <https://www.nmsupport.org.au/>

National Aboriginal and Torres Strait Islander Health Worker Association

The National Aboriginal and Torres Strait Islander Health Worker Association (NATSIHWA) is the peak body for Aboriginal and/or Torres Strait Islander Health Workers and Aboriginal and/or Torres Strait Islander Health Practitioners in Australia. It was established in 2009, following the Australian Government's announcement of funding to strengthen the Aboriginal and Torres Strait Islander health workforce as part of its 'Closing the Gap' initiative.

Phone: 02 6221 9221 or 1800 983 984

Website: <https://www.natsihwa.org.au/>

Nursing Program

Stage 1 – Certificate III Health Services Assistance

TAFE Course

TAFE qualification:

HLT33115 - Certificate III in Health Service Assistance

St Vincent's works very closely with TAFE to ensure that everything is aligned to support and guide you throughout your course.

On successful completion of this course you will be qualified to work as an Assistant in Nursing (AIN). The AIN is a health care worker who supports the delivery of nursing care by assisting people with personal care and activities of daily living.

St Vincent's Ready, Steady, GO Program

Aim of Program

In collaboration with TAFE, the SVHNS Aunty Fay Carroll Nursing Program aims to support and educate nurses beginning their career. The program aims to provide staff who are undertaking nursing studies with education and support to enable confidence, skills and career development within nursing at SVHNS.

Program Objectives

Upon completion of Stage 1 of the SVHNS Aunty Fay Carroll Program, participants will:

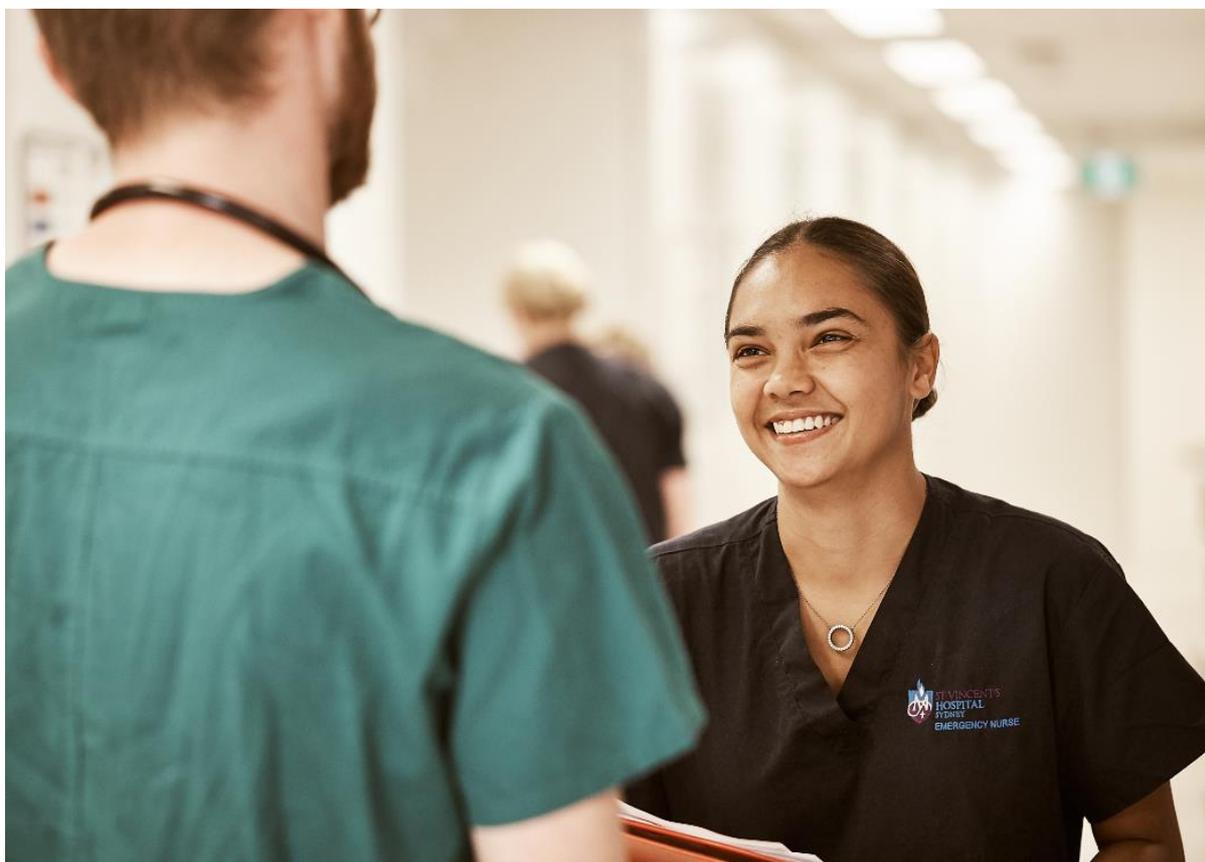
1. Demonstrate an understanding of, and practice within the framework of the St Vincent's Health Australia Code of Conduct. This includes our Mission and Values.
2. Identify and locate St Vincent's Hospital policies and procedures relevant to their role
3. Demonstrate ability to gather information and maintain effective working relationships and networks
4. Demonstrate an understanding and willingness to work within an acute care team environment while completing responsibilities outline in your Position Description
5. Employ their skills from the Ready, Steady, Go Program for work readiness

