



Limestone Coast Local Health Network

# Innovate Reconciliation Action Plan

September 2023 to August 2025





## Reconciliation Australia CEO Statement

Reconciliation Australia commends Limestone Coast Local Health Network on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Limestone Coast Local Health Network continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Limestone Coast Local Health Network will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Limestone Coast Local Health Network using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on *relationships, respect, and opportunities* gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Limestone Coast Local Health Network to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Limestone Coast Local Health Network will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Limestone Coast Local Health Network's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Limestone Coast Local Health Network on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**

*Chief Executive Officer  
Reconciliation Australia*



Limestone Coast Local Health Network  
**Innovate Reconciliation Action Plan**  
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## **Our vision for reconciliation**

Our vision for reconciliation is to build positive and effective partnerships to ensure Aboriginal and Torres Strait Islander peoples in the Limestone Coast Local Health Network (LCLHN) enjoy the same health outcomes and life expectancy as all other Australians.

We will build positive, effective and sustainable partnerships with Aboriginal and Torres Strait Islander people to achieve this vision.

The LCLHN will use the following enablers:

- > Equity and accessibility
- > Self-determination for Aboriginal and Torres Strait Islander Communities and Individuals
- > Leadership
- > Engagement
- > Advocacy
- > Partnerships

## **Our Business**

The LCLHN manages the delivery of public hospital services and other community based health services as determined by the state government for the Limestone Coast region, which came into effect from July 1, 2019 when the South Australian State Government, made each LHN and the LHN governing board responsible for their region. The estimated 66698 (2017) residents within the Limestone Coast Local Health Network have access to a wide range of health care services. In total, 1225 (1.9%) of the Limestone Coast Local Health Network population identified as Aboriginal and Torres Strait Islander people, with Mount Gambier catchment having the highest proportion of Aboriginal and Torres Strait Islander residents.

The Limestone Coast region covers a large geographical area (21,337 square kilometres), which consists of the Upper and Lower South East area of South Australia, and extends all the way to the Victorian border. Services provided within the Limestone Coast Local Health network include accident and emergency, day and inpatient surgery, maternity, Aboriginal health, obstetric services, mental health, renal, chemotherapy, community health such as podiatry, speech pathology, disability services and aged care services.

As at April 2023, services in the Limestone Coast Local Health Network are provided by 1676 employees, 29 of these employees have identified as Aboriginal and/or Torres Strait Islander people.

Limestone Coast Local Health Network (LCLHN) delivers a comprehensive range of public acute, residential aged care, community health and mental health services, throughout 10 public hospitals/health services in regional South Australia, according to population needs, focusing on integrating its service delivery with metropolitan hospitals and other service providers in regional locations. Hospital facilities are located at Mount Gambier, Bordertown, Kingston, Millicent, Naracoorte and Penola. Aged Care services are offered in Bordertown, Kingston, Millicent, Naracoorte, Penola and Keith, while Community health services are offered in Kingston, Robe, Millicent, Mount Gambier, Naracoorte, Keith, Lucindale, Penola and Tatiara.

## Our RAP

The first LCLHN Innovate RAP was commenced in June 2021, building on the foundation previously laid through Country Health SA prior to the splitting of Country Health SA into six Regional Local Health Networks as July 1st 2019. The LCLHN Strategic Plan identifies 5 Objectives, one of which is Growing Services. Aboriginal health is identified as a key focus area within the plan.

The key achievements from our first Innovate RAP include introduction of Level 2 face to face cultural competency training for all staff, Reconciliation information boards at all LCLHN sites, updated Acknowledgement of Country for start of all meetings, expo for Aboriginal and Torres Strait students with Universities and TAFE regarding health careers. A monthly health dashboard has been developed to monitor data trends regarding Aboriginal and Torres Strait Islander consumers and waiting periods for services. Some of the challenges from the last RAP are due to shortage of staff, engagement has been difficult; Covid 19 affected the ability to build partnerships within community due to restrictions as they are identified as a vulnerable community; institutionalised racism is a barrier to changing systems and ways of staff working with Aboriginal and Torres Strait Islander consumers. Learnings from the RAP have been significant and variable, such as identifying gaps not only in the LCLHN health system but wider health system, community are over consulted and consultations need to be meaningful, precise and learnings fed back to community. Due to these learnings this RAP has been approached with a broader understanding of community issues when using our health system, allowing for us to put more meaningful deliverables within.

