



Northern Adelaide Local Health Network



Innovate
Reconciliation
Action Plan
April 2017 – June 2019

Progress Report

July – December 2019

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
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	Each NALHN Division has a representative on the RAP Steering Committee.	Apr 17
		Terms of Reference (TOR) to be reviewed & endorsed and meeting series established.	Complete	TOR reviewed, agreed and endorsed by RAP steering committee as required. Meeting series established in accordance with the TOR, bi-monthly.	Dec 17
		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 90 December	Jun 17-19
		RAP Steering Committee to oversee the development, endorsement, launch and promotion of the 2017–2019 RAP.	Complete	Aboriginal and non-Aboriginal staff and consumers participated in the development, endorsement, launch and promotion of the NALHN RAP 2017–2019.	Apr 17

		Continue to raise awareness across NALHN regarding RAP commitment, particularly with key internal stakeholders.	Complete	<p>Increased internal stakeholder awareness of Reconciliation achieved through 13 bulletins. Bulletin topics included:</p> <ul style="list-style-type: none"> • Announcement of the new RAP committee co-chair • Cultural awareness training • Cultural reflection audits • Apology day • RAP launch • Expression of interest for new RAP committee members • Information about the Closing the Gap event. <p>The SA Health Statement of Reconciliation is displayed in all NALHN sites.</p> <p>CTG scripting implemented in July 2017 to provide PBS medicines free or reduced cost when discharged or attending outpatient clinics.</p> <p>Implementation of the Aboriginal Workforce Action Plan 2019-2022 launched during NAIDOC and LMH 60th birthday celebrations 2019.</p>	Jun 17-19
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	<p>The Reconciliation Action Plan intranet page was updated in August 2017 and April 2018 and is currently under review.</p> <p>The RAP Intranet page 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.</p>	Jun 17-19
		Departments to supply information on cultural events for the intranet.	Complete	A link to 'Significant Dates for Aboriginal Communities 2019' is available on the NALHN Reconciliation Action Plan intranet page.	Jun 17-19

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 tasks focused on the internal promotion of Reconciliation and the external promotion of Watto Purrinna services.	Jun 17-19
		Maintain the RAP intranet page which includes activities, reporting (progress against targets), useful links, resources, FAQs and key contacts.	Complete	The RAP Intranet page 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.	Jun 17-19
		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>To maximise the health outcomes for Aboriginal and Torres Strait Islander people across the lifespan, the Interim NALHN Consumer and Community Engagement Strategy 2019-2021 was developed to ensure Aboriginal and Torres Strait Islander voices are heard through dedicated actions including but not limited to:</p> <ol style="list-style-type: none"> 1. Establishing an Aboriginal and Torres Strait Islander consumer and community reference group to advise all aspects of NALHN's Watto Purrinna Aboriginal Health and Residential Services, and 2. Consulting with Consumers and Community to create a Governance Structure that advises the CEO and Chair to ensure all NALHN services are culturally responsive to Aboriginal and Torres Strait Islander People. <p>A call for expression of interest (EOI) for the Watto Purrinna Aboriginal Consumer Reference Group (ACRG) was made in December 2018 and again in February 2019.</p> <p>The Watto Purrinna Standard 2 Committee and the ACRG Chair interviewed and recruited 11 ACRG members who all received a NALHN induction prior to the first meeting which was held in April 2019 and has since met seven times.</p>	Jun 17-18

		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 <p>In 2019 the CEO and NALHN representatives including the Executive Director Aboriginal Health and members of the Watto Purrinna team, RAP co-chair, NALHN Chief Operating Officer and Director of Corporate Services attended the Apology Breakfast. This event included a stall with clinical staff from Watto Purrinna administering flu vaccinations.</p> <p>In March of 2018 and 2019 NALHN co-led the Closing the Gap event with Sonder held at the Wayville Showgrounds with 40 service providers. The NALHN CEO invested \$10,000 towards this event.</p> <p>In April of 2018 and 2019 NALHN was a major partner with the Department for Health & Wellbeing in the Strong Aboriginal Children's Health Expo. The Annual event provides services with an opportunity to engage with Aboriginal children and their families to deliver children's health, development and education information in a culturally responsive and informative manner.</p> <p>The 2018 Expo partnership also included Nunkuwarrin Yunti and was attended by 30 service providers and 700 members of the Aboriginal community.</p> <p>The 2019 Expo partnership also included Nunkuwarrin Yunti and Aboriginal Family Support Services and was attended by 50 service providers and 900 members of the Aboriginal community</p> <p>In both years, the NALHN CEO invested \$15,000 towards this event.</p>	Jun 17-19
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				<p>In May 2018 during Reconciliation Week, an opening ceremony for the Specialist Ambulatory and Rehabilitation (SpARC) therapy garden at Modbury Hospital was held.</p> <p>The ceremony was well attended by NALHN Executive, staff and patients. An Aboriginal elder unveiled the plaque and shared his experience as a consumer.</p> <p>The therapy garden is named Purrunawirra, given cultural consent from the Kurna Warra Karrpanthi Committee.</p> <p>\$4,000 was awarded by NALHN following the successful application of the NALHN Innovation Program Fund by the RAP steering committee.</p>	
		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.	Jun 17-19
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>This action has been realigned to the Executive Director Aboriginal Health to ensure Aboriginal and Torres Strait Islander voices are heard through:</p> <p>Establishment of the Aboriginal Consumer Reference Group to advise all aspects of Watto Purrinna Aboriginal Primary Health Care Service.</p> <p>Consultation with consumers and community to create a Governance Structure that advises the CEO and Chair to ensure all NALHN services are culturally responsive to Aboriginal and Torres Strait Islander peoples.</p>	Jun 17-19

		Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	Complete	<p>The Interim NALHN Consumer and Community Engagement Strategy was developed in collaboration with the Director of Consumer Engagement and Experience, the Executive Director, Aboriginal Health and Media and Communications through the Watto Purrinna consumer community organisation stakeholder register.</p> <p>With the NALHN Governing Board now established, the Interim NALHN Consumer and Community Engagement Strategy 2019-2021 will undergo review.</p> <p>The Watto Purrinna Aboriginal Consumer Reference Group (ACRG) was established in early 2019. The first ACRG meeting was held in April 2019 and has since met seven times.</p>	Jun 17-19
		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.	Complete	<p>In 2019 to maximise the health outcomes for Aboriginal and Torres Strait Islander people across the lifespan, the implementation of the Interim NALHN Consumer and Community Engagement Strategy will ensure Aboriginal and Torres Strait Islander voices are heard through dedicated actions including:</p> <ol style="list-style-type: none"> 1. The established Aboriginal Consumer Reference Group to advise all aspects of Watto Purrinna Aboriginal Primary Health Care Service, and 2. Consulting with consumers and community to create a Governance Structure that advises the CEO and Chair to ensure all NALHN services are culturally responsive to Aboriginal and Torres Strait Islander People. <p>In September 2019 Watto Purrinna hosted the NALHN Aboriginal Community Forum which engaged 100 members and stakeholders from the Aboriginal community in the NALHN catchment area and included an opportunity for attendees to provide feedback by way of facilitated yarning circles in a range of topics relevant to Aboriginal health; strategic and operational planning; Aboriginal workforce; and Reconciliation.</p>	Jun 17-19
		Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	Complete	<p>A plan to progress this action through collaboration with the Director of Consumer Engagement and Experience and the Director of Aboriginal Health through the Watto Purrinna consumer community organisations/stakeholder register.</p> <p>A call for expression of interest (EOI) for the Watto Purrinna</p>	Jun 17-19

				<p>Aboriginal Consumer Reference Group (ACRG) was made in December 2018 and again in February 2019.</p> <p>The Watto Purrinna Standard 2 Committee and the ACRG Chair interviewed and recruited 11 ACRG members who all received a NALHN induction prior to the first meeting which was held in April 2019 and has since met seven times.</p>	
<p>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</p>	<p>Regional Manager Health Improvement – Watto Purrinna Aboriginal Primary Health Care Service</p>	<p>Support an external NRW event for community engagement.</p>	Complete	<p>In 2019 the CEO and NALHN representatives including the Executive Director Aboriginal Health and members of the Watto Purrinna team, RAP co-chair, NALHN Chief Operating Officer and Director of Corporate Services attended the Apology Breakfast. This event included a stall with clinical staff from Watto Purrinna administering flu vaccinations.</p>	Jun 17-19
		<p>Organise at least one internal event each year and promote this activity amongst NALHN staff and the Aboriginal community.</p>	Complete	<p>NALHN hosted National Reconciliation Week events at Modbury and Lyell McEwin Hospitals with a morning tea and community artwork.</p>	Jun 17-19
	<p>All RWG Members</p>	<p>Register the event via the Reconciliation Australia NRW website.</p>	Complete	<p>Event registered via the Reconciliation Australia website.</p>	
		<p>Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.</p>	Complete	<p>The RAP steering committee invited and encouraged to attend events to recognise and celebrate Reconciliation.</p>	Jun 17-19

