Application form:

Individual eligibility assessment for ADEA credentialling for Aboriginal and Torres Strait Islander Health Professionals

2022

# Application for Aboriginal and Torres Strait Islander Health Professionals to apply for ADEA credentialling.

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| **Version** | **Date** | **Name(s)** | **Notes** |
| 1.0 | 30 Jan 2018 | Julie Mueller | Created |
| 1.1 | 26 Apr 2018 | Rachel Freeman | Revised and edited |
| Final | 27 Apr 2018 | Joanne Ramadge, CEO | Approved |
| 2.0 | 28 June 2022 | Cristy Welsh | Reviewed and edited |
| Final | 18 July 2022 | Susan Davidson, CEO | Approved |

File path: <https://www.adea.com.au/credentialling/initial-credentialling/primary-discipline/>

# Eligibility to Commence the Initial Credentialling Process

Health professional organisations apply to the ADEA Board to have their members’ primary health discipline qualification recognised as having the underlying clinical and chronic health disease knowledge and experience to undertake the credentialling process to become a Credentialled Diabetes Educator (CDE). Further information regarding this process can be found on the ADEA website: [adea.com.au](https://www.adea.com.au/)

Rather than an organisation applying to ADEA for eligibility for Aboriginal and Torres Strait Islander Health Professionals who are not already a member of one of the eligible primary health disciplines, individual applications can be submitted where the applicant meets the criteria below. Once an individual application for eligibility has been assessed and approved in accordance with these criteria, the applicant can proceed to apply for initial credentialling.

Aboriginal and Torres Strait Islander allied health, Aboriginal and Torres Strait Islander enrolled nurses, and Aboriginal and Torres Strait Islander health practitioners and workers can apply to ADEA for an eligibility assessment by submitting evidence that the applicant meets the following criteria:

* works primarily with First Nations people at risk of, or diagnosed with diabetes
* has, at a minimum, a certificate IV in Aboriginal and Torres Strait Islander Primary Health Care Practice or above, a certificate IV in enrolled nursing, or the equivalent for allied health professional qualifications
* demonstrates foundation knowledge and skills in:
  + anatomy and physiology
  + aetiology and pathophysiology of disease
  + biochemistry and interpretation of clinical laboratory assessments and use in case management
  + human nutrition
  + pharmacotherapy, including quality use of medicines (including traditional medicines and therapies)
  + public health and health promotion
* has an understanding of working within a team environment
* demonstrates how to assess an individual’s health status and develop a care plan designed to support the person with diabetes to achieve and maintain health including a plan for monitoring outcomes
* demonstrates knowledge of the role of research and quality activities
* has completed a clinical placement component as part of the certificate IV qualification or allied health qualification
* has been assessed by a manager or supervisor against the competency standards in diabetes for Aboriginal Health Workers and Health Practitioners, developed by ADEA.

To apply for eligibility assessment regarding ADEA credentialling please complete the following application form and submit to the ADEA Professional Services Manager via [admin@adea.com.au](mailto:admin@adea.com.au)

# Details of the applicant

# Personal Details

**Name:**

**Address:**

**Phone number**:

**Email**:

**Do you identify as Aboriginal and/or Torres Strait Islander?**

**Aboriginal**

**Torres Strait Islander**

**Aboriginal and Torres Strait Islander**

# AHPRA registration or alternative

*Please attach your current AHPRA registration certificate as Appendix 1.*

If you do not have AHPRA registration, please provide instead:

1. a letter from your current workplace that:
   1. describes the governance policies and procedures, specifically including the mechanism for complaints and disciplinary action
   2. addresses any complaints made or disciplinary actions taken against you, the applicant
2. evidence of at least 20 hours of continuing professional development (CPD) activities for the past 12 months

# Current Work Details

**Workplace name**:

**Address**:

**Phone number:**

**Supervisor or Manager:**

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| **Name**:  **Position/title:**  Work contact number:  Address: |

Do you **primarily** work with Aboriginal and/or Torres Strait Islander people who are living with diabetes or at risk of developing diabetes? Yes  No

If yes, please briefly outline your role in relation to the care and management of Aboriginal and Torres Strait Islander people with diabetes.

