




SA Pharmacy Innovate Reconciliation Action Plan 2024 – 2026

Annual Report October 2024

Contents

Executive Summary	3
Our Reconciliation Action Plan (RAP) Journey so far	4
Relationships	5
Respect	9
Opportunities	13
Governance	15
Challenges and learnings	17
Next Steps	17
Honouring Indigenous intellectual property	18



SA Pharmacy acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea, waters and community. We recognise the history of Aboriginal and Torres Strait Islander peoples' vast knowledge in native plants and their uses, and that Culture and Country provide medicines and healing. They were our first pharmacists. We pay our respects to their Elders past, present and emerging, and extend that respect to all Aboriginal people today.

*Artwork by Ngarrindjeri artist
Jordan Lovegrove*

Executive Summary

We are pleased to present this annual report on our [SA Pharmacy Innovate Reconciliation Action Plan \(RAP\)](#). With a focus on four key areas of Relationships, Respect, Opportunities and Governance, our RAP outlines deliverables to turn our reconciliation commitment into actions for meaningful change. Since commencing our journey, our RAP has been an integral tool to advance our reconciliation efforts and we are proud of the progress we have made over the course of the RAP in bringing it to life. We will continue to refine our approaches and to advocate for reconciliation across our sphere of influence. To demonstrate our continued commitment to our RAP actions, subsequent reports will follow at regular intervals and a second annual report in 2025.

Key area	Progress of deliverables		
	Complete	In progress	Scheduled 2025
Relationships	11	7	6
Respect	13	6	5
Opportunities	3	7	5
Governance	12	1	10

Table 1: Status of deliverables as at September 2024

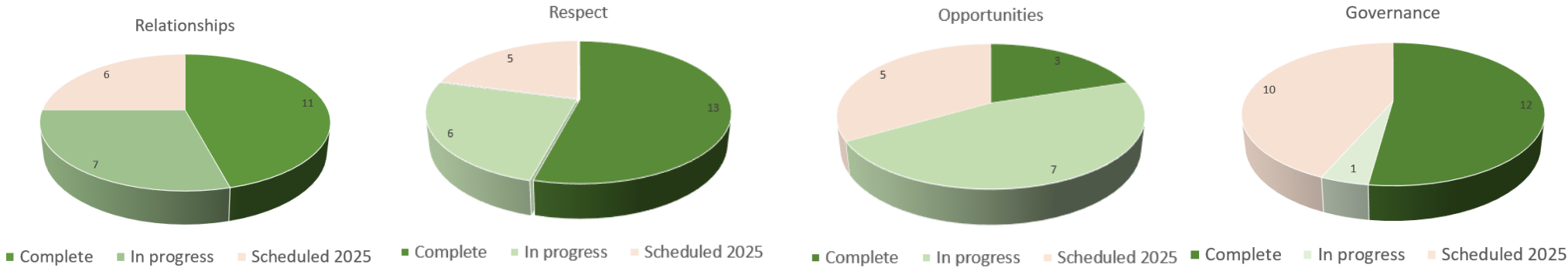















Figure 1: Progress of key areas – Relationships, Respect, Opportunities and Governance