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
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 was updated on the RAP intranet page in 2017, 2018 and 2019.	Jun 17-19
	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	<p>NALHN participated in the following events:</p> <ul style="list-style-type: none"> • In April 2017, 2018 and 2019 Strong Aboriginal Children's Health Expos • 2018 and 2019 Closing the Gap Event in partnership with Sonder • 10th Anniversary Apology breakfast • Walk of Awareness • 4th Annual Department of Child Protection Children in Residential Care Closed NAIDOC event <p>In 2017 staff participated in the NAIDOC March and hosted a stall at the Family Fun Day</p> <p>During NAIDOC week Aboriginal artwork displayed in the Lyell McEwin and Modbury Hospital foyers.</p> <p>In 2018, a highlight was the staff presentations at Lyell McEwin and Modbury Hospitals based on the NAIDOC Week theme, 'Because of her, we can'. These were an amazing celebration of the remarkable women who support NALHN either as staff or in other capacities. This included the opportunity for two Aboriginal female leaders to present and share their journey and experiences from the perspective in the role of Manager of the Aboriginal Maternal Infant Care Practitioner Manager and Clinical Nurse with Watto Purrinna.</p>	Jun 17-19

				<p>NALHN commissioned Ngarrindjeri, Kurna and Raminjerri artist Sam Gollan to produce a piece of artwork for NALHN to commemorate NAIDOC Week 2018 has been installed outside the Executive Offices and Intensive Care at the Lyell McEwin Hospital. Sam engaged with Executive and the Intensive Care team to come up with the beautiful three-panel piece. The local newspaper, the Messenger provided an insight into the meaning and consultation behind Sam's mural through an article published about the event.</p> <p>The NALHN Women's and Children's Division held an afternoon tea where individuals reflected on how women in their lives had made things possible. A moving photographic exhibition celebrated some of the Aboriginal women who had come through the service. This was combined with NALHN staff participation from Medicine, Allied Health, Women and Children's Division and Watto Purrinna attended the NAIDOC Week Family Fun Day where they shared important health information with attendees.</p>	
	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.	Jun 17-19
	Regional Manager Health Improvement – Watto Purrinna Aboriginal Primary Health Care Service Senior Management and 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

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 were purchased and distributed to all NALHN Divisions. These 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>	Jun 18
	Corporate Services	Display welcome signs in Kurna language and an Acknowledgement of Country at key NALHN sites.	Complete	Welcome signs in Kurna language displayed at NALHN sites, with the language endorsed by Kurna Warra Karrpanthi.	Jun 18
		Identify and create a safe place for Aboriginal and Torres Strait Islander consumers and families to gather at LMH and Modbury Hospital.	Ongoing	<p>A Therapy garden has been established at Modbury hospital for Aboriginal consumers. A plan is in place to develop options for a location at both Lyell McEwin and Modbury Hospitals for Aboriginal and Torres Strait Islander Consumers.</p> <p>To ensure Aboriginal Health and culture is reflected appropriately and adequately throughout Modbury Hospital Upgrade through ongoing advice provided to the Manager Redevelopment Unit and project team including:</p> <ol style="list-style-type: none"> 1. Encourage attendance at the Level 2 face to face Cultural Awareness session offered in NALHN 2. To consider the Aboriginal Health Impact in relation to the Modbury Hospital Re-development and prepare an Aboriginal Health Statement assessment. 3. Explore the potential for partnerships and Aboriginal culture including art. 4. Multi-Purpose Room – consideration of artwork and artefacts, local artists 	Jun 18

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	<p>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.</p> <p>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.</p> <p>The Division of Women’s Health invited an Aboriginal elder to deliver a Welcome to Country, cleansing and smoking ceremony during the opening of a ward in the Birthing Unit at the Lyell McEwin Hospital in May 2018.</p>	Jun 18
	Encourage staff to include an Acknowledgment of Country at the commencement of all meetings.	Complete	NALHN and Watto Purrinna templates for meetings and presentations include an Acknowledgement of Country.	Jun 18
	Invite Kurna Traditional Owners to provide a Welcome to Country at least one significant event.	Complete	<p>A Welcome to Country delivered by the Aboriginal Cultural Service Mentor from Tauondi Aboriginal College at the 2017 Reconciliation week morning tea.</p> <p>A Welcome to Country, cleansing and smoking ceremony delivered by the Aboriginal Cultural Service Mentor from Tauondi Aboriginal College to support the decommissioning of Oakden and opening of the NALHN Child Protection, Women’s & Children’s Division in 2018.</p> <p>December 2018 – Welcome to Country delivered at the Watto Purrinna Aboriginal Health Division’s end of year staff forum.</p> <p>September 2019 – NALHN Aboriginal Health Community Forum</p>	Jun 18

