

Fact Sheet

SA Health Aboriginal and Torres Strait Islander Employment Pool

The SA Health Aboriginal Employment pool has been established under Section 65 of the Equal Opportunity Act 1984 (SA), with the aim to increase the Aboriginal and Torres Strait Islander people working in throughout SA Health.

We are looking for people to undertake clinical and non-clinical roles on a short-term, long-term, contract or ongoing basis, including opportunities for part-time or full-time employment.

Who is eligible to apply?

The Pool is open to residents of Australia that are of Aboriginal and/or Torres Strait Islander descent. Registering to be on the Pool will not guarantee employment as opportunities are subject to position availability and to merit-based assessments.

Where are potential roles located?

We anticipate vacancies will become available across the whole state, including metropolitan, rural and remote settings. When you apply, you will be asked to indicate your preferred work location/s (from our different [metropolitan health services](#) and [regional health services](#) across South Australia).

How to apply?

To apply, visit sahealth.sa.gov.au/AboriginalEmployment and select the 'Apply now' button.

To apply, you will need to provide:

- > an updated Resume/CV detailing professional work history with contact details for three current and relevant referees, including current line manager.
- > copies of degrees, certificates, academic transcripts and clearances (requirements depend on roles)
- > confirmation of Aboriginality for identified positions.

What are the identified positions?

SA Health has an exemption under the [Equal Opportunity Act 1984](#) (SA) to specific 'identified' positions. The exemption also allows SA Health to prefer Aboriginal or Torres Strait Islander people of a specific gender (man and/or woman) where it is culturally responsive to do so.

Principles of the employment pool

- > The Pool will be in operation to fill vacancies, on a continuous basis for 12 months, and renewed each year
- > Applications for the Pool will be accepted at any time within the 12-month timeframe
- > Where a candidate has been advised that they have been accepted into the Pool, the recommendation is valid for a period of 12 months



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- > Candidates in the Pool may be offered temporary or ongoing employment; vacancies may be full-time or part-time
- > Recommended candidates can accept a short-term contract and once the contract is completed, they will return to the Pool, if the end of the contract is within the 12 months since their recommendation
- > If a recommended candidate accepts an offer of employment, they will not be made any further offers of employment, unless they return to the Pool (see above)
- > Recommended candidates who are not offered employment within 12 months will be required to re-apply for the following year's recruitment Pool intake
- > There is no guarantee that an offer of employment will be made to recommended candidates within the 12-month period
- > Notification of acceptance into the Pool does not constitute an offer of employment
- > Recommended candidates remain non-public sector employees until they are offered and accept employment
- > Recommended candidates must meet all SA Health pre-employment requirements before they can be offered employment.

How long will the selection process take?

Selection processes will occur as required throughout the 12-month period.

Do I need a National Police Clearance?

Yes. SA Health must comply with legislation regarding screening of workers for their suitability to work within SA Health. If you don't have a current National Police Clearance, this can be requested through an online, [accredited provider](#). You will not be able to commence in a vacancy with SA Health until your clearance has been attained and provided to the hiring Manager.

As a minimum, SA Health requires an appropriate National Police Clearance (NPC) (for adult health services) or a Department of Human Services (DHS) Working with Children Check (for working with paediatric or adult services).

Do I need certain immunisations to work in SA Health?

Prior to commencing employment with SA Health, you will be required to submit information and/or evidence relating to your immunisation status. Please visit the [SA Health website](#) for more information about [Health Care Worker immunisation requirements](#).

When will you contact me?

Aboriginal Workforce will make contact to finalise application and discuss vacancies may be suitable based on your skillset, availability and geographic preferences align with the needs of the health services.

How will you contact me?

We will contact you either via telephone or email.

How often do vacancies arise?

Vacancies may arise at any time throughout the year and will be dependent on the needs of the business and the vacancies available.

Application and Enquires

Applications will only be accepted via the online recruitment system. Applications will be received by Aboriginal Workforce, DHW.

If you have a question not answered here, please submit your question via email to:
Health.AboriginalWorkforceNetwork@sa.gov.au

For more information

**Aboriginal Workforce team
Workforce Services**

Contact: Health.AboriginalWorkforceNetwork@sa.gov.au
www.sahealth.sa.gov.au

Confidentiality (caveat if required)-1#-A#

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SA Health