



Northern Adelaide Local Health Network

Innovate
Reconciliation Action
Plan 2017 – 2019

Progress Report

January to December 2021

The Northern Adelaide Local Health Network (NALHN) continued with the development of a **Stretch** Reconciliation Action Plan (RAP) which was delayed further due to COVID-19 restrictions impacting a meaningful engagement and consultation process.

NALHN aims to launch the **NALHN Stretch Reconciliation Action Plan 2021-2024** in February 2022 and are awaiting formal endorsement from Reconciliation Australia.

In the meantime, during the development phase of **Stretch**, NALHN continues to follow the **Innovate** Reconciliation Action Plan.



Relationships

NALHN will strive to build genuine relationships with Aboriginal people, ensuring Aboriginal consumers and staff feel welcome and respected, have opportunities for meaningful consultation, and improved access to culturally inclusive and responsive health care services.

| Action | Responsibility | Activity | Status | Achievement to date | Completion to date |
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| 1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting | Director of Aboriginal Health Co-chairs RWG | Review membership of the RAP Steering Committee to ensure appropriate representation of all NALHN Divisions (with an ability to achieve the activities of the RAP) and the ongoing involvement of Aboriginal staff & community representatives. | Complete | Membership was reviewed in September 2021 in line with the review of the Terms of Reference. Each NALHN Division has a representative on the RAP Steering Committee. | Sept 21 |
| | | Terms of Reference (TOR) to be reviewed & endorsed and meeting series established. | Complete | TOR was reviewed in September 2021. Meeting series established in accordance with the TOR. Meetings held bi-monthly except during the development phase of Stretch RAP they are held monthly. | Sept 21 |
| | | RAP Steering Committee meetings to be held on at least four occasions per year to monitor and report on RAP implementation. | Complete | Meetings held: 2017: 1 May, 26 June, 28 August, 20 October and 18 December 2018: 2 February, 23 April, 25 June, 27 August, 5 November and 17 December 2019: 25 February, 6 May, 24 June, 26 August, 28 October and 9 December 2020: 24 February, 27 July, 28 August, 28 September, 26 October. COVID-19 social distancing restrictions impacted on meetings taking place during the period March to June 2020 and again in November 2020. In addition, a number of committee members were impacted in taking part due to additional duties with their roles as a result of COVID-19. 2021: 22 February. 29 March, 3 May, 28 June, 23 August, 27 September. | Oct 21 |

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| | | <p>RAP Steering Committee to oversee the development, endorsement, launch and promotion of the 2017–2019 RAP.</p> | <p>Complete</p> | <p>Aboriginal and non-Aboriginal staff and consumers participated in the development, endorsement, launch and promotion of the NALHN RAP 2017–2019.</p> <p>The RAP Steering Committee has commenced the development of NALHN Stretch RAP 2021-2024.</p> <p>A planning day was held in August 2020 which included participation by all RAP Steering Committee members and the NALHN Aboriginal Consumer Reference Group.</p> <p>Phase Two, Three and Four of the draft Stretch RAP were completed in 2021. On 29 November 2021, NALHN received conditionally endorsement. The final version of the draft Stretch RAP was submitted to Reconciliation SA for formal endorsement on 15 December 2021. NALHN received official endorsement of the Stretch RAP by Reconciliation Australia on ** December 2021.</p> <p>The NALHN Stretch RAP 2021-2024 will be formally launched in February 2022.</p> | <p>Dec 21</p> |
| | | <p>Continue to raise awareness across NALHN regarding RAP commitment, particularly with key internal stakeholders.</p> | <p>Complete</p> | <p>Increased internal stakeholder awareness of Reconciliation achieved through NALHN Staff Bulletins. Bulletin topics throughout 2021 included:</p> <ul style="list-style-type: none"> • Cultural awareness training • Apology day • Information about the Closing the Gap event. • Information Reconciliation Week virtual activities during COVID-19 restrictions • Information about NAIDOC Week and NAIDOC Events • Aboriginal identification campaign <p>The updated SA Health Statement of Reconciliation is displayed in all NALHN sites and divisions.</p> <p>Information was also disseminated through the NALHN Weekly Wrap to ensure targeted information was included for staff and managers as needed.</p> | <p>Dec 21</p> |