	All RWG Members	Include Acknowledgement of Country at the commencement of important external and internal meetings.	Complete	<p>The Acknowledgement of Country is stated at the commencement of important external and internal meetings. Health Symposium. All RAP meetings commence with an Acknowledgement of Country.</p> <p><u>Development of unique NALHN Acknowledgement of Country</u></p>	Jun 18
	Education Department Media and Communications	Increase awareness and knowledge within the NALHN workforce of Aboriginal culture and protocols.	Complete	<p>In November 2017 NALHN cultural audits conducted by the former Chief Executive Officer and the Director of Aboriginal Health. A second audit was conducted by the Watto Purrinna Aboriginal Health leadership team. The RAP steering committee members provided with information about how to order copies of Aboriginal Language Maps.</p> <p>In 2018, the Aboriginal Patient Cultural Care Guideline endorsed by Strategic Operations which provides staff with a guide on the cultural protocols to support the care of Aboriginal clients/patients and their kinships. The Guideline also outlines the services available relating to the care of Aboriginal patients/clients and kinships to ensure culturally appropriate support within the hospital and community environment.</p> <p>Linking Futures engaged to deliver yarning sessions and workshops held to support mentoring for staff and managers across NALHN to support learning and development when providing leadership to Aboriginal employees, and programs and services for Aboriginal consumers.</p> <p>Launch on the NALHN Closing the Gap Programs are focused on:</p> <ul style="list-style-type: none"> • positive pathways for babies/families; • opportunistic screening to increase early detection and management; • cultural healing; and • improving ear health in Aboriginal children 	Jun 18

<p>3. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements</p>	<p>Workforce Director of Aboriginal Health</p>	<p>Monitor the implementation of the cultural respect/safety content within NALHN staff orientation and induction sessions.</p>	<p>Complete</p>	<p>The NALHN corporate orientation guide updated to include details about the Watto Purrinna site locations and the services offered.</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>	<p>Jun 17-19</p>
		<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>	<p>Ongoing</p>	<p>Level 1</p> <ul style="list-style-type: none"> At 4/11/2019 57.32% of NALHN staff have completed the SA Health Cultural Learning Framework Online Level 1 Training; this is an increase from 30 June 2019, where NALHN was sitting at 55.11%% (of 5000 staff). <p>Level 2</p> <ul style="list-style-type: none"> At 4 November 2019, a total of 178 NALHN staff have attended the face to face training sessions which is mandatory for all NALHN managers. This is an increase from 30 June 2019 where 131 NALHN staff had attended this training. <p>Level 3</p> <ul style="list-style-type: none"> The tool has been designed to align with Level 3 of the SA Health Aboriginal Cultural Learning Framework. The Cultural Reflection Tool was endorsed by the co-chairs of the NALHN Reconciliation Action Plan steering committee, the Executive RAP sponsor and the members of the NALHN Aboriginal Executive Meeting before the proposed implementation across NALHN and was distributed by the Executive Director Aboriginal Health in July 2019 for return by 1 October 	<p>Jun 17-19</p>

				<p>2019.</p> <ul style="list-style-type: none"> • These results informed the actions and themes in the development of the NALHN 'Stretch' Reconciliation Action Plan. 	
	All RWG Members	Investigate opportunities to work with local Traditional Owners and/ or Aboriginal and Torres Strait consultants to develop cultural awareness training.	Complete	<p>The in-kind commitment by the Watto Purrinna Aboriginal Health Division in conjunction with NALHN Learning and to support the delivery of the 16 face to face Cultural Awareness sessions for NALHN.</p> <p>The sessions co-facilitated by a Watto Purrinna Aboriginal Health Division Aboriginal staff member in collaboration with members of the NALHN Education Meeting with the course content to be reviewed and endorsed by the local Traditional Owners.</p>	Jun 17-19
		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.	Jun 17-19
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	<p>The Northern Adelaide Local Health Network (NALHN) has established Australia's first clinical endorsed policy to support Aboriginal traditional healers – Ngangkari (pronounced nun-ka-ree) – to provide healthcare within our facilities, on referral from clinical staff.</p> <p>Ngangkari have an essential role in the physical, social, emotional and cultural health and wellbeing of Aboriginal and Torres Strait Islander people. Ngangkari use Pampuni (Healing Touch), Puuni (Blowing) and Marali (Spiritual healing) and bush medicines to complement mainstream treatment.</p> <p>The policy was approved by NALHN Clinical Governance Meeting and was developed in conjunction with NALHN Clinical stakeholders and the Anangu Ngangkari Tjutaku Aboriginal Corporation (ANTAC). ANTAC manages training</p>	Jun 17-19