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**If no,** please note that this application process is only for Aboriginal and Torres Strait Island Health Professionals who currently work in the role of supporting Aboriginal and/or Torres Strait Islander people who are living with diabetes or at risk of developing diabetes.

**How long have you worked in your current position?**

*Please attach your current CV as Appendix 2.*

## Professional support/supervision

**Do you work in a team environment or on your own?**

In a team:

On my own

If you work in a team, briefly outline the members of the healthcare team you work with.

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If you work on your own, please describe the type of support you receive (if any) in your practice.

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*Please attach a letter from a support person or clinical supervisor confirming the relationship described above as Appendix 3.*

# Education and health qualifications

**Please indicate your formal qualifications by ticking the appropriate box(s) below:**

Diploma of Aboriginal and Torres Strait Islander Primary Health Care

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

Enrolled nurse qualification

Undergraduate or postgraduate allied health course

* 1. Name of qualification \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Other

* 1. Name of qualification \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Please attach copies of your certificates and academic transcript that outlines the units covered in the courses you have undertaken as Appendix 4.*

You may also like to attach any other detailed course content documents that demonstrate the components of the course undertaken to further support your foundation knowledge and skills. Your documentation must include evidence of undertaking a practical component/clinical placement during the course.

# Current position description

**Please describe in the box below your current role in diabetes education and management. Include examples of workplace plans and programs relating to diabetes that you have been involved with.**

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*Please attach your current position description as Appendix 5.*

This should include details of how your role supports people living with, or at risk of, diabetes.

Also attach any diabetes-specific workplace plans and programs that show your involvement as further evidence of your current role in diabetes education and management.

# Qualifications in Diabetes Education and Management

**Have you completed any courses specifically in Diabetes Education and Management?**

Yes

No

If yes, please state what courses you have undertaken and *attach certificate as Appendix 6.*

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# Letter of support

Please attached a letter of support from your supervisor or manager that can confirm your skills according to the competency standards for Aboriginal and Torres Strait Islander Health Workers and Health Practitioners using the supplied template. *(Appendix 7).* The author of the letter must have recently observed your work and is able to confirm knowledge, skills and experience against the competencies: [National Core Competencies for Aboriginal and Torres Strait Islander Diabetes Health Workers and Diabetes Health Practitioners](https://www.adea.com.au/wp-content/uploads/2017/01/Core-Competencies-Diabetes-Health-Workers-and-Diabetes-Health-Practitioners_FINAL170909.pdf)

# Check list

Please ensure that the following documentation has been provided with this completed application form:

Appendix 1 – AHPRA certificate or alternative

Appendix 2 – CV/resume

Appendix 3 – Letter confirming supportive relationship/clinical supervision

Appendix 4 – Qualifications and Academic transcript (primary discipline)

Appendix 5 – Current position description and diabetes-specific workplace programs

Appendix 6 – Diabetes Education and Management qualifications (if applicable)

Appendix 7 – Letter of support using template provided (see next page)

Applications with all relevant documentation should be sent through to the Professional Services Manager by email to [admin@adea.com.au](mailto:admin@adea.com.au).

For enquiries regarding this application, please email admin@adea.com.au or phone (02) 6173 1000 between the hours of 9am and 5pm AEST.

# Appendix 7

Template for letter of support from supervisor or manager that can confirm the applicant’s skills according to the competency standards for Aboriginal and/or Torres Strait Islander diabetes health workers and health practitioners. Please provide the letter, including the “About the Referee” and “Assessment of Practice” sections, on your organisation’s letterhead.

### To Whom It May Concern:

Aboriginal and/or Torres Strait Islander Allied Health, Enrolled Nurses, Diabetes Health Workers and Diabetes Health Practitioners may work in a variety of practice settings within First Nations communities, and work in roles that span the intervention and care continuum. This letter of support template is based on the [competency standards for Aboriginal and Torres Strait Islander diabetes health workers and diabetes health practitioners](https://www.adea.com.au/wp-content/uploads/2018/04/Core-Competencies-Diabetes-Health-Workers-and-Diabetes-Health-Practitioners_FINAL170909.pdf) that are underpinned by a core body of knowledge, skills and activity in the following domains:

* Clinical Practice
* Education and Counselling
* Research and Quality Improvement
* Management and Administration
* Leadership and Advocacy

Aboriginal and/or Torres Strait Islander health professionals working with people with diabetes and pre-diabetes have a duty of care to ensure they acquire and maintain the requisite knowledge and competence to enable them to perform their role safely, effectively and in a manner that supports optimal outcomes for all First Nations people with, or at risk of developing, diabetes.