Journey so far

February 2024 - August 2024



Key Area: Relationships – Results and Achievements						
Action 1. Establish relationships with Aboriginal and Torres Strait Islander people through participation in SA Pharmacy led research						
Deliverables		Timeline	Responsibility	Status		Update / Action
1.1	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement	March 2024	Aboriginal Health Lead		In Progress	
1.2	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations	December 2024	Aboriginal Health Lead		Completed	July - Aboriginal Stakeholder Engagement and Communications plan released
1.3	Establish relationships with Aboriginal and Torres Strait Islander people through participation in SA Pharmacy led research	December 2024	Teaching, Training and Research Lead		In progress	
Action 2. Build relationships through celebrating National Reconciliation Week (NRW)						
Deliverables		Timeline	Responsibility	Status		Update / Action
2.1	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	March 2024	Aboriginal Health Lead		Complete	SA Pharmacy internal communications May - SA Pharmacy Aboriginal Health Newsletter
		March 2025	Aboriginal Health Lead		Scheduled 2025	
2.2	RAP Working Group members to participate in an external NRW event	27 May to 3 June 2024	Senior Project Officer		Complete	Attendance at the NRW breakfast
		27 May to 3 June 2025	Senior Project Officer		Scheduled 2025	
2.3	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May to 3 June 2024	General Manager		Complete	SA Pharmacy internal communications May - SA Pharmacy Aboriginal Health Newsletter
		27 May to 3 June 2025	General Manager		Scheduled 2025	
2.4	Organise at least one NRW event each year	27 May to 3 June 2024	Senior Project Officer		Complete	Film screening " <i>Three names, one woman - Kunyi's story</i> ". Participation in CALHN Reconciliation Cup
		27 May to 3 June 2025	Senior Project Officer		Scheduled 2025	
2.5	Register all our NRW events on Reconciliation Australia's NRW website	May 2024	Senior Project Officer		Complete	Event registered
		May 2025	Senior Project Officer		Scheduled 2025	

Action 2. Build relationships through celebrating National Reconciliation Week (NRW)						
Deliverables		Timeline	Responsibility	Status		Update / Action
2.6	Communicate and implement strategies for all staff to attend and participate in internal and external NRW activities, ensuring support from senior leadership is visible and participation is encouraged	April 2024	General Manager		Complete	SA Pharmacy internal communications. May - SA Pharmacy Aboriginal Health Newsletter
		April 2025	General Manager		Scheduled 2025	
Action 3. Promote Reconciliation through our sphere of influence						
Deliverables		Timeline	Responsibility	Status		Update / Action
3.1	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	April 2024	Aboriginal Health Lead		Complete	July – RAP Staff engagement strategy developed, implementation is ongoing
3.2	Communicate our commitment to reconciliation publicly	March 2024	General Manager		Complete	March – Communication of our commitment to reconciliation publicly through the following avenues SA Pharmacy internal communications, Central Adelaide Local Health Network staff communications and public story, Reconciliation Australia website, SA Health inTRANet and inTERnet
3.3	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes	March 2024	Aboriginal Health Lead		Complete	The Aboriginal Health Lead sits on multiple ongoing committees and working groups
3.4	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation	April 2024	Aboriginal Health Lead		Complete	The Aboriginal Health Lead sits on multiple ongoing committees and working groups including an SA RAP Network Group
Action 4. Promote positive race relations through anti-discrimination strategies						
Deliverables		Timeline	Responsibility	Status		Update / Action
4.1	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2024	Workforce Strategy Lead		In progress	
4.2	Develop, implement, and communicate an anti-discrimination policy for our organisation	January 2025	Workforce Strategy Lead		In progress	We will lean into the whole of government Anti-Racism Strategy 2023-2028
4.3	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy	March 2025	Workforce Strategy Lead		In progress	
4.4	Educate senior leaders on the effects of racism.	May 2025	Workforce Strategy Lead		In progress	
4.5	Develop a toolkit of resources to communicate the effects of racism on the health and wellbeing of Aboriginal and Torres Strait Islander patients, staff and communities and the wider health care system	June 2025	Teaching, Training and Research Lead		In progress	

Central Adelaide Local Health Network (CALHN) Reconciliation Cup Submissions

The CALHN Reconciliation Cup endeavours to promote staff learning in Aboriginal Culture and to share learnings with others. The SA Pharmacy team were inspired by the *Action for Happiness* calendars, where they developed a Reconciliation Cup Calendar. The calendar invited SA Pharmacy staff to participate in a different learning activity each day and culminated in shared morning teas across teams.