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| 2. Maintain a whole of NALHN effort and commitment to implement, evaluate and continuously improve and promote the RAP | NALHN CEO Director of Aboriginal Health Co- Chairs RAP All RWG Members | The NALHN website and staff intranet is updated with the current RAP and associated information. | Complete | The Reconciliation Action Plan intranet page is updated annually and includes information about the launch of the RAP; RAP Progress Reports; Reconciliation events including NAIDOC and Apology Day; and links to websites significant to Reconciliation. The NALHN website will be updated in January 2022 prior to the formal launch. | Dec 21 |
| | | Departments to supply information on cultural events for the intranet. | Complete | A link to 'Significant Dates for Aboriginal Communities is available on the NALHN Reconciliation Action Plan intranet page and is updated annually. | Dec 21 |
| 3. Raise internal and external awareness of NALHN RAP to promote reconciliation across our business sector | Media & Communications | Develop and implement a Communications Strategy to communicate the NALHN RAP to external stakeholders and the community. | Ongoing | Communication continues to focus on the internal promotion of Reconciliation and the external promotion of Aboriginal health services across NALHN. The Watto Purrinna Aboriginal Health Aboriginal Community Development Coordinator (ACDC) was appointed in June 2021 and oversees communication and community engagement of all NALHN Reconciliation activities as well as promotion of all NALHN Aboriginal health services and initiatives. In 2021, the ACRG met 4 February, 5 March, 9 April, 5 May, 17 June, 5 August, 7 September, 6 October and 9 December 2021. Future meetings will be held bi-monthly. The ACDC maintains an electronic communication list which includes regular updates about Watto Purrinna services, NALHN Aboriginal Health services, employment opportunities, community events and community information. | Dec 21 |

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| | | Maintain the RAP intranet page which includes activities, reporting (progress against targets), useful links, resources, FAQs and key contacts. | Complete | The Reconciliation Action Plan intranet page is updated annually and includes information about the launch of the RAP; RAP Progress Reports; Reconciliation events including NAIDOC and Apology Day; and links to websites significant to Reconciliation. | Dec 21 |
| | | Liaise with the Standard 2 Committee regarding partnering with consumers to strengthen existing relationships and forge new ones through the development of formalised processes such as Memorandum of Understandings. | Complete | <p>The ACDC is now a Committee member on the NSQHS Partnering with Consumers (PWC) Committee (previously known as Standard 2 Committee). The ACDC provides Aboriginal representation at each PWC Meeting and acts as a link between the Watto Purrinna Safety & Quality Committee as well as the NALHN Aboriginal Consumer Reference Group.</p> <p>The Watto Purrinna Aboriginal Consumer Reference Group (ACRG) was established in April 2019 and was expanded to the NALHN Aboriginal Consumer Reference Group in July 2020. The ACRG meets monthly and provides advice on all aspects of planning, service design, research activities and promotional resources relevant to Aboriginal health in NALHN. In 2021, the ACRG met 4 February, 5 March, 9 April, 5 May, 17 June, 5 August, 7 September, 6 October and 9 December 2021. Future meetings will be held bi-monthly.</p> | Dec 21 |
| | | Promote Reconciliation through engagement with all stakeholders | Complete | <p>Staff participation in the following events:</p> <ul style="list-style-type: none"> • Walk of Awareness • Reconciliation Week Breakfast • Apology Breakfast hosted by Reconciliation SA • NAIDOC Events • Close the Gap Events | Dec 21 |

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| | | | | In October 2021, Watto Purrinna Aboriginal Primary Health Care Service participated in a pilot 1-day Cultural Immersion program facilitated by Uncle Moogy Sumner. | |
| | | Support the RAP Committee with promotional advice | Ongoing | Ongoing promotional advice provided by NALHN Media and Communications Coordinator as a member of the RAP Steering Committee. | Dec 21 |
| 4. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander people, communities and organisations to support positive outcomes | Regional Manager Health Improvement – Watto Purrinna Aboriginal Primary Health Care Service All RWG Members | Maintain and utilise an Aboriginal consumer register within NALHN. | Complete | <p>The Watto Purrinna Aboriginal Consumer Reference Group (ACRG) was established in April 2019 and was expanded to the NALHN Aboriginal Consumer Reference Group in July 2020. The ACRG meets monthly and provides advice on all aspects of planning, service design, research activities and promotional resources relevant to Aboriginal health in NALHN. In 2021, the ACRG met 4 February, 5 March, 9 April, 5 May, 17 June, 5 August, 7 September, 6 October and 9 December 2021. Future meetings will be held bi-monthly.</p> <p>A call for Expressions of Interest for the ACRG was opened in November with the recruitment process to commence in January 2022.</p> <p>The Aboriginal Community Development Coordinator maintains an electronic communication list which includes regular updates about Watto Purrinna services, NALHN Aboriginal Health services, employment opportunities, community events and community information.</p> | Dec 21 |
| | | Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement. | Complete | <p>The Watto Purrinna Aboriginal Consumer Reference Group (ACRG) was established in April 2019 and was expanded to the NALHN Aboriginal Consumer Reference Group in July 2020. The ACRG meets monthly and provides advice on all aspects of planning, service design, research activities and promotional resources relevant to Aboriginal health in NALHN. In 2021, the ACRG met 4 February, 5 March, 9 April, 5 May, 17 June, 5 August, 7 September, 6 October and 9 December 2021. Future meetings will be held bi-monthly.</p> | Dec 21 |