In order to do this, the following support letter template asks you to identify how the applicant:

* applies knowledge and understanding of best practice treatment, management and care of people with prediabetes and diabetes.
* applies evidence based education and self-management techniques to improve outcomes for people with prediabetes and diabetes.
* contributes to research and quality improvement to build the evidence base to support improvements in self-management prediabetes and diabetes education and care.
* applies principles of program management to contribute to the safe, effective and efficient delivery of diabetes services that supports successful self-management of prediabetes and diabetes
* provides expertise and leadership within the health profession and advocate for best practice diabetes care for all people living with prediabetes and diabetes.

## About the Referee

**I** Click here to enter text.(Referee Name)

Click here to enter text. (Contact Phone Number)

Click here to enter text.(Workplace)

Click here to enter text. (Role)

**hereby agree to act as a referee for** Click here to enter text.(Applicant Name)

**Please list your qualifications and experience in the box below:**

Click here to enter text.

**Relationship to Applicant: (please tick most appropriate answer/s)**

Immediate Supervisor

Manager

**How long have you known the applicant?** Click here to enter text. **years**

## Assessment of Practice

The applicant must demonstrate all of the competencies for Aboriginal and/or Torres Strait Islander Health Practitioners, as per the [competency standards for Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners](https://www.adea.com.au/wp-content/uploads/2018/04/Core-Competencies-Diabetes-Health-Workers-and-Diabetes-Health-Practitioners_FINAL170909.pdf)

As the referee, you are asked to provide information that reflects the applicant’s performance against these competencies. Evidence must be demonstrated in all 5 domains.

1. **Clinical Practice**

**Please comment in the box below on the applicant’s clinical practice, providing examples of evidence of competency, where appropriate.**

**Competency:**

*Apply knowledge of best practice treatment, management and care to people with prediabetes and diabetes.*

*Work within an interdisciplinary team to tailor clinical interventions to the individual and to maximise the health outcomes for all people living with, or at risk of developing diabetes.*

**Core skills, knowledge and values**

* apply or promote current principles of evidence based practice to the treatment, management and care of people living with prediabetes and diabetes
* provide or promote clinical care that is consistent with the applicable regulatory framework governing Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners
* apply or promote systematic and comprehensive person-centred care that is delivered across the lifespan
* clearly articulate the differences between prediabetes, type 1 diabetes, type 2 diabetes, gestational diabetes and other types of diabetes
* clearly articulate the factors associated with the development of diabetes
* recognise and manage hypoglycaemia and hyperglycaemia
* describe the interrelationship between nutrition, exercise, stress, and medications for diabetes management
* explain how to use medicines to effectively manage diabetes
* explain the relationship between diabetes and other conditions (e.g. heart disease, kidney disease)
* explain the relationship between diabetes and microvascular disease
* explain the basic components of treatment appropriate for each type of diabetes
* explain the interdisciplinary nature of the management and support of a person living with diabetes
* utilise clinical assessment to interpret and monitor clinical indicators of general health status and metabolic management, and accurately analyse this information to guide clinical decision making and referral.

Click here to enter text.

1. **Education and Counselling**

**Please comment in the box below on the applicant’s education and counselling knowledge and skills, providing examples of evidence, where appropriate.**

**Competency:**

*Apply evidence based education and self-management skills, interventions and techniques to improve outcomes for people living with prediabetes and diabetes.*

*Work within an interdisciplinary diabetes team to tailor interventions to individual self-management education needs.*

**Core skills, knowledge and values**

* refer to and apply evidence based guidelines and innovative techniques to enhance communication and self-management behaviours
* demonstrate appropriate communication and counselling skills to facilitate informed decision making by the person with diabetes
* understand and utilise evidence based education and motivational techniques to assist with the education, behaviour change and support of people living with or at risk of developing diabetes
* utilises a person-centred approach that is cognisant of the person with diabetes/their carer’ cultural, economic and social background and life stage when educating and supporting the person living with diabetes or at risk of developing diabetes
* customise programmes or interventions to accommodate the age, literacy level, cultural background, and physical, or cognitive abilities of the person living with diabetes or at risk of developing diabetes
* apply cultural competency principles to maximise therapeutic relationships with all individuals in their care
* apply problem solving techniques and a non-judgemental approach when dealing with people living with diabetes or at risk of developing diabetes.

