Factsheet 6

Professional and Cultural Support

Aboriginal and Torres Strait Islander Health Practitioners may receive three types of support:

**Professional support**

Aboriginal and Torres Strait Islander Health Practitioners can discuss their individual scope of practice with a senior and experienced Aboriginal and Torres Strait Islander Health Practitioner or Aboriginal and Torres Strait Islander Health Worker IPA. This may include:

- discussing their role
- work environment
- professional development
- any stressors encountered

Professional support can be provided through Aboriginal and Torres Strait Islander Health Practitioner or Aboriginal and Torres Strait Islander Health Worker forums and specific Aboriginal and Torres Strait Islander health program networks.

**Mentoring support**

Mentoring refers to a workplace partnership between two or more people that gives employees the opportunity to share their professional and personal experiences. Aboriginal and Torres Strait Islander mentoring aims to assist Aboriginal and Torres Strait Islander employees to feel more confident within the organisation in which they work.

Mentoring support for Aboriginal and Torres Strait Islander Health Practitioners should:

- provide structured support to assist the Aboriginal and Torres Strait Islander Health Practitioners to define their own learning experience, improve performance and develop capabilities
- benefit the mentor by providing an opportunity for mentors to develop their own leadership capacity
- contribute to improving the employing service provider’s performance, by ensuring that the mentoring support is consistent and compatible with:
  - the employing service provider’s vision and business plan
  - induction for staff in new roles
  - leadership and management development
Mentoring support can be provided by

- Aboriginal and Torres Strait Islander or non-Aboriginal and Torres Strait Islander staff
- Aboriginal and Torres Strait Islander Health Practitioners
- Aboriginal and Torres Strait Islander Health Worker IPA
- other health professions

**Cultural Support**

Cultural support aims to support Aboriginal and Torres Strait Islander Health Practitioners working within a mainstream health system.

Other Aboriginal and Torres Strait Islander staff working within the employing service provider can assist with workplace cultural issues, including the expectation of their community in relation to the role and the individual scope of practice.