The LCLHN Reconciliation Working Group membership is filled through an open call to all staff for working group nominations. The working group comprises of staff representation from across the LCLHN as well as community representatives, including the representation from the local Aboriginal Community Controlled Health Organisation. The Executive Officer/Director of Nursing from Millicent and District Hospital and Health Service is the chairperson of the LCLHN Reconciliation Working Group as well as the LCLHN RAP Executive Champion and reports all RAP activity and progress directly to LCLHN Leadership, LCLHN Board, Department Aboriginal Affairs and Reconciliation, SA Health CE and Reconciliation Australia. The Reconciliation Working Group consists of : LCLHN Director Mental Health, EODON Kingston Hospital, LCLHN EODONM, EODON Millicent hospital, LCLHN Director Aboriginal Health (Aboriginal), LCLHN Director People and Culture, EODON Mt Gambier Hospital, LCLHN Executive Director Community and Allied services; Aboriginal Consumer representative; LCLHN Aged Care lead; Aboriginal Health Senior project officer; LCLHN Director Corporate Services; LCLHN Director Governance and Planning; Regional Quality Risk and Safety Manager; EODON Bordertown Hospital; A/Regional Manager Allied Health and Rehabilitation; EODON Naracoorte Hospital; and Aged Care Nurse.

The LCLHN RAP aims to build a foundation to achieve an optimal health care system in LCLHN, a foundation based on truth telling, strong relationships and cultural respect for Aboriginal and Torres Strait Islander peoples. For the relationship to be strengthened between Aboriginal and Torres Strait Islander and non-Indigenous Australians, it is important that every LCLHN staff member develop an appreciation of how historical government policies and practices have impacted on Aboriginal and Torres Strait Islander peoples and cultures, and how their impact reverberates across generations and continues to create barriers and disadvantage today. New staff orientation includes information regarding the history of the health system and Aboriginal and Torres Strait Island peoples, as well as an staff newsletter that informs of any significant dates or upcoming events, which is also reflected on Reconciliation Boards at sites. All staff are obligated to learn as much as they can about Aboriginal and Torres Strait Islander cultures, for being informed about history and culture is key to moving forward and developing and delivering health services that are culturally sensitive and safe.

Reconciliation cannot be achieved by a committee alone. It requires understanding and involvement in Aboriginal and Torres Strait Islander and non-Indigenous staff members, with all staff being aware of and alert to racism, including institutional racism. The Board, Executive and all levels of management must, in turn, support steps to modify the health care system accordingly.

The LCLHN RAP will build strong relationships and enhance respect between Aboriginal and Torres Strait Islander peoples and other LCLHN staff, as well as setting out their plan to pursue the best possible health outcomes for Aboriginal and Torres Strait Islander peoples.

By working closely in collaboration with our local Aboriginal Community Controlled Health Organisation, Pangula Mannamurna we are committed to improving our capacity and accountability to secure measurable and sustainable improvements in health outcomes for local Aboriginal and Torres Strait islander peoples. This is supported by having a Memorandum of Understanding regarding all Services between us.



## Relationships

Building meaningful relationships of trust with Aboriginal and Torres Strait Islander peoples is essential to assist Limestone Coast Local Health Network to respond to local needs. We believe that having a strong relationship with Aboriginal and Torres Strait peoples, based on trust and respect, leads to positive outcomes for all.

**Focus area:** Strengthen capacity for the provision of culturally safe and responsive services to meet the needs of Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility
<b>1.1</b> Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Minimum annual meeting with local Aboriginal and Torres Strait Islander stakeholders and organisations to monitor impact of implementation of culturally appropriate service provision.	December 2023, 2024	Lead: CEO  Support: Executive team
	Develop and implement an engagement plan to work with Aboriginal and/or Torres Strait Islander stakeholders and organisations	December 2023	Lead: Director Aboriginal Health
<b>1.2</b> Build relationships through celebrating National Reconciliation Week (NRW).	Circulate and display Reconciliation Australia's NRW resources and reconciliation materials to our staff and consumers via staff newsletters and Reconciliation boards at sites.	27-May to 3 June 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Support staff and senior leaders to participate in at least one external event within the LCLHN to recognise and celebrate NRW.	27-May to 3 June 2024, 2025	CEO
	Organise at least one NRW event each year that reflects the yearly theme at each site/service and invite Aboriginal Community involvement.	27-May to 3 June 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> and with SA Aboriginal Affairs and Reconciliation Calendar of Events.	April 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group

