NAATSIHWP
National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners

RACGP Endorsed Professional Resource

Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners in Primary Health Care

GUIDE FOR GENERAL PRACTICE

November 2025

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Acknowledgement

The National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners (NAATSIHWP) acknowledge Aboriginal and Torres Strait Islander people as the Traditional Custodians of the lands, waters, and seas on which we live and work. In particular, we pay our deepest respect to the Ngunnawal and Ngambri peoples on whose lands the NAATSIHWP's office is situated. It is a privilege conducting our business on this beautiful Country you have occupied and cared for over thousands of years.

We pay our respects to Elders past, present and future – both of this land, and of all the lands across this continent.

Special Thanks

Thanks to Belinda Hammond and Sandy Robertson for their invaluable insight and review of this document. We also thank the Medicare Benefits Schedule (MBS) team and the Royal Australian College of General Practitioners (RACGP) team for their contributions to this guide.

Disclaimer

This guide provides information about the use of the Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner workforce within General Practices in relation to Aboriginal and Torres Strait Islander Health Assessments and follow up care only. The guide does not apply to government-run health centres, hospitals, Aboriginal Community-Controlled Health Organisations or state-funded Aboriginal Medical Services.

This is a guide and while the information was current at the time of publication, please refer to the Medicare Benefits Schedule and Services Australia to guide the design of clinical models of care and scopes of practice for your workplace.

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Foreword

Accessible, affordable, comprehensive, coordinated, culturally safe and continuous.

These are hallmarks of patient centered general practice care and are outcomes of an effective multidisciplinary primary health care team. Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners are Aboriginal and Torres Strait Islander people with practical, comprehensive primary health care skills. Their skill set is clinical and cultural, grounded in a holistic approach to health and wellbeing. They hold unique qualifications and work across private, government and community-controlled health care settings, contributing to collaborative team-oriented workplaces.

Unique to Australia, these professions play a valuable and critical role in multidisciplinary care and in ensuring Australia's health care system meets the needs of Aboriginal and Torres Strait Islander people. Evidence directly connects the professions to improved health and wellbeing outcomes across the life course. They facilitate trust and strong connections with local communities, act as health system navigators, deliver clinically and culturally safe, community informed health care and play a role in early intervention and prevention. In doing so, they improve access to health care services and the patient experience.

This guide for general practice has been developed by the National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners (NAATSIHWP) and is a RACGP endorsed professional resource.

It is designed to support GPs and practice managers to understand the benefits of the roles of Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners and to effectively

embed these clinicians into models of care in a cost-effective and sustainable way. The guide also provides information on their role, skills and qualifications and demonstrates how the profession can be integrated into models of care by being part of a culturally safe workplace environment that support high quality clinical care including Aboriginal and Torres Strait Islander Health Checks, GP Chronic Condition Management Plans and the provision of follow-up care. It is a practical resource, recognising the business models of general practice and outlines strategies for supporting Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners in general practice settings.

NAATISHWP and the RACGP are proud to promote this important new guide. It will support general practice teams to consider the opportunities and practicalities of strengthening their multidisciplinary team and improve the quality and accessibility of culturally safe health care, leading to better health and wellbeing outcomes for Aboriginal and Torres Strait Islander people.

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NAATSIHWP
National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners

RACGP Endorsed Professional Resource

Executive Summary

Aboriginal and Torres Strait Islander people have the right to culturally safe care in all health service settings

They are entitled to receive care in any health service, and should feel confident in receiving high quality care that is responsive and respectful of their cultural health needs. The Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner professions play a unique and critical role in designing, delivering and evaluating culturally safe health care practice. With cultural intellect and primary health care training they provide the 'glue' that keeps Aboriginal and Torres Strait Islander people connected to, and engaged in, the health care system. They help to restore power, agency, and trust; act as health system navigators; play a pivotal role in early intervention and prevention; improve access to health care services and the patient experience; and, if enabled to do so, work competently and professionally to deliver culturally safe primary health care across a broad range of settings.

Effectively embedding the roles of Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners into models of care is a cost-effective and sustainable way of ensuring health care services are culturally safe. However, in General Practice their roles have yet to be realised.

Since 2022, the National Registration and Accreditation Scheme administered by the Australian Health Practitioner Regulation Agency (Ahpra) has included a central focus on ensuring Australia's health workforce contributes to the elimination of racism.

This means all registered health professionals working in Australia's health care system are required to take steps to learn about racism, how it manifests, the harm it causes, and how it can be prevented through culturally safe practice and models of care.

This guide is therefore designed to help those in General Practice to recruit, effectively utilise, and retain the professions as a crucial part of their health care teams. In this respect it:

- outlines the role of the Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner professions;
- demonstrates how the profession can be integrated into models of care by supporting Aboriginal and Torres Strait Islander Health Checks, GP Chronic Condition Management Plans and the provision of follow-up care (Appendix A);
- provides a table of the Medicare Benefits Scheme (MBS) Item Numbers applicable to the Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner professions (Appendix B); and
- includes strategies for supporting Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners in your practice.

To close the gap in health and wellbeing outcomes Aboriginal and/or Torres Strait Islander people accessing a General Practice must be provided with culturally safe and clinically sound health care.

Incorporating Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner roles into your teams will enhance your health care models, and your patients' health care journeys.

About Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners

Aboriginal and/or Torres Strait Islander Health Workers and Aboriginal and/or Torres Strait Islander Health Practitioners are two distinct but related professions that together comprise the Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner workforce (the Workforce).

The Workforce, established *by* Aboriginal and Torres Strait Islander people *for* Aboriginal and Torres Strait Islander people, plays a unique and critical role in ensuring Australia's health care system meets the needs of Aboriginal and Torres Strait Islander people. With lived experience in and a deep understanding of the communities they serve, Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners provide a high standard of culturally safe and responsive care, act as cultural brokers and health system navigators, and are crucial to easing the anxiety resulting from negative experiences with health care and health research in the past.

Definitions

The NAATSIHWP defines:

- an ***Aboriginal and/or Torres Strait Islander Health Worker*** as an Aboriginal and/or Torres Strait Islander person who has gained a Certificate II or higher qualification in Aboriginal and/or Torres Strait Islander Primary Health Care.
- an ***Aboriginal and/or Torres Strait Islander Health Practitioner*** as an Aboriginal and/or Torres Strait Islander person who has gained a Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice and is registered with the Aboriginal and Torres Strait Islander Health Practice Board of Australia (ATSIHPBA) through the Ahpra. The Aboriginal and/or Torres Strait Islander Health Practitioner title is protected under National Law and may only be used by those with relevant qualifications and registration.