OFFICIAL











SA Pharmacy staff attended the National Closing the Gap Day event in March and shared resources with the South Australian Aboriginal community



SA Pharmacy staff and RAP Working Group members attended the National Reconciliation Week (NRW) breakfast on Kurna Country in May 2024



SA Pharmacy staff completed a Kurna Language Workshop with Jack Buckskin in February 2024

Key Area: Respect - Results and Achievements						
Action 5. Promote positive race relations through anti-discrimination strategies						
Deliverable		Timeline	Responsibility	Status		Update / Action
5.1	Conduct a review of cultural learning needs within our organisation	April 2024	Aboriginal Health Lead		Complete	Cultural reflection tool completed, and action plan implemented Review of staff that have completed online Cultural training and face-to-face Cultural Awareness training
5.2	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy	May 2024	Aboriginal Health Lead		In progress	
5.3	Develop, implement, and communicate a cultural learning strategy document for our staff	December 2024	Aboriginal Health Lead		In progress	
5.4	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning	December 2024	Aboriginal Health Lead		Complete	SA Health mandatory learning module for all staff Face-to-face Cultural Awareness sessions provided with future sessions booked Feb - Kurna language workshop July - NAIDOC Week March August - Timeline Rope activity
5.5	Review orientation program to include recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights	April 2024	Teaching, Training and Research Lead		In progress	SA Health Aboriginal Culture and History handbooks to be linked into SA Pharmacy Orientation documents
5.6	Organise face-to-face cultural awareness training for SA Pharmacy staff twice yearly	March and August 2024	Senior Project Officer		Complete	Training has been booked for November 2024
		March and August 2025	Senior Project Officer		In progress	Training has been booked for March 2025 Second session to be scheduled in 2025
5.7	'Cultural learnings' standing agenda item added to all SA Pharmacy Committee and Working Group meetings	February 2024	General Manager		Complete	March - Cultural Learnings added as a standing agenda item to meetings. August – Aboriginal Health Education SharePoint Page launched
Action 6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols						
Deliverable		Timeline	Responsibility	Status		Update / Action
6.1	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	March 2024	Aboriginal Health Lead		Complete	August - Communicated in SA Pharmacy Aboriginal Health Newsletter
6.2	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country	October 2024	Aboriginal Health Lead		Complete	August - SA Health Aboriginal Culture and History handbook and guide to engaging with Aboriginal people communicated in SA Pharmacy Aboriginal Health Newsletter

OFFICIAL

Action 6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols						
Deliverable		Timeline	Responsibility	Status		Update / Action
6.3	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year	March and May 2024,	Senior Project Officer		Complete	Invited to RAP launch and SA Pharmacy awards
		March and May 2025	Senior Project Officer		Scheduled 2025	
6.4	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings	Feb 2024	Aboriginal Health Lead		Complete	
6.5	Audit meeting agenda resource templates to ensure Acknowledgement of Country is included	October 2024	Senior Project Officer		Complete	
Action 7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week						
Deliverable		Timeline	Responsibility	Status		Update / Action
7.1	RAP Working Group to participate in an external NAIDOC Week event.	July 2024	Senior Project Officer		Complete	SA Pharmacy Aboriginal Health/Reconciliation Action Plan Working Group informed of NAIDOC Week March
		July 2025	Senior Project Officer		Scheduled 2025	
7.2	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week	May 2024	Workforce Strategy Lead		Complete	SA Health has a Cultural Leave Policy – compliance is mandatory
		May 2025	Workforce Strategy Lead		Scheduled 2025	
7.3	Promote and encourage participation in external NAIDOC events to all staff.	July 2024	General Manager		Complete	NAIDOC Week communications sent to all SA Pharmacy staff
		July 2025	General Manager		Scheduled 2025	
7.4	Provide resources to all staff about NAIDOC Week and communicate the significance of this week	June 2024	Senior Project Officer		Complete	NAIDOC Week communications sent to all SA Pharmacy staff
		June 2025	Senior Project Officer		Scheduled 2025	
Action 8. Increase cultural visibility, safety and appropriateness across SA Pharmacy sites for Aboriginal and Torres Strait Islander people						
Deliverable		Timeline	Responsibility	Status		Update / Action
8.1	Consult and collaborate with Aboriginal Traditional Owners, community and stakeholders to seek feedback regarding welcoming and culturally safe environments across SA Pharmacy sites for Aboriginal and Torres Strait Islander people	Oct 2024	Aboriginal Health Lead		In progress	Artwork and Acknowledgement of Country murals installed in patient facing areas across metropolitan and regional services – ongoing
8.2	Develop SA Pharmacy Aboriginal Health Strategic Plan posters for display in all patient-facing areas that display our commitment to improving health outcomes for Aboriginal and Torres Strait Islander people	Feb 2024	Aboriginal Health Lead		In progress	