Employment post qualification & Ready, Steady, GO Program

Once you have completed your qualification, which includes your Ready, Steady, GO study days at SVHNS, you will be allocated to work in one of our patient care areas for three months. You will usually work a two days per week. This time will allowed you develop and improve your AIN skills. At the completion of this three months, you will then move to work on the casual pool. Working in casual pool, you will be able to work across multiple patient areas in the hospital. You will be able to choose which days and shifts you are available to work.

Stage 2 and beyond

Following your Certificate III Health Services Assistance qualification you can chose to continue studies by entering into the Diploma of Nursing to become an Enrolled Nurse. Refer to the diagram below for the pathway to progress your career.

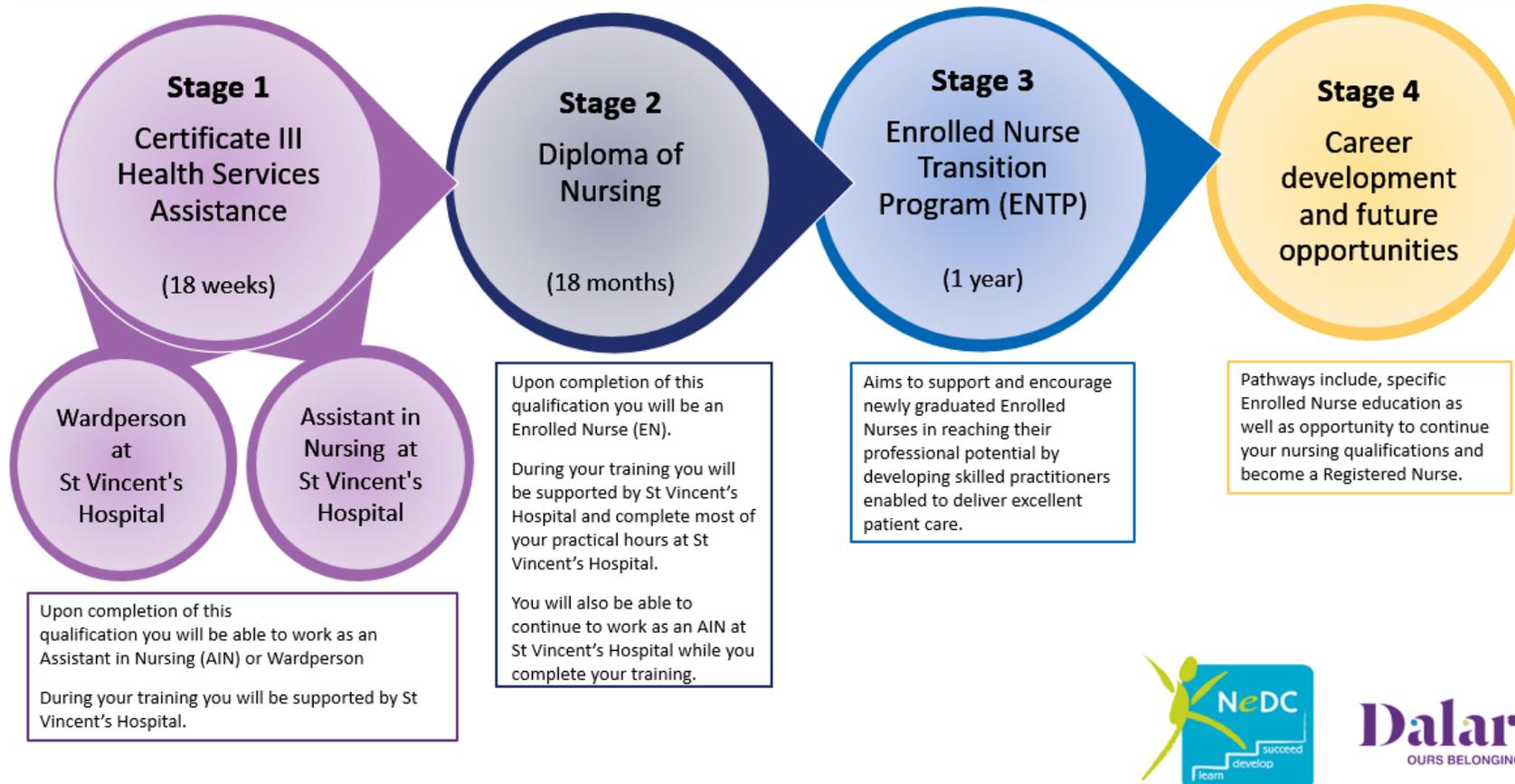


St Vincent's Health Network Aunty Fay Carroll - Nursing Program Aboriginal & Torres Strait Islander People



- The programs offered by St Vincent's Health Network create a pathway of educational development to build your nursing career
- Each program can be completed individually, or as a step within a pathway of career development to become an Assistant in Nursing and/or an Enrolled Nurse
- To launch your nursing career you need to be passionate about health care and caring for people

In collaboration with TAFE NSW, St Vincent's Health Network will provide a supportive education and career environment



Wardsperson Program

TAFE Course

TAFE qualification:

HLT33115 - Certificate III in Health Service Assistance

St Vincent's works very closely with TAFE to ensure that everything is aligned to support and guide you throughout your course.

On successful completion of this course you will be qualified to work as a wardsperson. A wardsperson helps nursing staff in hospitals and other health professionals. The role includes non-medical duties such as housekeeping, food services, transportation, and supporting the ward/unit, patients and office support.

St. Vincent's Ready, Steady, GO Program

Aim of Program