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| | | | | The Aboriginal Community Development Coordinator maintains an electronic communication list which includes regular updates about Watto Purrinna services, NALHN Aboriginal Health services, employment opportunities, community events and community information. | |
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| | | <p>Utilise the NALHN consumer & community organisations/ stakeholder registers to engage and partner with Aboriginal consumers/ organisations interested in participating in NALHN service planning and evaluation activities.</p> | <p>Complete</p> | <p>The Watto Purrinna Aboriginal Consumer Reference Group (ACRG) was established in April 2019 and was expanded to the NALHN Aboriginal Consumer Reference Group in July 2020. The ACRG meets monthly and provides advice on all aspects of planning, service design, research activities and promotional resources relevant to Aboriginal health in NALHN. In 2021, the ACRG met 4 February, 5 March, 9 April, 5 May, 17 June, 5 August, 7 September, 6 October and 9 December 2021. Future meetings will be held bi-monthly.</p> <p>The Aboriginal Community Development Coordinator maintains an electronic communication list which includes regular updates about Watto Purrinna services, NALHN Aboriginal Health services, employment opportunities, community events and community information.</p> | <p>Dec 21</p> |
| | | <p>Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.</p> | <p>Complete</p> | <p>The Watto Purrinna Aboriginal Consumer Reference Group (ACRG) was established in April 2019 and was expanded to the NALHN Aboriginal Consumer Reference Group in July 2020. The ACRG meets monthly and provides advice on all aspects of planning, service design, research activities and promotional resources relevant to Aboriginal health in NALHN. In 2021, the ACRG met 4 February, 5 March, 9 April, 5 May, 17 June, 5 August, 7 September, 6 October and 9 December 2021. Future meetings will be held bi-monthly.</p> <p>The Aboriginal Community Development Coordinator maintains an electronic communication list which includes regular updates about Watto Purrinna services, NALHN Aboriginal Health services, employment opportunities, community events and community information.</p> <p>The NALHN Division of Medicine Care Opportunities Closing the Gap team were expanded to the NALHN Health and Wellness team under the Kurna name "Kumangka Padninthi" which symbolises the holistic journey Aboriginal patients will embark on during their hospital stay and the support the team will give while walking alongside them throughout their stay, and the collaboration of Aboriginal and non-Aboriginal staff for the benefit of the patient while creating a two way cultural exchange.</p> | <p>Dec 21</p> |

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| 5. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander people and other Australians | Regional Manager Health Improvement – Watto Purrinna Aboriginal Primary Health Care Service | Support an external NRW event for community engagement. | Complete | NALHN representatives including the Chief Executive Officer, Chief Operating Officer, Executive Director Aboriginal Health, RAP Co-Chairs, RAP committee members and Watto Purrinna staff attend the annual Apology Breakfast. RAP Committee members represented NALHN at the Reconciliation in the West event held by Tauondi Aboriginal College 27 May 2021. | Dec 21 |
| | | Organise at least one internal event each year and promote this activity amongst NALHN staff and the Aboriginal community. | Complete | In 2021 NALHN Executive, Board Members and staff participated in the Reconciliation SA virtual breakfast across NALHN sites and Divisions. | May 21 |
| | All RWG Members | Register the event via the Reconciliation Australia NRW website. | Complete | Due to COVID-19 pandemic, NALHN conducted internal Reconciliation Week events and therefore did not register any events via the website. | |
| | | Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. | Complete | NALHN representatives including the Chief Executive Officer, Chief Operating Officer, Executive Director Aboriginal Health, RAP Co-Chairs, RAP committee members and Watto Purrinna staff attend the annual Apology Breakfast. RAP Committee members represented NALHN at the Reconciliation in the West event held by Tauondi Aboriginal College 27 May 2021. Due to COVID-19 pandemic, NALHN conducted internal Reconciliation Week events and therefore did not register any events via the website. | Dec 21 |