Their Qualifications and Training

A national Aboriginal and/or Torres Strait Islander Health Worker HLT health training package provided through the Vocational Education and Training (VET) system promotes consistent training standards for Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners.

The framework (Figure 1) provides professional career pathways from entry level to management level positions, and two streams of study:

- a **primary health care stream** for those pursuing careers as Aboriginal and/or Torres Strait Islander Health Workers, and
- a **primary health care practice stream** for those pursuing careers as Aboriginal and/or Torres Strait Islander Health Practitioners.

As part of each qualification graduates receive comprehensive, primary health care training. However, those undertaking the primary health care practice stream are trained to perform a higher level of clinical skills and are required to meet practice standards and register through the National Registration and Accreditation Scheme, which is administered by Ahpra through the ATSIHPBA. There is currently no registration requirement for those pursuing a career as an Aboriginal and/or Torres Strait Islander Health Worker through the primary health care stream.

Skills

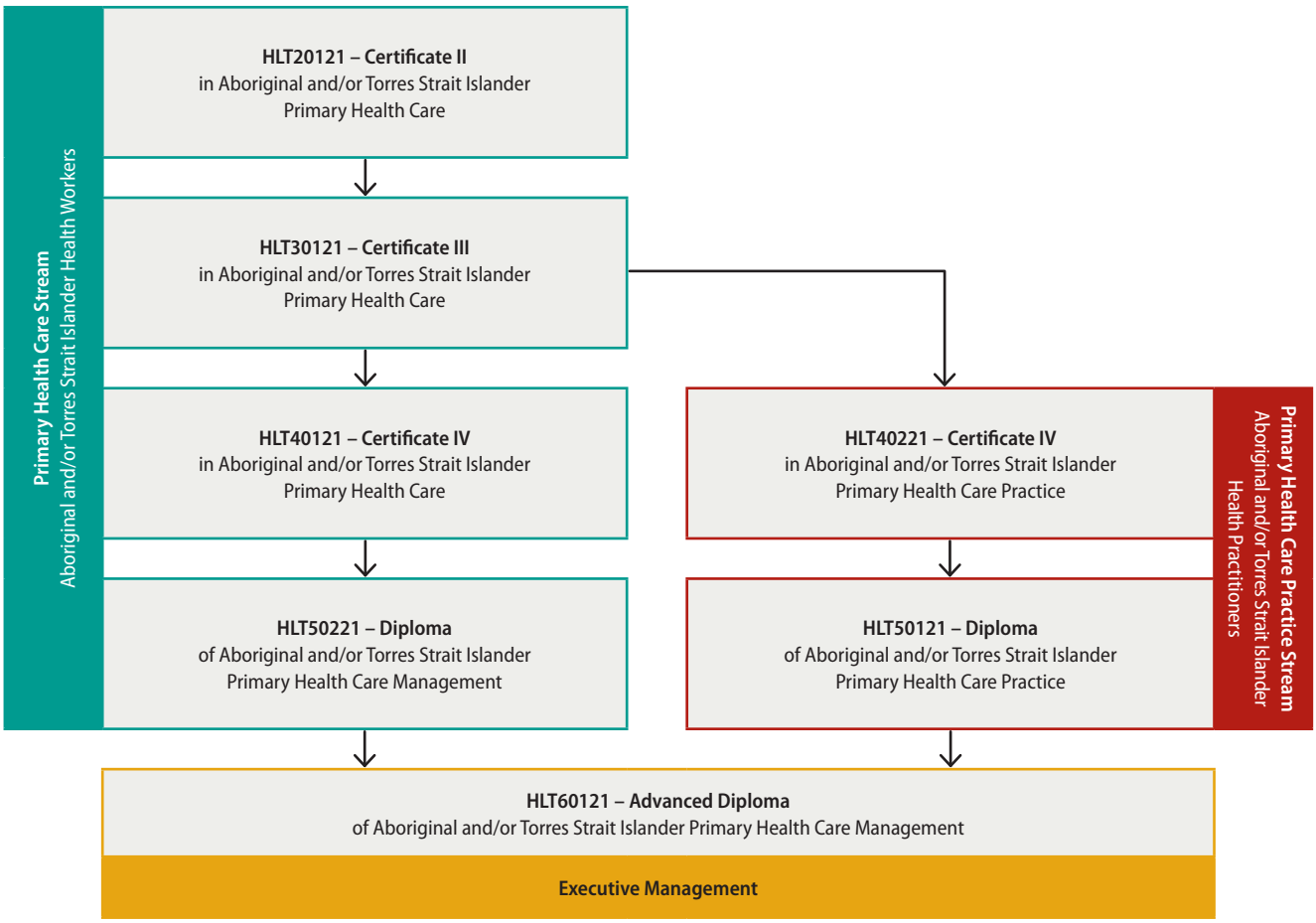
Depending on level of qualification, work setting, and individual scope of practice the Workforce provides a range of generalist and specialist health care services. These may include, but are not limited to:

- clinical services, such as:
  - assessment and screening of physical health, social and emotional wellbeing, particularly through collection of information during the provision of the Aboriginal and Torres Strait Islander Health Assessment, item 715, and follow-up care;
  - provision of health care in line with GP Chronic Condition Management Plans, training, and/or treatment protocols, including through a variety of follow-up health care services;
  - general assistance with Moderate to Severe Asthma Cycle of Care, Diabetes Annual Cycle of Care and Home Medications Reviews (Domiciliary Medication Management Review);
  - assist with wound management and review, venipuncture, and administering vaccinations (in some jurisdictions);

- health promotion and education for risk factors identified in regular care, including Aboriginal and Torres Strait Islander Health Assessments or follow-up care (e.g. lifestyle changes for diabetes prevention);
- supporting patients in self-management, including the safe use of traditional and Western medications;
- advocating for patients, including interpreting, and translating language, health care system navigation and cultural brokerage;
- provide knowledge and referral assistance to Aboriginal specific health and social services within the wider community; and
- providing advice, support, and training on providing culturally safe health care services to colleagues in the Practice according to workplace needs.

- management activities, such as:
  - planning, delivering, and evaluating population health programs on behalf of the General Practice;
  - staff supervision and mentoring;
  - business and financial management;
  - Contributing and overseeing Continual Quality Improvement (CQI);
  - education and training of Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners and other health professionals; and
  - specialisation in a priority health field required by the Practice.

