

QRGP AST Aboriginal and Torres Strait Islander Initiative Guide

The Queensland Rural Generalist Pathway (QRGP) has adopted the following definition from the 2017 Closing the Gap Performance Report:

Indigenous is used in this document to describe a person of Aboriginal and/or Torres Strait Islander descent who identifies as an Aboriginal person or a Torres Strait Islander, and is accepted as such by the community in which he or she lives (Queensland Health, 2017).

The QRGP recognises the unique position of Aboriginal and Torres Strait Islander peoples in Australian culture and history; and their deep connection to the land.

In Queensland the life expectancy gap between Indigenous and non-Indigenous residents is currently estimated at 10.8 years for males and 8.6 years for females (Queensland Health, 2018). The ongoing national commitment to improving Aboriginal and Torres Strait Islander health necessitates a workforce which is culturally capable and appropriate; and based in communities in need. While it is the responsibility of all health professionals to provide culturally sensitive care, it is important that the number of Aboriginal and Torres Strait Islander people choosing a career in health is prioritised.

Purpose

The purpose of this initiative is to increase the number of Aboriginal and /or Torres Strait Islander medical officers delivering appropriate advanced skill services in rural Queensland communities. Applicants who meet eligibility requirements will be recommended for appointment to the Department Director of the applicant's first preferred facility.

Eligibility

Applicants wishing to access the QRGP Aboriginal and Torres Strait Islander AST Initiative must:

- be of Aboriginal and/or Torres Islander descent; **or** accepted as an Aboriginal and/or Torres Strait person by the Aboriginal and/or Torres Strait Islander community in which they live
- meet QRGP's suitability requirements during the selection process

Applicants who wish to participate in the Initiative are required to submit documentation as outlined in the supporting documentation section below, as part of their online application.

Process

Eligible applicants can apply to the Aboriginal and Torres Strait Islander QRGP AST Initiative to be presented to their first preferred hospital.

In the 'Queensland Rural Advanced Skills Training Pathway' section of the QRGP AST application:

- Select 'Aboriginal and Torres Strait Islander AST Initiative'
- Nominate the preferred training facility

After applications close, applicants will receive an email that advises the due date and method of submission for supporting documentation. QRGP trainees who have previously supplied this documentation will not be required to do so again.

Applicants will be notified of the outcome of their application when offers are released.

Supporting documentation

Applicants must provide:

- A declaration of Aboriginal and/or Torres Strait Islander descent (a signed **statutory declaration** is an acceptable form of declaration for this purpose; or
- Confirmation of acceptance as an Aboriginal and/or Torres Strait Islander person by the Aboriginal and/or Torres Strait Islander community in which they live (such information must be provided by an incorporated community organisation, association or body where the majority of members of the governing body are Aboriginal or Torres Strait Islanders or both. The confirming organisation must exist at the time of the intended purpose of the confirmation. An original or notarised copy of a '**letter of confirmation**', is an acceptable form of confirmation for this purpose); and
- A statement as to why the applicant wants to work at a particular hospital

All documents must be certified by a Commissioner for Declarations, Justice of the Peace, Solicitor (or other approved delegate) as true copies of the originals.

Review of applications

Applications will be assessed by the interview panel.

The panel will consist of the following members as a minimum:

- Representative of Queensland Rural Generalist Pathway
- Representative of AST discipline staff specialist clinician
- Representative of Indigenous Medical Officer

The panel will review the documentation provided to confirm the eligibility of applicants to be recommended to a QRGP AST position under the Initiative. The Panel may contact applicants if any additional information is required for the application to be properly considered.

If there are more eligible applicants than positions available at a particular facility, merit order of applicants will be considered. Appointment is at the discretion of the Director.

Further Information

Contact the QRGP team on 1800 680 291 or rural_generalist@health.qld.gov.au