Respect

Demonstrate respect for, and increase awareness of Aboriginal culture, land and history; and acknowledge the special places that Aboriginal people hold as Australia's First People. Deliver a respectful, client and family centred health service that acknowledges and values the diversity of Aboriginal Islander cultures.

| Action | Responsibility | Activity | Status | Achievement to date | Completion to date |
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| 1. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week and attending community events | Media and Communications manager | Create a calendar of significant Aboriginal and Torres Strait Islander events and dates to be distributed throughout NALHN. | Complete | A calendar of significant Aboriginal events is updated annually on the RAP intranet page. | Dec-21 |
| | All RWG Members | NALHN to host or participate in four national Aboriginal and Torres Strait Islander celebration activities per year including at least one NAIDOC week event. | Complete | NAIDOC Events were held for both staff across multiple NALHN divisions and sites in November 2021 Staff were encouraged to participate in community organised events. NALHN attended several career expo events across the north and west areas of Adelaide. | Dec-21 |
| | HR Consultant | Review Human Resources (HR) policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week. | Complete | NALHN staff have access to Cultural Leave which is Special leave with Pay for Aboriginal employees for cultural purposes. A NAIDOC Bulletin was circulated by the Chief Executive Officer encouraging NALHN Staff to participate in NAIDOC events across NALHN and to reminding Aboriginal staff of access to Cultural Leave for this purpose. | Dec-21 |
| | Regional Manager Health Improvement – Watto Purrinna Aboriginal Primary Health Care Service Snr Management & Watto Purrinna Team | Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their culture and community during NAIDOC Week. Ensure all Aboriginal staff and management understand the SA Health cultural leave policy. | Complete | Information has been provided to NALHN staff about the Cultural Leave Policy (Special leave with Pay for Aboriginal employees). This policy addresses the cultural needs of Aboriginal employees. Subject to approval, a maximum of 15 days per service years may be accessed by Aboriginal employees for the purposes of cultural leave. | Jun 17-19 |

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| 2. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning | Chairs RWG with the support of: | Advocate displaying Aboriginal and Torres Strait Islander flags and/or artwork in selected NALHN buildings. | Complete | <p>Aboriginal and Torres Strait Islander flags are now displayed throughout NALHN.</p> <p>Aboriginal and Torres Strait Islander flags are also located at the entrance of Modbury and Lyell McEwin Hospitals, all Watto Purrinna sites and the Office of the Chief Executive Officer.</p> <p>An audit of all NALHN Aboriginal artwork is incorporated in the Cultural Reflection Audit Tool. Any excess artwork will be relocated to other sites/divisions to ensure visual representation across all areas.</p> | Dec 21 |
| | Corporate Services | Display welcome signs in Kurna language and an Acknowledgement of Country at key NALHN sites. | Complete | <p>Welcome signs in Kurna language displayed at NALHN sites.</p> <p>A unique NALHN Acknowledgement of Country was written and translated in Kurna by Kurna Warra Karrpanthi with language lessons provided to Governing Board members, NALHN Executive and Watto Purrinna staff. Further sessions will be available in 2021 to the wider NALHN staff.</p> <p>All use of Kurna language within NALHN has been translated and endorsed by Kurna Warra Karrpanthi.</p> | Dec 21 |
| | | Identify and create a safe place for Aboriginal and Torres Strait Islander consumers and families to gather at LMH and Modbury Hospital. | Ongoing | Ongoing advice provided to the Manager, Capital Development to ensure Aboriginal Health and culture is reflected appropriately and adequately throughout the Modbury Hospital upgrade and the Lyell McEwin Emergency department upgrade. | Dec 21 |