Action	Deliverable	Timeline	Responsibility
	Reconciliation working group members to participate in external NRW event organised by an Aboriginal NGO	27-May to 3 June 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
<b>1.3 Promote reconciliation through our sphere of influence.</b>	Continue to engage our staff in innovative strategies regarding reconciliation.	June 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Continue to communicate our commitment to reconciliation publicly on an ongoing basis	June 2024, 2025	LCLHN Senior Communication Officer
	Utilise opportunities to positively support our external stakeholders to promote and drive reconciliation outcomes.	June 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Collaborate with RAP and other like-minded organisations to develop ways to advance and implement reconciliation strategies.	June 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Launch, promote and communicate the RAP to all staff and community	June 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group

Action	Deliverable	Timeline	Responsibility
1.4 Promote positive race relations through anti-discrimination strategies.	Ensure that when policies and procedures are developed and reviewed legislative requirements re EEO, Anti-discrimination are adhered to.	June 2024, 2025	Director People and Culture
	Implement and communicate the Zero Tolerance to Racism procedure, aligned to the SA Health Respectful Behaviour Policy.	June 2024, 2025	Director People and Culture
	Ensure that all staff are educated on the impact of racism on health, social and emotional wellbeing outcomes for Aboriginal and Torres Strait Islander peoples.	June 2024, 2025	Director Aboriginal Health
1.5 Promote Aboriginal and Torres Strait Islander news, events and achievements in collaboration with LCLHN communications team	Update the LCLHN Sharepoint page and website quarterly to actively support, promote and inform reconciliation activities across the Local Health Network	December 2023, March, June, September, December 2024, March, June 2025	LCLHN Senior Communication Officer
	Ensure regular information about reconciliation and Aboriginal and Torres Strait Islander news included in communications with internal and external stakeholders.	December 2023, March, June, September, December 2024, March, June 2025	LCLHN Senior Communication Officer



## Respect

Respect for Aboriginal and Torres Strait Islander peoples' distinct identity and cultures is a cornerstone for the organisation and assists in building effective, trusting relationships, equal and equitable service delivery, and access and equal engagement in designing and shaping services in the future.

**Focus area:** Demonstrate a high standard of cultural safety and competency

Action	Deliverable	Timeline	Responsibility
<b>1.1</b> Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Use opportunistic informal cultural learning opportunities when they arise to learn about local cultures	July 2024, 2025	Lead: CEO Support: Executive team
	Continue to support face to face cultural competency training for all staff, supporting lifelong learning with a view to challenge bias ongoing.	July 2024, 2025	Lead: CEO Support: Executive team
	Report on the number of staff that have undertaken the mandatory online and face to face training every six months	February and July 2024, 2025	Director People and Culture
	Implement local cultural immersion opportunities for staff.	July 2024, 2025	Lead: Director Aboriginal Health Support: Executive team
	Develop, implement, and communicate a local cultural learning strategy document for our staff with the basis of truth telling, impacts of historical events, policies and practices to strengthen the understanding of institutionalised racism within our services and impacts on community	July 2024, 2025	Director Aboriginal Health
	Co-write with local Traditional Owners and Aboriginal and Torres Strait Islander advisors our local cultural learning strategy.	July 2024, 2025	Director Aboriginal Health
	Include Consistent cultural learning opportunities in public facing areas with a focus on truth telling, strong relationships and cultural respect messaging	June 2024, 2025	Lead: Director Aboriginal Health Support: Executive team