The SA Pharmacy Aboriginal Health internal SharePoint page was launched in August 2024



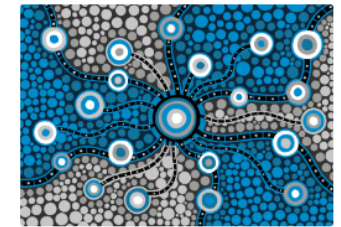
Aboriginal Health

Niina marni (Hello),

Welcome to the SA Pharmacy Aboriginal Health Education content.

Here you will find content on:

- The Beyond the Gap (BtG) project
- Aboriginal Health Continuing Education Sessions
- The SAP Aboriginal Health Newsletters
- Cultural Learnings
 - Cultural Learnings has been mandated as a standing agenda item on SA Pharmacy committee and working group meetings
 - Staff members are invited to learn something about Aboriginal health, culture or history and then share their learnings with the group as a way to share and learn together. Below are some examples of shared learnings



Artwork by Jordan Lovegrove

Staff attended a Timeline Rope Activity of Australia's history and impact of colonisation in August 2024

Cultural Learnings

See all

Passion Project
Aboriginal Painting

Vinh Luong 28

SA Pharmacy Education

Passion Project - Vinh Luong 28

Hickman, Lorah (Health)
Edited July 25

Indigenous Footballers

SA Pharmacy Education

Creation Stories - Reflection April 2024.pdf

Hickman, Lorah (Health)
Edited June 3

Indigenous Footballers

SA Pharmacy Education

Indigenous Footballers - April 2024.pdf

Hickman, Lorah (Health)
Edited June 3

BUSH MEDICINE

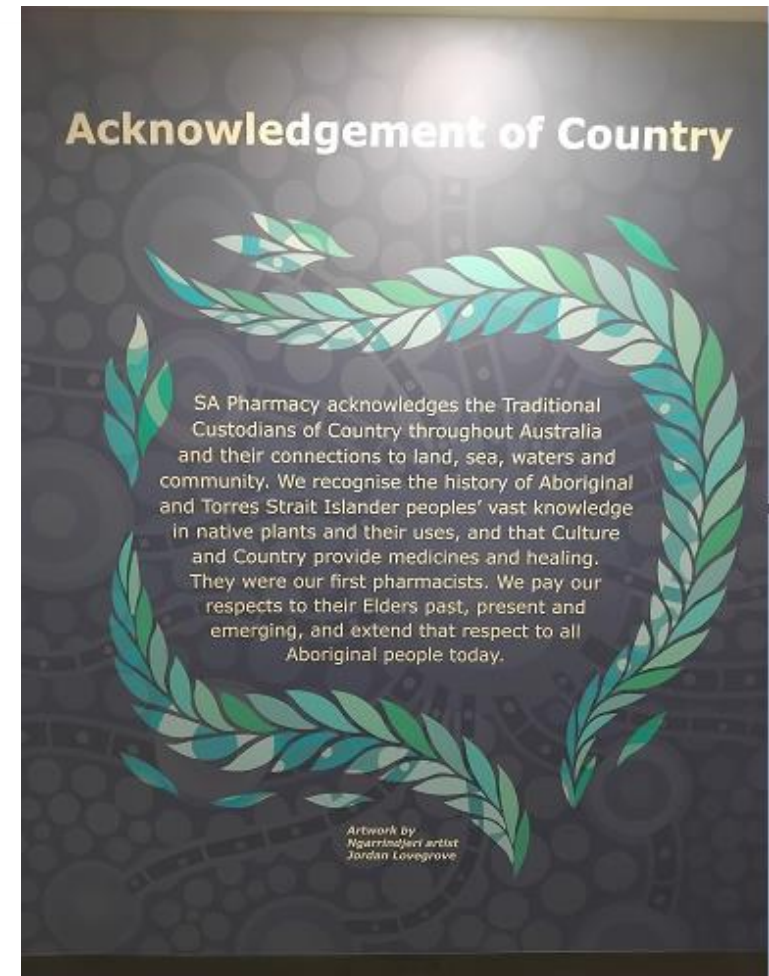
SA Pharmacy Education

Bush Medicine Cultural Learning Feb 2024.pdf


Bakker, Michael (Health)
Edited May 30

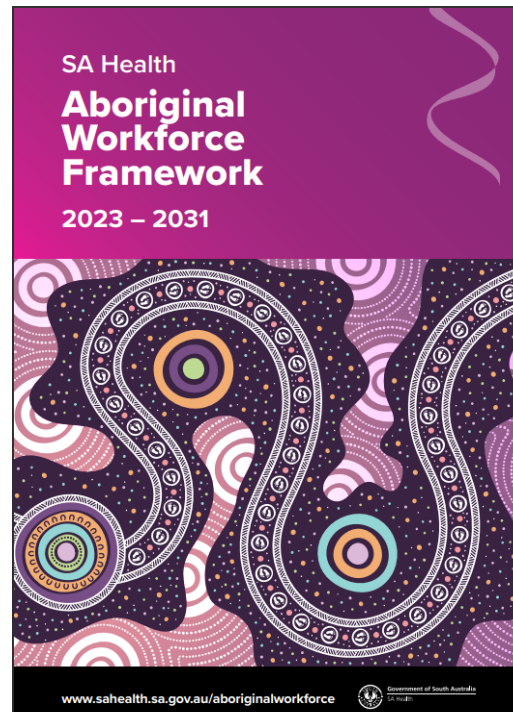
Welcoming environments

SA Pharmacy has developed a personalised Acknowledgement of Country in consultation with Aboriginal and Torres Strait Islander people and Aboriginal Health, Department for Health and Wellbeing. Our Closing the Gap and Acknowledgement of Country murals and artworks including artwork description and acknowledgement of artist plaques have been installed across most of our service sites