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| | | | | The NALHN Division of Medicine Care Opportunities Closing the Gap team were expanded to the NALHN Health and Wellness team under the Kurna name "Kumangka Padninthi" which symbolises the holistic journey Aboriginal patients will embark on during their hospital stay and the support the team will give while walking alongside them throughout their stay, and the collaboration of Aboriginal and non-Aboriginal staff for the benefit of the patient while creating a two way cultural exchange. | |
| | Regional Manager Health Improvement – Watto Purrinna Aboriginal Primary Health Care Service | Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgment of Country. Including a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships. | Complete | The development of a cultural audit protocol document to outline the distinction between a Welcome to Country and an Acknowledgment of Country. The document will include a list of key contacts that can deliver a Welcome to Country at NALHN events. OWI03583 Recognition of Aboriginal Country - Welcome to Country, Acknowledgement of Country, Cleansing and Smoking ceremonies document developed in consultation with the NALHN Reconciliation Action Plan steering meeting members. The NALHN wide guideline tabled at the Watto Purrinna Aboriginal Health Division Safety and Quality meeting on 4 December 2018 and was subject to NALHN wide consultation and was endorsed in March 2019. | Jun 18 |
| | | Encourage staff to include an Acknowledgment of Country at the commencement of all meetings. | Complete | A unique NALHN Acknowledgement of Country was written and translated in Kurna by Kurna Warra Karrpanthi with 2 language lessons provided to all NALHN staff. All NALHN and Watto Purrinna templates for meetings and presentations include this Acknowledgement of Country. All use of Kurna language within NALHN has been translated and endorsed by Kurna Warra Karrpanthi. | Dec 21 |
| | | Invite Kurna Traditional Owners to provide a Welcome to Country at least one significant event. | Complete | A Welcome to Country and yidaki performance delivered by Isaac Hannam for the NAIDOC NALHN Careers Expo at Muna Paiendi. | Dec-21 |

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| | All RWG Members | Include Acknowledgement of Country at the commencement of important external and internal meetings. | Complete | <p>A unique NALHN Acknowledgement of Country was written and translated in Kurna by Kurna Warra Karrpanthi with 2 language lessons provided to all NALHN staff.</p> <p>All NALHN and Watto Purrinna templates for meetings and presentations include this Acknowledgement of Country.</p> <p>All use of Kurna language within NALHN has been translated and endorsed by Kurna Warra Karrpanthi.</p> | Dec 21 |
| | Education Department Media and Communications | Increase awareness and knowledge within the NALHN workforce of Aboriginal culture and protocols. | Complete | In November 2021 the second Cultural Reflection Audit commenced across all Divisions through RAP Steering Committee members. | Dec 21 |
| 3. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements | Workforce Director of Aboriginal Health | Monitor the implementation of the cultural respect/safety content within NALHN staff orientation and induction sessions. | Complete | <p>The NALHN corporate orientation guide updated to include details about the Watto Purrinna site locations and the services offered.</p> <p>The SA Health Cultural Learning Framework Level 1 online training is mandatory for all staff to complete within the first month of their commencement and three yearly thereafter.</p> <p>The NALHN job and person specification template features the following statement “<i>NALHN welcomes and respects Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. In acknowledgement of this, NALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce.</i>”</p> | Jun 17-19 |

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| | | <p>Develop and implement a cultural awareness training strategy for NALHN staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).</p> | Ongoing | <p>Level 1</p> <ul style="list-style-type: none"> At November 2021 56.42%% of NALHN staff have completed the SA Health Cultural Learning Framework Online Level 1 Training; this is a decrease of 12.86% at the same time in 2020. <p>Level 2</p> <ul style="list-style-type: none"> At November 2020, a total of 167 (46.91%) NALHN staff have attended the face to face training which is mandatory for all NALHN staff classified as a manager. Although this is a small decrease from the same time last year, due to COVID-19 restrictions during 2020 a face to face session was not able to be facilitated this year. Discussions are currently taking place with an Aboriginal cultural learning facilitator and sessions will recommence in early 2021. | Jun 17-19 |
| | | | | <p>Level 3</p> <ul style="list-style-type: none"> The Cultural Reflection Tool was reviewed and updated in late 2021. The Cultural Reflection Audit is currently being conducted to align with Level 3 of the SA Health Aboriginal Cultural Learning Framework. Watto Purrinna participated in the Pilot Cultural Immersion Day Program facilitated on Country by Ngarrindjeri/Kurna Elder, Uncle Major (Moogy) Sumner on 7 September 2021. | Dec 21 |