Figure 1: National Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner Qualification Framework endorsed December 2022



Benefits for your patients

The Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner professions are key to improving relationships between Aboriginal and Torres Strait Islander people and the health care system. With a combination of cultural intellect/knowledge and primary health care training they foster continuity of care and help keep Aboriginal and Torres Strait Islander people connecting to and engaged with the health care system. Evidence directly connects the Workforce to improved health outcomes across the life course. They are critical to addressing lower life expectancy, reduction in the rates of patients who did not wait for appointments, and other health challenges prevalent in Aboriginal and Torres Strait Islander communities.

Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners benefit patients by:

- acting as a first point of contact with the health system;
- helping them to navigate through the health care system;
- encouraging early intervention and prevention
- restoring power, agency, and trust through the delivery of culturally safe clinical and non-clinical care;
- educating and empowering patients to increase agency and advocating for their rights as a partner in their own health care;
- providing comprehensive care which includes physical, social, emotional, and cultural wellbeing;
- easing anxiety resulting from negative experiences and racist practice within the health care system and research in the past; and
- providing community-based perspectives which accounts for the unique needs and lifestyles of different patient groups.

Benefits for your practice

The inclusion of Aboriginal and/or Torres Strait Islander Health Workers or Health Practitioners within a health care team can:

- support the practice to achieve and sustain improved health outcomes for their Aboriginal and/or Torres Strait Islander patients;
- improve treatment and management of chronic conditions through enhancing continuity of care;
- assist with pre-admission clinics and patient outreach programs;
- ensure the provision of culturally safe, responsive and appropriate clinical and non-clinical health care;
- attract and retain Aboriginal and Torres Strait Islander patients and grow the profile of the practice;
- amplify opportunities to deliver health education, promotion and community development programs;
- create an ethical and diverse workplace making the clinic an employer of choice;
- increase staff with specialisations or management skills required by the Practice;
- helping to explain and sign up patients for My Medicare;
- provide an additional revenue stream if used appropriately;
- assist colleagues understand the health journey of their Aboriginal and Torres Strait Islanders clients, and gain an insight into the nuances of their health determinants, and
- support patient health needs whilst ensuring Continual Quality Improvement processes occur aligned to service accreditation.

Financial Support

General Practices may be eligible for various funding programs and grants to support the employment of Aboriginal and/or Torres Strait Islander Health Workers or Health Practitioners, including the following:

Commonwealth Workforce Incentive Program (WIP) & Practice Incentive Program (PIP)

The Workforce Incentive Program – Practice Stream (WIP) was introduced in 2023 and provides financial incentives to help eligible General Practices with the cost of engaging Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners as part of a multidisciplinary team.

The total incentive payment amount is dependent on the practice's Standardised Whole Patient Equivalent (SWPE) value and the average weekly hours the Aboriginal and/or Torres Strait Islander Health Worker or Health Practitioner works at the practice. SWPE is a calculation of practice size based on Medicare records.

For example, a practice may be eligible to receive $17,171.95 p.a. per 1000 SWPE where the Aboriginal and/or Torres Strait Islander Health Worker or Health Practitioner works at least 12 hours and 40 minutes a week.

Rural loadings apply in addition to the base incentive payment:

- 0% for MM1 & MM2
- 30% for MM3
- 40% for MM4 & MM5
- 60% for MM6 & MM7

The maximum incentive amount a single practice can claim (prior to rural loading) for Aboriginal and/or Torres Strait Islander Health Worker and Practitioners, and enrolled nurses is $68,887.80 as of 31 July 2025.

You can find out more about the WIP here, and access the Program Guidelines here. A list of organisations and resources relevant to the WIP can also be found here.

In addition, the Commonwealth provides additional support to Practices who provide ongoing care to Aboriginal and/or Torres Strait Islander patients. You can find out more about the Practice Incentive Program (PIP) here. The Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner professions may also assist practices register and co-ordinate the sign up of patients for the PIP Indigenous Health Incentive.

State and Territory Incentive Programs

General Practices may also be eligible for general State or Territory grants and incentives for employing Aboriginal and Torres Strait Islander Workforce members. According to jurisdiction, the below table provides links to more general information which may assist you in understanding additional incentives available to you when employing Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners.

Jurisdiction	Helpful Links
Commonwealth	• Wage subsidies – Department of Employment and Workplace Relations, Australian Government https://www.dewr.gov.au/wage-subsidies • Financial support for employers https://www.apprenticeships.gov.au/support-and-resources/financial-support-employers
Queensland	• Employing Aboriginal and Torres Strait Islander people https://www.business.qld.gov.au/running-business/employing/hiring-recruitment/indigenous-employment • Employer incentives and subsidies for apprenticeships and traineeships https://www.business.qld.gov.au/running-business/employing/hiring-recruitment/apprentices-trainees/about/cost-benefits-incentives/employer-incentives-subsidies
Northern Territory	• Employ an apprentice or trainee https://nt.gov.au/employ/for-employers-in-nt/apprentices-and-trainees/employ-an-apprentice-or-trainee • Skills NT grant https://education.nt.gov.au/policies/skills-nt/skills-nt-grant
Western Australia	• Indigenous Wages Rebate WA https://business.gov.au/grants-and-programs/indigenous-wages-rebate-wa • Incentives to employ and train https://www.jobsandskills.wa.gov.au/employer-incentives
South Australia	• Hire a Skilled Worker https://skilledworkers.business.sa.gov.au/benefits-for-your-business
Victoria	• Why Hire An Apprentice Or Trainee? https://www.apprenticeships.vic.gov.au/employers/why-hire-an-apprentice-or-trainee/
Tasmania	• Information on apprenticeships/traineeships for employers https://skills.tas.gov.au/apprenticeships_and_traineeships/information_on_apprenticeships_for_employees
New South Wales	• Get funding or support for apprenticeships or traineeships https://www.nsw.gov.au/education-and-training/apprentices-and-trainees/employers/funding-and-support
Australian Capital Territory	• Employing an Apprentice or Trainee https://www.act.gov.au/skills/employers/employing-an-apprentice-or-trainee

Remuneration Rates

The Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020 sets out the minimum rates of payment for Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners working in Aboriginal and Torres Strait Islander community-controlled health settings and private practice. Please review this Award for the most up-to-date information on remuneration, allowance rates, and other entitlements for the workforce.

The following table on the Award prepared by NAATSIHWP includes a summary of information qualifications aligning to wages as of September 2025.

Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020 (as at November 2024)

CLASSIFICATION	QUALIFICATION REQUIREMENTS
GRADE 1	
Level 1 $26.83 p/h	Enrolled in Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care
GRADE 2	
Level 1 $28.74 p/h	Completed Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent
Level 2 $29.72 p/h	
GRADE 3	
Level 1 $31.27 p/h	Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent
Level 2 $32.91 p/h	
Level 3 $34.51 p/h	

CLASSIFICATION	QUALIFICATION REQUIREMENTS
GRADE 4	
Level 1 $35.47 p/h	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice (Unregistered)
Level 2 $36.43 p/h	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice (Registered as an Aboriginal Health Practitioner with Ahpra)
Level 3 $37.27 p/h	
GRADE 5	
Level 1 $38.16 p/h	Advanced Diploma / Diploma in Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent
Level 2 $39.05 p/h	Diploma in Aboriginal and/or Torres Strait Islander Primary Health Care Practice (Registered as an Aboriginal Health Practitioner with Ahpra)
Level 3 $40.00p/h	

Using the Workforce effectively in MBS Models of Care

Aboriginal and/or Torres Strait Islander Health Practitioners and Aboriginal and/or Torres Strait Islander Health Workers with a Certificate III or higher qualifications are eligible to apply for a Medicare Provider Number.

When applying for a Medicare Provider Number Aboriginal and/or Torres Strait Islander Health Practitioners must provide proof of registration with Ahpra, whilst Aboriginal and/or Torres Strait Islander Health Workers must provide evidence of their qualification. Those determined as eligible can perform and claim specific MBS items, both as:

- a qualified health professional in their own right, and
- on behalf of a medical practitioner, and/or under the supervision of a GP.

If used effectively in models of care, this can provide additional revenue for the practice. An exemplar referral pathway demonstrating how the Workforce can be integrated into models of care by supporting Aboriginal and Torres Strait Islander Health Assessments, GP Chronic Condition Management Plans and the provision of follow-up care is included at Appendix A for further reference.

Furthermore, the following provides a summary of the MBS Item Numbers relevant to Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners. Details including full item descriptions, Telehealth and Telephone equivalents, and fees are included at Appendix B.

Please note: This guide and associated appendixes refer to MBS items relevant for General Practitioners only, refer to Medicare Benefits Scheme website for MBS items relevant for prescribed medical practitioners or non-vocationally registered general practitioners.

MBS Numbers that can be claimed by eligible Aboriginal and/or Torres Strait Islander Health Workers

Aboriginal and/or Torres Strait Islander Health Workers can claim the below MBS item numbers, under certain circumstances

1 Can provide and claim using their own Medicare Provider Number once they have a valid General Practitioner referral:

MBS item number	MBS item description	Claim frequency
*10950 – Face-to-face 93000 – Telehealth 93013 – Telephone	Individual Allied Health Services (Chronic Condition Management Services)	Up to 10 services per calendar year as required. (inclusive of annual limit of 5 (10950) individual allied health services for chronic condition management and 5 (81300) individual allied health services for Aboriginal and Torres Strait Islander people).
81300 – Face-to-face 93048 – Telehealth 93061 – Telephone	Follow-up Allied Health Services for Aboriginal and Torres Strait Islander people	Up to 10 services per calendar year as required.
*10956	Follow-up Allied Health Services – mental health service provided to a patient by an eligible mental health worker for a patient with a chronic condition	Up to 10 services per calendar year as required (inclusive of annual limit of 5 (10956) individual allied health services for chronic condition management and 5 (81300) individual allied health services for Aboriginal and Torres Strait Islander people).
10955, 10957 and 10959	Case Conferencing Services (Chronic Condition Management) See: Note MN.3.2 | Medicare Benefits Schedule (health.gov.au)	1 service per 3 months, as required.

***NOTE:** As per changes on 1 March 2024, the total claiming limit of all Allied Health Services is 10 per calendar year. A GP may refer to a combination of both Individual Allied Health Services (to a max. limit of 5 per calendar year), and Allied Health Services for Aboriginal and Torres Strait Islander people. For further information please refer to the Flowchart for First Nations Australians accessing MBS individual allied health services.

2 Can provide and claim on behalf of, and under the supervision of a General Practitioner (claimed with the treating GP's provider number):

MBS item number	MBS item description	Claim frequency
10983	Telehealth Consultation Support Service	No limit, as required.
13105	Haemodialysis for end-stage renal disease in very remote (MMM7) area	No limit, as required.
12325	Assessment of visual acuity and bilateral retinal photography (may be performed by appropriately trained or qualified personnel under the direction of the medical practitioner)	1 per year as required.

3 Can assist a General Practitioner with:

MBS item number	MBS item description	Claim frequency
715 – Face-to-face 92004 – Telehealth 92011 – Telephone	Health Assessment for Aboriginal and Torres Strait Islander People	1 service per 9 months as required.
965	Preparation of GP Chronic Condition Management Plan	1 per year
967	Reviewing GP Chronic Condition Management Plan	1 service per 3 months as required.
729	Contribution to a Multidisciplinary Care Plan	1 service per 3 months as required.
731	Contribution to a Multidisciplinary Care Plan, for a patient in an aged care facility or being discharged from hospital	1 service each 3 months as required
735, 739, 743	Organising and Contributing to case conference for Multidisciplinary Care Plans	1 service each 3 months as required
747, 750, 758	Participating in case conference for Multidisciplinary Care Plans	1 service each 3 months as required
2700, 2701, 2715 and 2717	Preparation of GP Mental Health Treatment Plan	1 per year as required.
92112, 92113, 92116 and 92117	Telehealth and telephone equivalent of preparation of GM Mental Health Plan	1 per year as required.
2721, 2723, 2725 and 2727	Focussed Psychological Strategies session	Up to 10 per year. 6 can be accessed before a Mental Health Treatment Plan review (2712) and can claim additional 4 after review if GP deems clinically appropriate.
900	Domiciliary Medication Management Review (to be claimed by patient's usual GP and preferred community pharmacy or accredited pharmacist)	Not more than once in a 12-month period, except if there has been a significant change in the patient's condition or medication regime requiring a new DMMR.
11505	Diagnostic spirometry (pre- and post- bronchodilator) (to be claimed by GP with requisite training)	Not more than once in a 12-month period.
11506	Spirometry to assess and monitor (pre- and post-bronchodilator) (to be claimed by GP with requisite training)	No limit, as required.
73812	Quantitation of HbA1c performed in the management of established diabetes as a point of care test	Maximum of 3 times in a 12-month period.

NOTE: Medicare benefits are available for up to 10 individual and 10 group mental health services per patient, per calendar year. Support is also available under the Better Access to Psychiatrists, Psychologists and General Practitioners through the MBS (Better Access) initiative.