Key Area: Opportunities - Results and Achievements						
Action 9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development						
Deliverable		Timeline	Responsibility	Status		Update / Action
9.1	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	March 2024	Workforce Strategy Lead		Complete	SA Pharmacy has an implementation plan against the SA Health Aboriginal Workforce Framework 2023 – 2031 which is reported on quarterly
9.2	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy	March 2024	Workforce Strategy Lead		In progress	
9.3	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	Oct 2024	Workforce Strategy Lead		In progress	
9.4	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders	Oct 2024	Workforce Strategy Lead		In progress	Advertised on the SA Health Aboriginal Workforce Network (SHAWN) and the Turkindi Network
		Oct 2025	Workforce Strategy Lead		Scheduled 2025	
9.5	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace	Oct 2024	Workforce Strategy Lead		In progress	
9.6	Establish identified Aboriginal and Torres Strait Islander employment roles	Dec 2024	Workforce Strategy Lead		In progress	Community and Network Engagement Officer position created and filled
Action 10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes						
Deliverable		Timeline	Responsibility	Status		Update / Action
10.1	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy	Oct 2025	Formulary and procurement Lead		Scheduled 2025	
10.2	Investigate Supply Nation membership	March 2025	Aboriginal Health Lead		Complete	
10.3	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff	June 2024	Formulary and procurement Lead		Complete	August – Communicated in SA Pharmacy Aboriginal Health Newsletter Central Adelaide Local Health Network website
		June 2025	Formulary and procurement Lead		Scheduled 2025	
10.4	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses	June 2025	Formulary and procurement Lead		Scheduled 2025	