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1. **Research and Quality Improvement**

**Please comment in the box below on the applicant’s competency relating to research and quality improvement, providing examples of evidence, where appropriate.**

**Competency:**

*Contribute to* *research and quality improvement to build the evidence base to support improvements in self-management prediabetes and diabetes education and care.*

**Core skills, knowledge and values**

* are committed to improving the quality and outcomes of treatment, management and care for people living with prediabetes and diabetes through participation through ongoing quality management
* contribute to the monitoring and evaluation of the education and care provided at the individual, program and, where possible, at the population level
* apply quality improvement principles when undertaking or contributing to quality improvement activities
* explain how research has been used to develop evidence based guidelines and resources
* demonstrate basic skills in research methodology
* critically appraise research findings
* keep up to date with current research in diabetes education, management and care
* work towards translating research into practice
* apply evidence based research findings to the development and review of resources, policies and procedures
* critically appraise individual knowledge, skills and work practices and develop a professional development plan to address deficiencies in this area.

Click here to enter text.

1. **Management and Administration**

**Please comment in the box below on the applicant’s management and administrative skills, providing examples of evidence, where appropriate.**

***Competency:***

*Apply principles of program management to contribute to the safe, effective and efficient delivery of diabetes services that supports successful self-management of prediabetes and diabetes.*

**Core skills, knowledge and values:**

* demonstrate good organisation and communication skills in order to effectively and efficiently manage a client case load
* demonstrate good liaison skills in order to effectively support people with diabetes navigate the interdisciplinary nature of diabetes care and management
* demonstrate good written communication skills in accurately documenting and reporting interactions with clients
* explain current and emerging technologies that can be applied to diabetes education, management and support
* collaborate with the person with diabetes, the referring practitioner, and other members of the diabetes care team to establish agreed clinical targets
* efficiently and effectively coordinate care, identify unmet needs and refer or recommend referral to other health professionals as appropriate
* explain the organisational and community structures in place to effectively manage diabetes services
* explain the importance of maintaining accurate records and document clearly and precisely all aspects of relevant service delivery
* utilise and manage diabetes resources in an efficient and effective way
* provide accurate and up to date knowledge and information on the costs and subsidies available to people with diabetes/their carers
* contribute to the development of policies and procedures that support efficient diabetes service delivery.

Click here to enter text.

1. **Leadership and Advocacy**

**Please comment in the box below on the applicant’s leadership and advocacy skills, providing examples of evidence, where appropriate.**

**Competency:**

*Provide expertise and leadership within the health profession and advocate for best practice diabetes care for all people living with prediabetes and diabetes.*

**Core skills, knowledge and values:**

* are committed to advocating for best practice diabetes education and care
* show leadership in the speciality field of diabetes education, management and care and have the knowledge and confidence to act as a consultant and resource for colleagues, other health care providers, carers and other community members
* have the knowledge, skills and confidence to advocate for people with prediabetes and diabetes to improve their health outcomes
* seek opportunities to build the capacity and educate members of the community about the prevention and management of prediabetes and diabetes
* advocate to build the capacity of the health workforce and seek opportunities to educate other health professionals about the prevention and management of prediabetes and diabetes
* understand and apply the principles of mentoring
* recognise unsafe or unprofessional practice in self and others and responds appropriately according to professional codes of practice and organisational requirement
* seek opportunities to professionally contribute to the field of diabetes education, management and care.

Click here to enter text.

**Please provide any additional comments**:

Click here to enter text.

I confirm that I have received a copy of the *National Core Competencies for Aboriginal and Torres Strait Islander Health Workers and Health Practitioners* and have provided an independent view of the applicant’s ability to meet these.

**Signature:** Please sign or insert electronic signature here.

**Date:** Click here to enter a date.