MBS Numbers that can be claimed by eligible Aboriginal and/or Torres Strait Islander Health Practitioners

Aboriginal and/or Torres Strait Islander Health Practitioners can claim the below MBS item numbers, under certain circumstances:

1 Can provide and claim using their own Medicare provider number once they have a valid General Practitioner referral:

MBS item number	MBS item description	Claim frequency
*10950 – Face-to-face 93000 – Telehealth 93013 – Telephone	Individual Allied Health Services (Chronic Condition Management Services)	Up to 10 services per calendar year as required. (inclusive of annual limit of 5 (10950) individual allied health services for chronic condition management and 5 (81300) individual allied health services for Aboriginal and Torres Strait Islander people).
81300 – Face-to-face 93048 – Telehealth 93061 – Telephone	Follow-up Allied Health Services for Aboriginal and Torres Strait Islander people	Up to 10 services per calendar year as required
*10956	Follow-up Allied Health Services - mental health service provided to a patient by an eligible mental health worker for a patient with a chronic condition	Up to 10 services per calendar year as required (inclusive of annual limit of 5 (10956) individual allied health services for chronic condition management and 5 (81300) individual allied health services for Aboriginal and Torres Strait Islander people).
10955, 10957 and 10959	Case Conferencing Services (Chronic Condition Management)	1 service per 3 months, as required.

***NOTE:** As per changes on 1 March 2024, the total claiming limit of Individual Allied Health Services for chronic condition is 10 per calendar year. A GP may refer to a combination of both Individual Allied Health Services for chronic condition (to a max. limit of 5 per calendar year), and Allied Health Services for Aboriginal and Torres Strait Islander people. For further information please refer to the Flowchart for First Nations Australians accessing MBS individual allied health services.

2 Can provide and claim on behalf of and/or under the supervision of a General Practitioner:

MBS item number	MBS item description	Claim frequency
10983	Telehealth Consultation Support Service	No limit, as required.
10987 – Face-to-face 93200 – Telehealth 93202 – Telephone	Follow up service for an Indigenous person who has received a 715-health assessment	Up to 10 services per calendar year as required.
10997 – Face-to-face 93201 – Telehealth 93203 – Telephone	Follow up service, monitoring and support for a person with a Chronic Condition	Up to 5 services per calendar year as required.
10988	Immunisation service (must meet State & Territory requirements)	1 item claimed per visit.
10989	Wound management service (must be appropriately qualified and trained to treat wounds)	1 item claimed per visit.
13105	Haemodialysis for end-stage renal disease in very remote (MMM7) areas	No limit, as required.
16400 – Face-to-face 91850 – Telehealth 91855 – Telephone	Antenatal service in regional, rural or remote (MMM3-7) areas	10 services per pregnancy.

3 Can assist a General Practitioner with:

MBS item number	MBS item description	Claim frequency
715 – Face-to-face 92004 – Telehealth 92011 – Telephone	Health Assessment for Aboriginal and Torres Strait Islander People	1 service per 9 months as required.
965	Preparation of GP Chronic Condition Management Plan	1 per year
967	Reviewing GP Chronic Condition Management Plan	1 service per 3 months as required.
729	Contribution to a Multidisciplinary Care Plan	1 service per 3 months as required.
731	Contribution to a Multidisciplinary Care Plan, for a patient in an aged care facility or being discharged from hospital	1 service each 3 months as required
735, 739, 743	Organising and Contributing to case conference for Multidisciplinary Care Plans	1 service each 3 months as required
747, 750, 758	Participating in case conference for Multidisciplinary Care Plans	1 service each 3 months as required
2700, 2701, 2715 and 2717	Preparation of GP Mental Health Treatment Plan	1 per year as required.
92112, 92113, 92116 and 92117	Telehealth equivalent of preparation of GM Mental Health Plan	1 per year as required.
2721, 2723, 2725 and 2727	Focussed Psychological Strategies session	Up to 10 per year. 6 can be accessed before a Mental Health Treatment Plan review (2712) and can claim additional 4 after review if GP deems clinically appropriate.
900	Domiciliary Medication Management Review (to be claimed by patient's usual GP and preferred community pharmacy or accredited pharmacist)	Not more than once in a 12-month period, except if there has been a significant change in the patient's condition or medication regime requiring a new DMMR.
11505	Diagnostic spirometry (pre- and post- bronchodilator) (to be claimed by GP with requisite training)	Not more than once in a 12-month period.
11506	Spirometry to assess and monitor (pre- and post-bronchodilator) (to be claimed by GP with requisite training)	No limit, as required.
73812	Quantitation of HbA1c performed in the management of established diabetes as a point of care test	Maximum of 3 times in a 12-month period.

NOTE: Medicare benefits are available for up to 10 individual and 10 group mental health services per patient, per calendar year. Support is also available under the Better Access to Psychiatrists, Psychologists and General Practitioners through the MBS (Better Access) initiative.

Further details regarding eligibility to claim each MBS item for Aboriginal and/or Torres Strait Islander Health Workers and Practitioners can be found here. Outside of the regular items associated with an Aboriginal and Torres Strait Islander Health Check, the Workforce can assist General Practitioners and other clinic staff with a range of other tasks relating to the health and wellbeing of Aboriginal and/or Torres Strait Islander patients.

This includes tasks such as health education and promotion, community programs, assisting patients to access care by arranging transport and appointments, cultural education for clinic staff, health system navigation for community, connecting the clinic with new patients, translation work, supporting patient social, emotional, and cultural wellbeing, developing stakeholder relationships and referral pathways, and much more.

Supporting Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners in your practice

Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioner thrive in culturally safe workplaces that understand their roles, utilise their skills, value their contributions, and provide adequate cultural and professional development support.