In collaboration with TAFE, the SVHNS Aunty Fay Carroll Program aims to support and educate wardspersons beginning their career. The program aims to provide those who are undertaking TAFE studies with education and support to enable confidence, skills and career development within at SVHNS.

Program Objectives

Upon completion of the Wardsperson SVHNS Aunty Fay Carroll Program, participants will:

1. Demonstrate an understanding of, and practice within the framework of the St Vincent's Health Australia Code of Conduct. This includes our Mission and Values.
2. Identify and locate St Vincent's Hospital policies and procedures relevant to their role
3. Demonstrate ability to gather information and maintain effective working relationships and networks
4. Demonstrate an understanding and willingness to work within an acute care team environment while completing responsibilities outline in your Position Description
5. Employ their skills from the Ready, Steady, Go Program for work readiness

Employment post qualification & Ready, Steady, GO Program

Once you have completed your qualification, which includes your Ready, Steady, GO study days at SVHNS, you will commence work as a wardsperson. Initially, you will usually work two days per week. Depending on availability your shifts can be increased or decreased to suit your needs.



Pathology Collection Program

TAFE Course

TAFE qualification:

HLT37215 - Certificate III in Pathology (Collection)

St Vincent's works very closely with TAFE to ensure that everything is aligned to support and guide you throughout your course.

You will gain the skills to:

- Identify and respond to clinical risks in pathology collection
- Collect pathology blood and other specimens
- Comply with infection prevention, control policies and procedures
- Work with diverse people.

Graduates can go onto roles such as:

- Specimen Collection Officer
- Pathology Collector
- Specialist Specimen Collectors

St. Vincent's Ready, Steady, GO Program

Aim of Program

In collaboration with TAFE, the SVHNS Aunty Fay Carroll Program aims to support and educate pathology collectors beginning their career. The program aims to provide those who are undertaking TAFE studies with education and support to enable confidence, skills and career development within SVHNS.