Action 11. Consider the health impact of any improvement or remodelling of the organisation and / or service delivery on Aboriginal and Torres Strait Islander people						
Deliverable		Timeline	Responsibility	Status		Update / Action
10.5	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses	June 2025	Formulary and procurement Lead		Scheduled 2025	
11.1	Review compliance with the SA Health Aboriginal Health Impact Statement Policy Directive to consider Aboriginal health impact on decisions made within SA Pharmacy	June 2024	Aboriginal Health Lead		In progress	
11.2	Inclusion of Aboriginal Health Impact Statement consideration on SA Pharmacy Executive Management Team Briefing Notes template	June 2024	General Manager		In progress	



SA Pharmacy has an ongoing implementation plan against the SA Health Aboriginal Workforce Framework that is reported quarterly

Key area: Governance - Results and Achievements						
Action 12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP						
Deliverables		Timeline	Responsibility	Status		Update / Action
12.1	Maintain Aboriginal and Torres Strait Islander representation on the RWG	March 2024	Aboriginal Health Lead		Complete	The RWG is chaired by an Aboriginal person and includes another two members who identify as Aboriginal. The RWG also includes an Aboriginal lived experience representative.
		March 2025	Aboriginal Health Lead		Scheduled 2025	
12.2	Establish and apply a Terms of Reference for the RWG	March 2024	Aboriginal Health Lead		Complete	
12.3	Meet at least four times per year to drive and monitor RAP implementation	2024	Aboriginal Health Lead		Complete	The RWG has met on 6 February, 2 April, 6 August and 1 October. Meeting also scheduled for 26 November.
		2025	Aboriginal Health Lead		Scheduled 2025	Meeting series scheduled for 2025
Action 13. Provide appropriate support for effective implementation of RAP commitments						
Deliverables		Timeline	Responsibility	Status		Update / Action
13.1	Define resource needs for RAP implementation	March 2024	Aboriginal Health Lead		Complete	
13.2	Engage our senior leaders and other staff in the delivery of RAP commitments	March 2024	General Manager		Complete	
		March 2025	General Manager		Scheduled 2025	
13.3	Define and maintain appropriate systems to track, measure and report on RAP commitments	Feb 2024	Senior Project Officer		Complete	
13.4	Appoint and maintain an internal RAP Champion from senior management	March 2024	General Manager		Complete	SA Pharmacy General Manager appointed as RAP Champion

OFFICIAL

Action 14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally						
Deliverables		Timeline	Responsibility	Status		Update / Action
14.1	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence	June 2024	Senior Project Officer		Complete	
		June 2025	Senior Project Officer		Scheduled 2025	
14.2	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	August 2024	Senior Project Officer		Complete	
		August 2025	Senior Project Officer		Scheduled 2025	
14.3	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	September 2024	Aboriginal Health Lead		Complete	
		September 2025	Aboriginal Health Lead		Scheduled 2025	
14.4	Report to all staff and senior leaders quarterly	June September, December 2024	Aboriginal Health Lead		In progress	Updates provided through quarterly SA Pharmacy Aboriginal Health Newsletters. RAP Infographic Journey so far developed and communicated September 2024
		March, June September, December 2025	Aboriginal Health Lead		Scheduled 2025	
14.5	Report our RAP achievements, challenges and learnings annually	October 2024	Aboriginal Health Lead		Complete	
		October 2025	Aboriginal Health Lead		Scheduled 2025	
14.6	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	April 2024	Senior Project Officer		Complete	
14.7	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP	October 2025	Aboriginal Health Lead		Scheduled 2025	
Action 15. Continue our reconciliation journey by developing our next RAP						
Deliverables		Timeline	Responsibility	Status		Update / Action
15.1	Register via Reconciliation Australia's website to begin developing our next RAP	May 2025	Senior Project Officer		Scheduled 2025	