				and decisions on who is an Ngangkari, which is determined by traditional methods and bloodlines.	
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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
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	As at February 2018 Aboriginal & Torres Strait Islanders comprise 1.4% of the total NALHN workforce. Progress against this workforce target is now 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. NALHN Aboriginal identified positions include Primary Health and Community Care Worker positions (APHCC), Aboriginal Maternal Infant Care (AMIC), Aboriginal Clinical Mental Health Workers and Aboriginal Hospital Liaison Officers. As of December 2019 we are 1.7%.	Jun 17-19
		Advertise Key Identified vacancies in Aboriginal and Torres Strait Islander media.	Complete	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>	Jun 17-19
		Develop and implement an Aboriginal and Torres Straits Islander Employment and retention strategy/Action Plan	Complete	A NALHN Aboriginal Workforce Framework to be developed with further communication and discussion required before endorsement across NALHN. <ul style="list-style-type: none"> NALHN Aboriginal Workforce meeting with representatives from each Division and co-chaired by the Executive Director of Human Resources and Workforce, NALHN and Executive Director Aboriginal Health, NALHN. The Action Plan has been developed with endorsement by Aboriginal Executive has endorsement by m the Aboriginal Workforce Action plan. 	Dec 19

		<ul style="list-style-type: none"> • The draft NALHN Aboriginal Workforce Action Plan 2019-2021 has been developed and endorsed by • The overarching plan outlines the plan for the development, recruitment and retention for the NALHN Aboriginal Workforce over the next 3 years. • The NALHN Aboriginal Workforce Action Plan 2019-2022 was launched during NAIDOC Week and LMH 60th Birthday Celebrations. 	
Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	In progress	Action is to develop an Aboriginal staff network to share information about career development opportunities as detailed in the draft NALHN Aboriginal Workforce Action Plan.	Dec 17
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 17
Promote Aboriginal Employment through the Jobs for Youth Program.	Complete	The SA Health Department administers the Jobs for Youth.	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	The NALHN Aboriginal Workforce Sub- committee to provide strategic advice to inform the development of the NALHN Aboriginal Workforce Development Framework. The NALHN job and person descriptions template has been updated to feature 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>	Jun 17-19

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. 	Jun 17-19
		Continue the process of Executive briefings having AHIS applied by seeking Aboriginal Health Director advice.	Complete	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.	Jun 17-19
3. Investigate opportunities	Director of Aboriginal Health	Investigate becoming a member of Supply Nation or	Complete	Investigation complete with recommendation for SA Health to become a member of Supply Nation.	Jun 18

to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	All RWG Members	partnering with the local Indigenous Chamber of Commerce.			
		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. In November 2017 NALHN participated in the SA Aboriginal Business Expo.	Jun 17-18
		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	Aboriginal owned and operated suppliers engaged during the reporting period include SA Prestige Mobile Detailing for car washing, facilitator of Cultural awareness training, Print Junction and Aboriginal catering businesses for corporate events. The establishment of an Aboriginal Health referral process with Incompro. As detailed in 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 17-18

		<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	In September 2017 and November 2018 the RAP Impact Measurement Questionnaires submitted to Reconciliation Australia.	Sep 17-18
		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	In April 2017 RAP launch at 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 to the NALHN Aboriginal Executive Committee.	Jan, Apr, Jul, Oct 17-19
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	<p>RAP refresh as required and submitted to Reconciliation Australia. The RAP endorsed by Reconciliation Australia and made available on the NALHN and Reconciliation Australia websites. Printed copies of the RAP are available for consumers.</p> <p>In February 2019 in conjunction with the NALHN RAP co-chairs, the Executive Director Aboriginal Health hosted the NALHN Reconciliation Action Plan Forum – moving from Innovate to Stretch.</p> <p>The Forum co-facilitated by experienced advocates of reconciliation Mr Mark Waters and Mr Parry Agius.</p>	Jan 19
		Annual RAP report provided to Reconciliation Australia	Complete	Annual RAP reports prepared and submitted to Reconciliation Australia.	Aug 17-18

	Send draft RAP to Reconciliation Australia for review and feedback.	Complete	The RAP was endorsed by Reconciliation Australia and is available on the NALHN and Reconciliation Australia website.	Mar 18
	Submit draft RAP to Reconciliation Australia for formal endorsement.	Complete	The RAP was considered and endorsed by Reconciliation Australia.	Sep 17-18