Action	Deliverable	Timeline	Responsibility
<b>1.2</b> Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to Increase staff's understanding of the purpose and significance behind cultural protocols, including Flag protocols, Acknowledgement of Country and Welcome to Country protocols.	January 2024, 2025,	Director Aboriginal Health
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events	November 2023, 2024	Director Aboriginal Health
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of meetings	November 2023, 2024	Reconciliation Chairperson
	Commemorate days of significance to Aboriginal and Torres Strait Islander peoples.	November 2023, 2024	Reconciliation Chairperson
<b>1.3</b> Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Promote policies and procedures that enable staff to participate in NAIDOC Week including cultural leave for Aboriginal and Torres Strait Islander staff	June 2024, 2025	Director People and Culture
	Support opportunities for Aboriginal and Torres Strait Islander employees to participate in local NAIDOC Week events.	first week in July 2024, 2025	Lead: Director People and Culture  Support: Executive team
	Encourage participation in NAIDOC events to all staff.	first week in July 2024, 2025	Lead: Director People and Culture  Support: Executive team
<b>1.4</b> Create safe and welcoming environments for Aboriginal and Torres Strait Islander consumers	Explore areas/rooms in health services that can be adapted to family conference rooms to ensure this is included in any new builds.	July 2024, 2025	Director Corporate Services
	Consult with local Aboriginal and Torres Strait Islander consumers to inform and create culturally safe spaces	February 2024, 2025	Director Corporate Services



## Opportunities

Opportunities for Aboriginal and Torres Strait Islander peoples in the organisation are critical for providing equal participation, to ensure health services are more responsive and appropriate, and for effective co-ordination and inclusion

**Focus area:** Develop the capacity, skills and knowledge of our workforce to deliver best practice outcomes, through a culture of continuous professional and personal growth. Attract and retain a high-quality workforce that is tailored to suit location, time and need, where individuals are inspired by what they do.

Action	Deliverable	Timeline	Responsibility
1.1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander workforce to inform future employment and professional development opportunities.	February and July 2024 and 2025	Director People and Culture
	Continue to engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	December 2023, 2024	Director People and Culture
	Develop and implement an Aboriginal and Torres Strait Islander Workforce Priorities Plan SA, based on the SA Health Aboriginal Workforce Framework 2013-2027	December 2023, 2024,	Director People and Culture
	Continue to improve understanding of the use of the Aboriginal Employment register and implement usage of register and utilisation of the register to support recruitment across the Local Health Network	December 2023,2024	Director People and Culture
	Continue to review HR recruitment procedures and policies to remove barriers and positively encourage Aboriginal and Torres Strait Islander participation in our workplace, including scholarships	December 2023,2024	Director People and Culture
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders	December 2023,2024	Director People and Culture
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	December 2023,2024	Director People and Culture

Action	Deliverable	Timeline	Responsibility
	Ensure employment opportunities are communicated effectively to reach our Aboriginal and/or Torres Strait Islander people including, but not limited to, our Aboriginal Employment register and Experts by Experience register.	December 2023,2024	Director People and Culture
	Continue to work with high schools, universities and TAFE to promote educational opportunities for employment pathways	July 2024, 2025	Director People and Culture
	Make all recruiting staff aware of Staff Selection procedure and the representation of Aboriginal and Torres Strait Islander people on panels	February and July 2024, 2025	Director People and Culture
	Actively engage and provide training and support to Aboriginal and/or Torres Strait Islander employees participating in the Staff Selection process.	December 2023, 2024	Lead: Director People and Culture  Support: Executive team
<b>3.2</b> Explore partnerships that will contribute to the improvement of health outcomes for Aboriginal and Torres Strait Islander communities	Partner with research organisations such as South Australian Health & Medical Research Institute (SAHMRI) or Lowitja Institute to contribute to improvements in Aboriginal and Torres Strait Islander health	February and July 2024, 2025	Director Aboriginal Health
	Work in partnership with the South Australian Health & Medical Research Institute (SAHMRI) Chronic Disease Consortium to assist implementation of health care priorities	February and July 2024, 2025	Director Aboriginal Health

Action	Deliverable	Timeline	Responsibility
1.3 Provide information about health/disease processes and health care that is tailored to the needs of Aboriginal and Torres Strait Islander consumers and their communities	Continue to involve Aboriginal and Torres Strait Islander consumers in the development of resources, including information about treatment and options, risks and benefits, care plan and discharge arrangements	February and July 2024, 2025	Lead: Director Aboriginal Health  Support: Executive team
	Involve Aboriginal and Torres Strait Islander health workers, liaison officers and interpreters in conversations with Aboriginal and Torres Strait Islander consumers about care	February and July 2024, 2025	Director Aboriginal Health
	Encourage all workers to attend events to promote health conditions that affect Aboriginal and Torres Strait Islander peoples and the services we offer around these conditions via Reconciliation information boards and all staff newsletters	September 2023,2024	Lead: Senior Communications Officer  Support: Executive team
1.4 Respond to distinct Aboriginal and Torres Strait Islander health needs and interests when making important decisions.	Continue to educate all staff on the importance of the Aboriginal Health Impact Statement (AHIS) procedure to ensure an AHIS is completed when delivering new or altering services, procedures and policies and in the development and implementation of service planning at all sites.	February and July 2024, 2025	Director Aboriginal Health
	Report the number of Aboriginal Health Impact Statements assessed against requirements of the procedure	February and July 2024, 2025	Director Aboriginal Health