In expanding your team to include Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner; the creation of a supportive, culturally safe workplace environment will be critical to retaining and maximising their employment. As a practice manager, administrator, or other health care professional this responsibility rests largely with you. Feedback from the Workforce demonstrates that the following strategies are key to achieving this:

- **Fully Understanding and Utilising their Skills and Training:** The following documents have been developed to assist, Professional Scopes of Practice for Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners and National Framework for Determining Scope of Practice for the Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner Workforce.
- **Committing to Cultural Safety Training and Education:** Understand cultural safety is an ongoing journey. All staff in your team should participate in ongoing cultural learning to develop an understanding of and respect for Aboriginal and Torres Strait Islander cultures, histories, and contemporary issues. Training should be continuous, tailored to place and integrated into professional development to ensure ongoing reflection and improvement in practice.
- **Professional Development and Mentorship:** Provide opportunities for continuous professional development, access to training, scholarships, cultural and clinical mentoring, participation in peer-to-peer networks, and career pathways that acknowledge and build upon their existing strengths and skills.
- **Community Engagement:** Facilitate and support strong connections with local communities by enabling their involvement in community health initiatives and decision-making processes. This engagement not only strengthens community ties with your practice, but also reaffirms the workers' roles as integral parts of both the health system and their communities.
- **Recognise and Value their Cultural Knowledge:** Acknowledge and integrate the traditional knowledge and practices of Aboriginal and Torres Strait Islander Health Workers and Health Practitioners into your mainstream health care practices. This could involve collaborative care models that respect and incorporate traditional healing practices.
- **Appropriate Renumeration, Benefits and Recognition:** Ensure that Aboriginal and Torres Strait Islander Health Workers and Practitioners receive salaries and benefits that are competitive and reflect value in their unique skills, experience, and roles. This includes considerations for remote or community-based work which may require additional supports. Again, the Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020 sets out the minimum rates of payment for those working in Aboriginal and Torres Strait Islander Community Controlled Health settings and Private Practice.
- **Collaborative Work Environments:** Foster a collaborative and team-oriented environment where Aboriginal and Torres Strait Islander Health Workers and Health Practitioners are included in decision-making processes and especially feel heard and valued when making suggestions to tailoring health care to address the needs of Aboriginal and/or Torres Strait Islander people.
- **Inclusive and Respectful Workplace Policies:** Develop and enforce workplace policies that promote inclusivity, recognise cultural loads, and enable people to fulfil their cultural, family, and community obligations, whilst maintaining their professional identity. This includes allowing for cultural leave, recognising significant cultural events, and providing spaces for cultural practices within the workplace. Policies should be created in consultation with Aboriginal and Torres Strait Islander Health Workers and Practitioners.
- **Adopt a no tolerance approach to racism and discrimination:** Ensure access to safe, confidential, and effective mechanisms for reporting racism, discrimination, or cultural insensitivity and that all staff are aware of the consequences or racist behaviour. To challenge entrenched paradigms Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners must be encouraged to speak up without fear of retribution, and workplace cultures of accountability and respect must be fostered.
- **Leadership and Management:** Your leadership matters. All leaders in the practice must be committed to creating a culturally safe workplace by actively supporting policies and practices that foster inclusivity. This involves regular consultation with Aboriginal and/or Torres Strait Islander Health Workers and Practitioners, addressing their concerns, and valuing their contributions to the health service.

Further information

This information pack was compiled by NAATSIHWP as a general guide only. If you would like further information and resources about the Workforce, please contact our team at policy@naatsihwp.org.au. If you require information about Medicare, please visit MBS Online,or read the *Understanding Medicare: Provider Handbook* developed by the Department of Health, Disability and Ageing.

Alternately, you can follow the links below to resources to learn more about the Workforce and Aboriginal and Torres Strait Islander Health Assessments which may offer information to enhance your health care provision for Aboriginal and/or Torres Strait Islander people and communities.

Aboriginal and Torres Strait Islander Health Workers and Health Practitioners

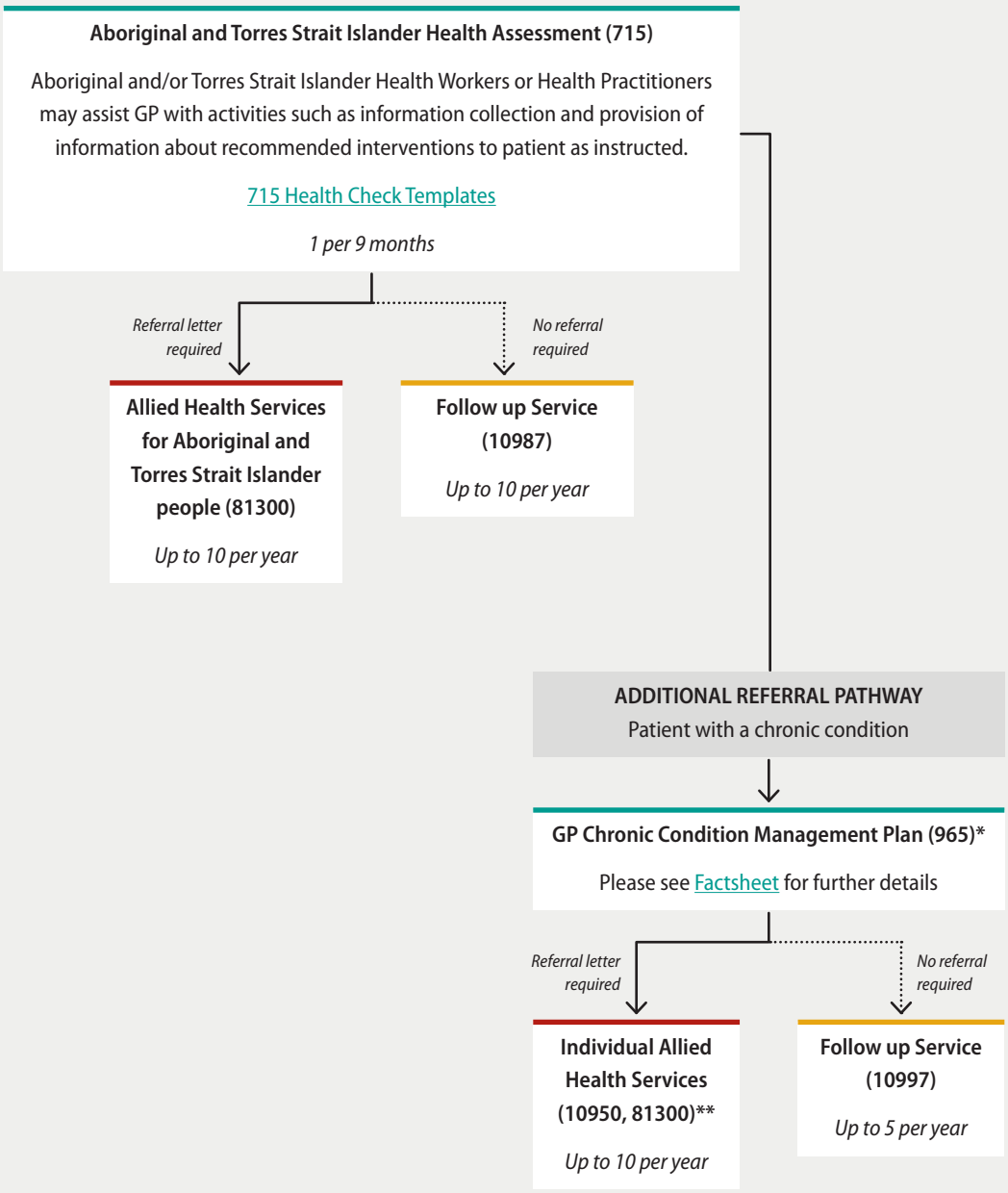
- Who We Are and What We Do
  National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners
- Professional Scopes of Practice for Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners
  National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners
- National Framework for Determining Scope of Practice for the Aboriginal and/or Torres Strait Islander Health Worker and Health Practitioner Workforce
  National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners
- Aboriginal and Torres Strait Islander Health Practice Board of Australia
  Ahpra
- Professional capabilities for registered Aboriginal and Torres Strait Islander Health Practitioners
  Ahpra
- Mental health services for Indigenous health
  Services Australia
- Chronic Disease Management (CDM) for Indigenous health
  Services Australia
- Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020