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| | All RWG Members | Investigate opportunities to work with local Traditional Owners and/ or Aboriginal and Torres Strait consultants to develop cultural awareness training. | Complete | An external consultant has been engaged to deliver the Level 2 Face to Face Cultural Learning sessions. 6 sessions were delivered in 2021 and another 6 planned for 2022. | Dec 21 |
| | | Provide opportunities for RWG Members, RAP Executive Champion, HR Managers and other key leadership to participate in cultural training. | Ongoing | The SA Health Aboriginal Cultural Learning Framework and SA Health Aboriginal Workforce Framework 2017-2022 (the Frameworks) have been developed to increase the Aboriginal workforce and improve the SA cultural competency in the SA Health workforce. Information disseminated to the RWG Members, RAP Champions, HR Managers and NALHN leadership about cultural training opportunities and events. | Dec 21 |
| 4. Engage with Traditional Healers (Ngangkari) and refer clients to appropriate areas but not limited to Primary Health Care | Regional Manager Health Improvement – Watto Purrinna Aboriginal Primary Health Care Service | Work in collaboration with SA Health to incorporate Traditional Aboriginal healing services in the acute and community setting. | Complete | NALHN was advised by Anangu Ngangkari Tjutaku Aboriginal Corporation (ANTAC) they were unable to provide Traditional Healing services. Investigations into other options to incorporate Traditional Healing into health practices is currently in progress. | Dec 21 |

Opportunities

Provide opportunities for Aboriginal and Torres Strait Islander people, organisations and communities to work in partnership with NALHN. Implement processes to increase the number of Aboriginal people employed, and able to undertake training and professional development within NALHN health services.

| Action | Responsibility | Activity | Status | Achievement to date | Completion to date |
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| 1. Increase opportunities within NALHN for Aboriginal and Torres Strait Islander employment | Director of Workforce Director of Aboriginal Health | Proportion of Aboriginal and Torres Strait Islander staff achieves the SA Strategic Plan target of 2%. | Ongoing | <p>At December 2021 Aboriginal & Torres Strait Islanders comprise 1.50% of the total NALHN workforce.</p> <p>Progress against this workforce target is monitored by the NALHN Aboriginal Executive Committee. The number of staff that identify as Aboriginal is considered low and potentially an inaccurate representation of the number of NALHN Aboriginal staff. This is due to self-reporting in HR systems as to whether a staff member identifies as Aboriginal.</p> <p>NALHN Aboriginal identified positions include Primary Health and Community Care Worker positions (APHCC), Aboriginal Maternal Infant Care (AMIC), Aboriginal Health Practitioner (AHP), Senior Aboriginal and Islander Health Practitioner (SAIHP) and Aboriginal Community Development Coordinator (ACDC).</p> | Dec 21 |
| | | Advertise Key Identified vacancies in Aboriginal and Torres Strait Islander media. | Complete | <p>Vacancies are advertised in Aboriginal and Torres Strait Islander media; National Indigenous Times, Koori Mail, Turkindi Information Network and the Aboriginal Employment Register. Job advertisements include the statement <i>Aboriginal and Torres Strait Islander applicants are encouraged to apply.</i></p> <p>The Aboriginal Community Development Coordinator maintains an electronic communication list which includes regular updates about Watto Purrinna services, NALHN Aboriginal Health services, employment opportunities, community events and community information.</p> | Dec 21 |
| | | Develop and implement an Aboriginal and Torres Straits Islander Employment and retention strategy/Action Plan | Complete | The NALHN Aboriginal Workforce Action Plan 2019-2022 was launched during NAIDOC Week in 2019. | Dec 19 |