Action	Deliverable	Timeline	Responsibility
<b>1.5</b> Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Implement the LCLHN Aboriginal and Torres Strait Islander procurement strategy.	July 2024, 2025	Director Corporate Services
	Investigate Supply Nation membership.	July 2024, 2025	Director Corporate Services
	Review and continue to communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	July 2024, 2025	Director Corporate Services
	Review procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2024, 2025	Director Corporate Services
	Continue to develop commercial relationships with Aboriginal and Torres Strait Islander businesses.	July 2024, 2025	Director Corporate Services
<b>3.6</b> Ensure our progress against and commitment to our Reconciliation Action Plan is visually promoted across the Local Health Network and reflects our Reconciliation journey.	Create a visual display to communicate progress against our Reconciliation Action Plan for promotion on the Reconciliation Information Boards, in waiting areas, Staff Newsletters and Community Updates.	July 2024, 2025	Director Governance & Planning
	Design and quote Reconciliation branding for all LCLHN Fleet Vehicles to promote our commitment to Reconciliation.	July 2024, 2025	Director Governance & Planning



## Governance

The LCLHN RAP Executive Champion reports all RAP activity and progress to LCLHN Leadership, LCLHN Board and externally to Reconciliation Australia, Department Aboriginal Affairs and Reconciliation and SA Health Chief Executive office.

Action	Deliverable	Timeline	Responsibility
<b>1.1</b> Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Continue to recruit and maintain Aboriginal and Torres Strait Islander representation on the RWG.	July 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Continue to maintain a current Terms of Reference for the RWG.	February 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Meet at no less than four times per year to drive and monitor RAP implementation.	December 2023 March 2024, June 2024, Sept 2024, December 2024, March 2025, June 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
<b>1.2</b> Provide appropriate support for effective implementation of RAP commitments.	Maintain appropriate resources for RAP implementation.	June, 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Engage senior leaders and other staff in the delivery of RAP commitments.	October 2023,2024 and March 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Maintain an internal RAP Champion from senior management	October 2023,2024 and March 2024, 2025	Reconciliation Chairperson
	Maintain appropriate systems to track and report on RAP commitments.	October 2023,2024 and March 2024, 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group

Action	Deliverable	Timeline	Responsibility
1.3 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Reconciliation Chairperson
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	Reconciliation Chairperson
	Report RAP implementation progress to LCLHN Leadership, LCLHN Board, Reconciliation Australia, Department Aboriginal Affairs and Reconciliation and SA Health Chief Executive office.	February and July 2024,2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	Reconciliation Chairperson
	Report RAP progress to all staff and senior leaders quarterly via all staff communications	December 2023,  March, June, September, December 2024, March, June 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Publicly report our RAP achievements, challenges and learnings in Annual Report and website	December 2023,2024	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP	August 2025	Lead: Reconciliation Chairperson  Support : LCLHN Reconciliation working group
	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 annually	Reconciliation Chairperson
1.4 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	January 2025	Reconciliation Chairperson



Both of the paintings in this document were painted by an incarcerated Aboriginal man, who can not be identified. He gifted both paintings to Millicent and District Hospital and Health Services.

We acknowledge and support the incarcerated Aboriginal and Torres Strait peoples who are over represented in our prison system, by working with them for best health outcomes and acknowledging they are part of the wider community.

The cover picture depicts the story of a goanna family, raising their young near a waterhole, the two adult goannas protecting their young in the nest.

The 2nd picture depicts a dingo running through the bush at night and the snakes and kangaroos which he encounters on his journey.



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**Health**  
Limestone Coast  
Local Health Network

**Limestone Coast Local Health Network**

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