Aboriginal and Torres Strait Islander Health Assessments

- How to conduct a quality 715 Health Assessment
  Hunter New England and Central Coast Primary Health Network
- Aboriginal and Torres Strait Islander Health Practitioner and Aboriginal Health Worker MBS items
  Services Australia
- Aboriginal and Torres Strait Islander Health Assessments and Follow-up Services
  Services Australia
- Health Check Templates
  RACGP
- Indigenous Health Assessments Learning Module
  Services Australia
- Completing an Aboriginal and Torres Strait Islander Health Assessment
  Services Australia

Appendix A

Sample Aboriginal and Torres Strait Islander Peoples Health Assessment referral Pathways



Performed by Aboriginal and/or Torres Strait Islander Health Practitioner
Performed by Aboriginal and/or Torres Strait Islander Health Worker or Health Practitioner
Performed by General Practitioner (GP) with Aboriginal and/or Torres Strait Islander Health Worker or Health Practitioner assisting*

*If not specified, the number of MBS services claimed per year is dependent on the clinical judgement of the GP.

**As per changes on 1 March 2024, the total claiming limit of Individual Allied Health Services for chronic condition is 10 per calendar year. A GP may refer to a combination of both Individual Allied Health Services for chronic condition – 10950, 10956 (to a max. limit of 5 per calendar year), and Allied Health Services for Aboriginal and Torres Strait Islander people (81300).

Note: Some of the MBS items listed may have telehealth equivalents. Please check MBS Online for relevant item numbers.

If you want further advice in relation to Medicare billing, claiming, payments or obtaining a provider number, contact Services Australia on the Provider Enquiry Line 13 21 50.

Appendix B

MBS Item Numbers for Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners

Person performing	Person claiming	MBS Item Number	Item name	Fee	Claim frequency per patient	Telehealth Item Number	Fee	Telephone Item Number	Fee
Aboriginal and Torres Strait Islander Peoples Health Assessments									
GP with A&TSI Health Practitioner or Health Worker assisting	GP	715	Health Assessment for Aboriginal and Torres Strait Islander People	$247.65	Once every 9 months	92004	$247.65	-	-
Chronic Disease Management Items									
GP with A&TSI Health Practitioner or Health Worker assisting	GP	965	Preparation of a GP Chronic Condition Management Plan	$156.55	Once every 12 months	92029	$156.55	-	-
	GP	729	Contribution to a Multidisciplinary Care Plan	$82.10	Once every 3 months	92026	$82.10	-	-
	GP	731	Contribution to a Multidisciplinary Care Plan for a patient in a residential aged care facility, or being discharged from hospital	$82.10	Once every 3 months	92027	$82.10	-	-
	GP	735, 739,, 743	Organise and contribute to case conference for Multidisciplinary Care Plan (15 - 20mins, 20 - 40mins, 40mins or more)	$82.50, $141.05, $235.15	Once every 3 months	-	-	-	-
	GP	747, 750, 758	Participate in case conference for Multidisciplinary Care Plan (15 - 20mins, 20 - 40mins, 40mins or more).	$60.60, $103.90, $172.85	Once every 3 months	-	-	-	-
GP Mental Health Treatment Items									
GP with A&TSI Health Practitioner or Health Worker assisting	GP	2700	Preparation of GP Mental Health Treatment Plans of at least 20 minutes but less than 40 minutes in duration (including GPs who have not undertaken mental health skills training)	$83.65	Once a GP Mental Health Treatment Plan has been completed (approx. 1 per year, or as GP deems clinically required), patient is eligible for up to 10	92112	$83.65	-	-
	GP	2701	Preparation of GP Mental Health Treatment Plans of at least 40 minutes in duration for preparation (including GPs who have not undertaken mental health skills training)	$123.15		92113	$123.15	-	-

Performed by A&TSI Health Practitioner Performed by A&TSI Health Worker or Health Practitioner Performed by General Practitioner (GP) with A&TSI Health Worker or Health Practitioner assisting

Check the Medicare Benefits Schedule (MBS) for explanatory notes and guidelines for all item numbers.

MBS Item Numbers for Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners

Person performing	Person claiming	MBS Item Number	Item name	Fee	Claim frequency per patient	Telehealth Item Number	Fee	Telephone Item Number	Fee
GP Mental Health Treatment Items *(continued)*									
GP with A&TSI Health Practitioner or Health Worker assisting	GP	2715	Preparation of GP Mental Health Treatment Plans of at least 20 minutes but less than 40 minutes in duration (including GPs who have undertaken mental health skills training)	$106.20		92116	$106.20	-	-
	GP	2717	Preparation of GP Mental Health Treatment Plans of at least 40 minutes in duration (including GPs who have undertaken mental health skills training)	$156.45		92117	$156.45	-	-
Individual Allied Health Services for Chronic Condition Management									
A&TSI Health Worker* **A&TSI Health Practitioner**	A&TSI Health Worker or Health Practitioner	10950	Follow-up Allied Health Services for people of Aboriginal or Torres Strait Islander descent	$72.65	Maximum of 10 services per calendar year (inclusive of annual limit of 5 (10950) individual allied health services for chronic condition management and 5 (81300) individual allied health services for Aboriginal and Torres Strait Islander people (including any services to which items 10950 to 10970, 93000, 93013, 93501 to 93513 and 93524 to 93538 apply))	93000	$72.65	93013	$72.65
	A&TSI Health Worker or Health Practitioner	10956	Follow-up Allied Health Services - mental health service provided to a patient by an eligible mental health worker for a patient with a chronic condition	$72.65	Maximum of 10 services per calendar year (inclusive of annual limit of 5 (10956) individual allied health services for chronic condition management and 5 (81300) individual allied health services for Aboriginal and Torres Strait Islander people (including any services to which items 10950 to 10970, 93000, 93013, 93501 to 93513 and 93524 to 93538 apply))	-	-	-	-
Services Provided by a Practice Nurse or Aboriginal and Torres Strait Islander Health Practitioner on behalf of, and/or under supervision of, a medical practitioner									
A&TSI Health Worker A&TSI Health Practitioner	A&TSI Health Worker or Health Practitioner on behalf of GP	10983	Telehealth Support Services by Health Professionals - Provide clinical support to patients during video consultations with a specialist, consultant physician or psychiatrist.	$37.83	Unlimited	-	-	-	-
		10955, 10957, 10959	Multidisciplinary Case Conferencing for Chronic Condition Management (15-20 mins, 20-40 mins, 40mins or more)	$57.00, $97.75, $162.60	These items cannot be claimed if the service has been performed in the last 3 months, unless in exceptional circumstances.	-	-	-	-