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| | | Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development. | Ongoing | <p>A NALHN Deadly Team. Deadly Communities Network has been implemented and the first Forum took place on 30 March 2021. Three additional forums were held offsite in June, September and November 2021. 2022 Forum dates have been set and distributed to all members.</p> <p>NALHN staff participated in the annual SA Health Aboriginal Workforce Network ('SHAWN').</p> <p>All staff that identify as Aboriginal and / or Torres Strait Islander were sent an invitation to join the DTDC Network from the Executive Director Aboriginal Health. An email will be sent monthly to all new staff that identify.</p> | Dec 21 |
| | | Collect information on current NALHN Aboriginal and Torres Strait Islander staff, to provide information regarding future employment opportunities. | Ongoing | To achieve this action, encourage current NALHN staff that identify as Aboriginal to update HR21 records to enable communication with relevant staff about employment opportunities. | Dec 21 |
| | | Promote Aboriginal Employment through the Jobs for Youth Program. | Complete | The Jobs for Youth Program is no longer in existence however NALHN does consider Graduate opportunities in partnership with the Office of the Commissioner for Public Sector Employment and the 'Skilling SA' Project. | Jun 17-19 |
| | | Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace. | Complete | <p>The NALHN Job and Person Descriptions features the following statement:</p> <p><i>"NALHN welcomes and respects Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. In acknowledgement of this, NALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce."</i></p> <p>The NALHN Job and Person Descriptions for NALHN Aboriginal identified roles including Primary Health and Community Care Worker positions (APHCC), Aboriginal Maternal Infant Care (AMIC), Aboriginal Health Practitioner (AHP), Senior Aboriginal and Islander Health Practitioner (SAIHP) and Aboriginal Community Development Coordinator (ACDC) feature the following statement:</p> <p><i>"A requirement of this role is that the applicant is Aboriginal and/or Torres Strait Islander pursuant to the</i></p> | Jun 17-19 |

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| | | | | <i>exemption from the Equal Opportunity Act 1984 (SA). The role requires Aboriginal and Torres Strait Islander expertise, cultural knowledge and life experience. Only Aboriginal and/or Torres Strait Islander applicants will be considered for the role.”</i> | |
| 2. Consider health impacts of organisational and service delivery change on Aboriginal people | NALHN CEO Director of Aboriginal Health | Continue to support compliance with the SA Health Aboriginal Health Impact Statement (AHIS) Policy Directive to incorporate Aboriginal Health Impact Statements into Executive briefings to ensure higher level decision makers consider impacts on the Aboriginal population. | Complete | <p>The needs and interests of Aboriginal people are considered early and incorporated into all NALHN policies, procedures and guidelines this is monitored through the NALHN Aboriginal Health Impact Statement Procedure.</p> <p>This provides guidance on assessing the impact of NALHN policies, procedures and guidelines on Aboriginal and Torres Strait Islanders. Policies, procedures and guidelines with a high Aboriginal health impact (either positive or negative) must complete an Aboriginal Health Impact Statement and forward it to the Executive Director of Aboriginal Health for NALHN.</p> <ul style="list-style-type: none"> • NALHN Aboriginal Health Impact Statement Procedure endorsed which ensures all staff are responsible for assessing the impact that current business, or proposed changes to current business (new or revised, programs, clinical services, practices policies or procedures) will have on Aboriginal clients and Aboriginal employees within NALHN • Aboriginal Impact means: any controllable impact, low or high, positive or negative, on Aboriginal people’s health and wellbeing, Aboriginal health services, Aboriginal people’s access to mainstream or Aboriginal-specific health services, Aboriginal people’s attitudes and beliefs of health and wellbeing and/or the SA Health Aboriginal workforce. • The policies reviewed for compliance with the Aboriginal Health Impact Statement Procedure detailed in the table below. | Dec 21 |

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| | | <p>Continue the process of Executive briefings having AHIS applied by seeking Aboriginal Health Director advice.</p> | <p>Complete</p> | <p>Ongoing Executive advice provided by the Executive Director Aboriginal Health as the Executive sponsor responsible for monitoring the quality of completed Aboriginal Health Impact Statements. This is through an audit of documentation with an Aboriginal Health Impact Statement identified as Low or nil (10 random per quarter) supported by members of the Aboriginal Health Impact Statement Assessment Reference group.</p> | <p>Dec 21</p> |
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| 3. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation | Director of Aboriginal Health | Investigate becoming a member of Supply Nation or partnering with the local Indigenous Chamber of Commerce. | Complete | Investigation complete with recommendation for SA Health to become a member of Supply Nation. | Jun 18 |
| | All RWG Members | Promote procurement opportunities to Aboriginal business programs and partner organisations such as Indigenous Business Australia (IBA). | Ongoing | The NALHN Procurement and Contracting procedure details the support for Aboriginal Economic Participation which is designed to support and contribute to sustainability and development of Aboriginal owned business enterprises. | Jun 17 |
| | | Increase awareness within NALHN Divisions of Aboriginal businesses that are able to be engaged with through the SA Government Procurement Policy. | Ongoing | The NALHN Procurement and Contracting procedure details the support for Aboriginal Economic Participation which is designed to support and contribute to sustainability and development of Aboriginal owned business enterprises. A plan to progress this activity through internal communication about the SA Government Procurement Policy - Aboriginal Business | Jun 17- Dec 17 |
| | | Consider the procurement or relevant Aboriginal owned businesses (registered via Aboriginal Business Connect) for NALHN commercial contracts e.g. cleaning. | Ongoing | The NALHN Procurement and Contracting procedure details the support for Aboriginal Economic Participation which is designed to support and contribute to sustainability and development of Aboriginal owned business enterprises. In the 2020/21 financial year NALHN procurement with Aboriginal business was approximately \$85k. | Dec 21 |