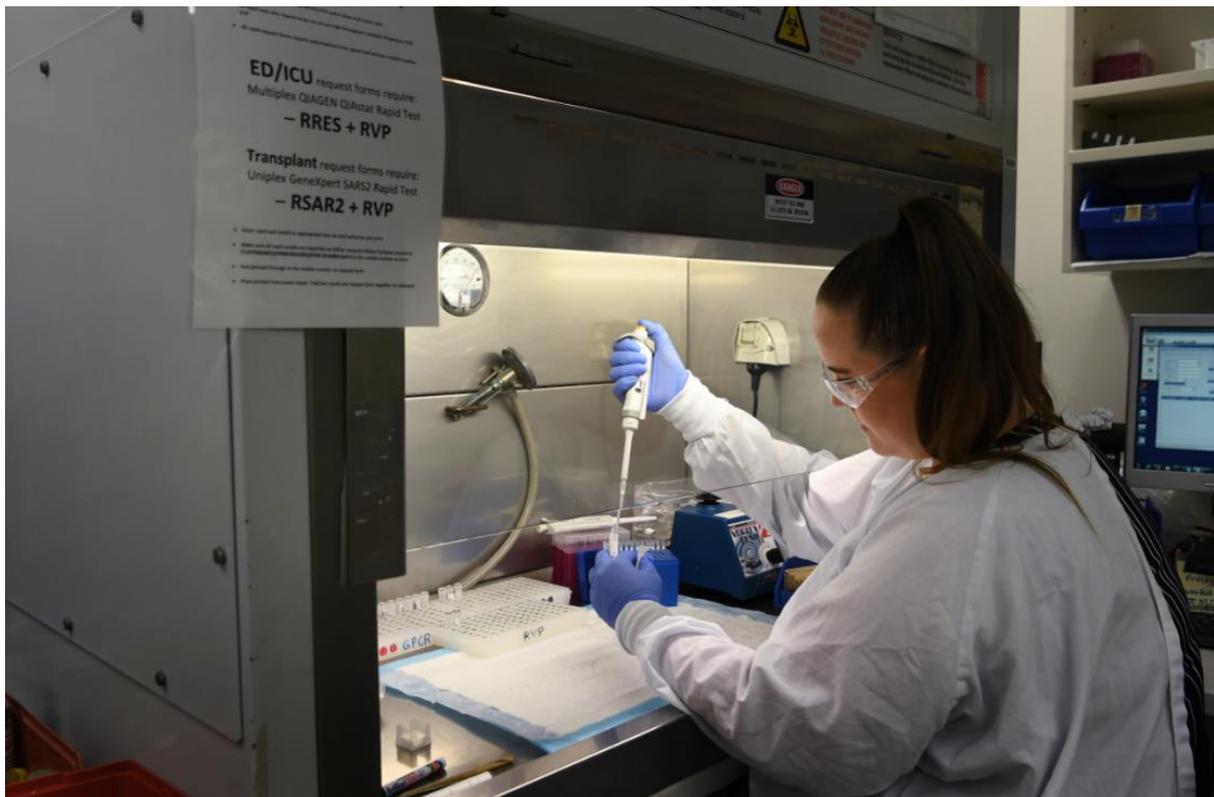
Program Objectives

Upon completion of the Pathology Collection SVHNS Aunty Fay Carroll Program, participants will:

1. Demonstrate an understanding of, and practice within the framework of the St Vincent's Health Australia Code of Conduct. This includes our Mission and Values.
2. Identify and locate St Vincent's Hospital policies and procedures relevant to their role
3. Demonstrate ability to gather information and maintain effective working relationships and networks
4. Demonstrate an understanding and willingness to work within the pathology environment while completing responsibilities outline in your Position Description
5. Employ their skills from the Ready, Steady, Go Program for work readiness

Employment post qualification & Ready, Steady, GO Program

Once you have completed your qualification, which includes your Ready, Steady, GO study days at SVHNS, you will commence work in a pathology collection role. Initially, you will commence your position as a casual employee.



Health Administration Program

TAFE Course

TAFE Qualification:

HLT47315 - Certificate IV in Health Administration

St Vincent's works very closely with TAFE to ensure that everything is aligned to support and guide you throughout your course.

You will learn how to support the administration function of the health industry, with skills and knowledge in:

- Infection control policies
- WHS processes
- Medical terminology
- Record-keeping

Graduates can go onto roles such as:

- Health Centre Receptionist
- Administration Assistant
- Ward Clerk
- Admissions Clerk

St. Vincent's Ready, Steady, GO Program

Aim of Program

In collaboration with TAFE, the SVHNS Aunty Fay Carroll Program aims to support and educate health administration staff beginning their career. The program aims to provide those who are undertaking TAFE studies with education and support to enable confidence, skills and career development within at SVHNS.

Program Objectives

Upon completion of the Health Administration SVHNS Aunty Fay Carroll Program, participants will:

1. Demonstrate an understanding of, and practice within the framework of the St Vincent's Health Australia Code of Conduct. This includes our Mission and Values.
2. Identify and locate St Vincent's Hospital policies and procedures relevant to their role
3. Demonstrate ability to gather information and maintain effective working relationships and networks
4. Demonstrate an understanding and willingness to work within the pathology environment while completing responsibilities outline in your Position Description
5. Employ their skills from the Ready, Steady, Go Program for work readiness

Employment post qualification & Ready, Steady, GO Program

Once you have completed your qualification, which includes your Ready, Steady, GO study days at SVHNS, you will commence work in a health administration role. Initially, you will commence your position as a casual employee.