Performed by A&TSI Health Practitioner Performed by A&TSI Health Worker or Health Practitioner Performed by General Practitioner (GP) with A&TSI Health Worker or Health Practitioner assisting

Check the Medicare Benefits Schedule (MBS) for explanatory notes and guidelines for all item numbers.

MBS Item Numbers for Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners

Person performing	Person claiming	MBS Item Number	Item name	Fee	Claim frequency per patient	Telehealth Item Number	Fee	Telephone Item Number	Fee
Services Provided by a Practice Nurse or Aboriginal and Torres Strait Islander Health Practitioner on behalf of, and/or under supervision of, a medical practitioner *(continued)*									
A&TSI Health Practitioner	A&TSI Health Practitioner on behalf of GP	10987	Follow up service provided by Aboriginal and Torres Strait Islander Health Practitioner, on behalf of a Medical Practitioner, for an Indigenous person who has received a Health Assessment.	$27.95	After patient has accessed MBS 715 or 228 health check, maximum of 10 services per calendar year	93200	$32.85	93202	$32.85
		10997	Service provided to a person with a chronic condition by a practice nurse or an Aboriginal and Torres Strait Islander Health Practitioner	$14.00	Maximum of 5 services per calendar year	93201	$16.55	93203	$16.55
		10988	Immunisation services provided by an Aboriginal and Torres Strait Islander Health Practitioner	$14.00	Once per visit, even if more than one vaccine is administered during the same visit	-	-	-	-
		10989	Wound management services provided by an Aboriginal and Torres Strait Islander Health Practitioner	$14.00	Once per visit, even if more than one wound is treated during the same visit	-	-	-	-
Dialysis provided on behalf of, and/or under the supervision of, a medical practitioner									
A&TSI Health Worker **A&TSI Health Practitioner**	A&TSI Health Worker or Health Practitioner on behalf of GP	13105	Haemodialysis for a patient with end-stage renal disease on behalf of a Medical Practitioner in Modified Monash Model 7 area**	$690.60	Unlimited, patient is treated or reviewed by the nephrologist every 3 to 6 months (either in person or remotely)	-	-	-	-
Antenatal Care provided on behalf of, and under the supervision of, a medical practitioner									
A&TSI Health Practitioner	A&TSI Health Practitioner on behalf of GP	16400	Antenatal Service Provided by a Nurse, Midwife or an Aboriginal and Torres Strait Islander Health Practitioner in RRMA 3-7*	$31.80	Maximum of 10 services per pregnancy	91850	$31.80	91855	$31.80
Allied Health Services for people of Aboriginal or Torres Strait Islander descent (linked to Health Assessments)									
A&TSI Health Worker **A&TSI Health Practitioner**	A&TSI Health Worker or Practitioner	81300	Follow-up Allied Health Services for people of Aboriginal or Torres Strait Islander descent	$72.65	Maximum of 10 services per calendar year	93048	$72.65	93061	$72.65

Performed by A&TSI Health Practitioner Performed by A&TSI Health Worker or Health Practitioner Performed by General Practitioner (GP) with A&TSI Health Worker or Health Practitioner assisting

Check the Medicare Benefits Schedule (MBS) for explanatory notes and guidelines for all item numbers.

MBS Item Numbers for Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners

Additional claimable care items related to 715 Health Checks

Person performing	Person claiming	MBS Item Number	Item name	Fee	Claim frequency per patient	Telehealth Item Number	Fee	Telephone Item Number	Fee
Home Medicines Review									
GP and preferred community pharmacy or accredited pharmacist	GP	900	Domiciliary Medication Management Review	$180.65	Not more than once in a 12-month period, except if there has been a significant change in the patient's condition or medication regime requiring a new DMMR	-	-	-	-
Asthma care									
GP with requisite training	GP	11505	Diagnostic spirometry (pre- and post- bronchodilator)	$48.05	Not more than once in a 12-month period	-	-	-	-
	GP	11506	Spirometry to assess and monitor (pre- and post-bronchodilator)	$23.45	As many as necessary	-	-	-	-
Diabetes Care									
GP or Nurse Practitioner accredited under the National General Practice Accreditation Scheme	GP	73812	Quantitation of HbA1c performed in the management of established diabetes as a point of care test	$24.00	Maximum of 3 times in a 12 month period	-	-	-	-

* Regional, rural or remote area classified as a RRMA 3-7, under the Rural Remote Metropolitan Areas classification system Rural, Remote and Metropolitan Area | Australian Government Department of Health and Aged Care

** The Modified Monash Model (MMM) defines whether a location is a city, rural, remote or very remote Modified Monash Model | Australian Government Department of Health and Aged Care

*** As per changes on 1 March 2024, the total claiming limit of Individual Allied Health Services for chronic disease is 10 per calendar year. A GP may refer to a combination of both Individual Allied Health Services for chronic disease (to a max. limit of 5 per calendar year), and Allied Health Services for Aboriginal and Torres Strait Islander people. For further information please refer to the Flowchart for First Nations Australians accessing MBS individual allied health services

Performed by A&TSI Health Practitioner Performed by A&TSI Health Worker or Health Practitioner Performed by General Practitioner (GP) with A&TSI Health Worker or Health Practitioner assisting

Check the Medicare Benefits Schedule (MBS) for explanatory notes and guidelines for all item numbers.

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