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|--|--|---|-----------------|--|---------------|
| | | <p>Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses</p> | <p>Complete</p> | <p>The Aboriginal Business Procurement Policy means that public authorities can procure directly from eligible Aboriginal businesses, up to the value of \$220,000, where that business meets certain criteria set out in the policy, and provides value for money.</p> <p>The NALHN Procurement and Contracting procedure details the support for Aboriginal Economic Participation which is designed to support and contribute to sustainability and development of Aboriginal owned business enterprises.</p> <p>Low value goods & services (up to & including \$220,000) can be procured directly from eligible businesses that provides a value-for-money quote.</p> <p>The criteria for an eligible Aboriginal business is one which:</p> <ul style="list-style-type: none"> • is registered on the South Australian Aboriginal Business Register; or • is certified by Supply Nation; or • is registered with an Aboriginal Regional Authority or Aboriginal Landholding Authority, and would otherwise satisfy the criteria required by the South Australian Aboriginal Business Register or Supply Nation. <p>The procedure includes a reference to the SA Aboriginal Business Connect to search for eligible Aboriginal businesses.</p> | <p>Jun 18</p> |
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| Tracking Progress and Monitoring | | | | | |
|---|-------------------------------|--|----------|---|-----------------------|
| Action | Responsibility | Activity | Status | Achievement to date | Completion to date |
| Report achievements, challenges and learnings internally and externally and to Reconciliation Australia | Director of Aboriginal Health | A RAP Impact Measurement Questionnaire is submitted to Reconciliation Australia annually. | Complete | The RAP Impact Measurement Questionnaire is completely annually and submitted to Reconciliation Australia. | Dec 21 |
| | | Investigate participating in the RAP Barometer | Complete | RAP Barometer surveys are conducted every 2 years. A participation cost is payable based on the number of staff invited to complete the survey. | Sep 17-18 |
| | | Public launch of the 17-19 RAP | Complete | The NALHN Innovate Reconciliation Action Plan 2017-2019 was launched in April 2017 at both Lyell McEwin and Modbury Hospitals. A community artwork with handprints from both events displayed at the entrance of each hospital. | Sep 17 |
| Monitor RAP on a quarterly basis and record achievements | Director of Aboriginal Health | Quarterly reports provided to the NALHN Aboriginal Executive Committee. | Complete | Progress reports provided bi-monthly to the NALHN Aboriginal Executive Committee and Aboriginal Health Divisional Governance Committee. | Jan, Apr, Jul, Oct 21 |
| RAP Steering Committee to review and report on the RAP annually and provide documents to Reconciliation Australia | Director of Aboriginal Health | Review, refresh and liaise with Reconciliation Australia and update RAP based on learnings, challenges and achievements. | Complete | The RAP Steering Committee have regularly reviewed the progress against the RAP to ensure progress is monitored. Annual reports are prepared and submitted to Reconciliation Australia as required. | Dec 21 |
| | | Annual RAP report provided to Reconciliation Australia | Complete | Annual RAP reports prepared and submitted to Reconciliation Australia. | Dec 21 |

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|--|--|--|----------|---|--------|
| | | Send draft RAP to Reconciliation Australia for review and feedback. | Complete | The NALHN Innovate RAP 2017-2019 was endorsed by Reconciliation Australia and is available on the NALHN and Reconciliation Australia website. The first draft NALHN Stretch RAP 2021-2024 was submitted to Reconciliation Australia for formal endorsement in December 2021. | Dec 21 |
| | | Submit draft RAP to Reconciliation Australia for formal endorsement. | Complete | The first draft NALHN Stretch RAP 2021-2024 was submitted to Reconciliation Australia for formal endorsement in December 2021. | Dec 21 |