Challenges and learnings

As we reflect on what we have accomplished and look forward to the year ahead of us, we will continue to create opportunities for staff at all levels to actively engage in our reconciliation initiatives and support individual and collective reconciliation efforts. Many of our actions require ongoing attention but this reflective process has allowed us to refocus and shift attention where needed.

Increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledges and rights requires a multifaceted approach which includes offering a variety of resources to support asynchronous learning. Our internal SharePoint page hosts a library of resources that staff can access in their own time. Inclusion of Cultural learnings as a standing agenda item in meetings encourages and supports staff to share personal reflections. Some staff expressed initial discomfort in sharing, but over time, this strategy has helped to empower and support staff in their cultural learning journey.

We found it difficult to attract an Aboriginal lived experience representative to the Working Group. We are so grateful that this individual has chosen to work with us and for the lived experience insights they bring. We are also looking to include an additional Aboriginal lived experience representative and have reflected on how we might undertake engagement for this role and the importance of a relational approach. This approach is also recognised as imperative for ongoing recruitment and retention of Aboriginal and Torres Strait Islander staff to SA Pharmacy.

An ongoing relationship with the Central Adelaide Local Health Network (CALHN) *Yaitya Marnintyarla Kangka* (Aboriginal Priority Care Committee), CALHN RAP Implementation Working Group and CALHN RAP Events Committee has been particularly helpful in supporting actions and meaningful engagement. We are grateful for the ongoing reciprocal relationship and look forward to continuing to work alongside each other.

Next Steps

Over the next year of implementation, we will continue to take aligned action against our ongoing and remaining deliverables. Focus areas will include;

- **Improving workplace cultural integrity** by implementing a cultural learning strategy
- **Maintaining mutually beneficial relationships** with Aboriginal and Torres Strait Islander stakeholders and organisations
- **Promoting positive race relations through anti-discrimination strategies** by implementing and embedding actions guided by the Government of South Australia Anti-Racism Strategy 2023-2028
- **Improving employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development** through deliverables outlined in the SA Pharmacy implementation plan against the SA Health Aboriginal Workforce Framework

Honouring Indigenous intellectual property

SA Pharmacy has permission to include the images of Aboriginal and Torres Strait Islander people featured in this document. Over time, Aboriginal and Torres Strait Islander people should be aware that this document may contain images and names of deceased persons in photographs or printed material.

The artwork by Ngarrindjeri artist Jordan Lovegrove featured throughout the document depicts SA Pharmacy's relationship with South Australian hospitals, the many Out-of-Hospital based services we provide and our commitment to supporting improved health outcomes for Aboriginal and Torres Strait Islander people. SA Pharmacy is represented by the large central meeting place and the South Australian metropolitan and rural public hospitals by the smaller meeting places.

We provide clinically led, cost efficient, professional pharmacy services to the hospitals, shown by the pathways leading between them. The pathways going beyond the hospitals represent our range of Out-of-Hospital based services through Drug and Alcohol Services SA, SA Ambulance Services and SA Prison Health Service. Our commitment to improving access to medicines for Aboriginal and Torres Strait Islander people, is shown by the dotted patterns throughout the artwork. Jordan's artwork is displayed in SA Pharmacy services across the state.

Artwork images are copyrighted and have been used here with permission. They should not be copied or reproduced without permission from the artist.

We thank everyone who has contributed to and is represented in this document.

For more information, please contact *Cheyne Sullivan*, SA Pharmacy Aboriginal Health Lead at Cheyne.Sullivan@sa.gov.au

