



Northern Adelaide Local Health Network

Innovate Reconciliation Action Plan 2017 – 2019

Progress Report

January to December 2020

The Northern Adelaide Local Health Network (NALHN) received approval in February 2020 to proceed with the development of a **Stretch** Reconciliation Action Plan (RAP).

The development process of the NALHN Stretch RAP was temporarily suspended due to COVID-19 restrictions impacting a meaningful engagement and consultation process. This process has now commenced and NALHN aims to launch the **NALHN Stretch Reconciliation Action Plan 2021-2024** in approximately May-June 2021.

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
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 July 2020 in line with the review of the Terms of Reference. 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 was reviewed in July 2020. Meeting series established in accordance with the TOR. Meetings held bi-monthly except during the development phase of Stretch RAP they are held 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 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.	Jun 17-19

		<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 2020-2023.</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 One of the draft Stretch RAP is now complete. The draft Stretch RAP was submitted to Reconciliation SA for advice to NALHN as a Gold Member and has subsequently been submitted to Reconciliation Australia in November 2020 for their first round of review.</p> <p>Phase Two of the draft Stretch RAP will include consultation with NALHN Divisional Directors followed by Community Consultation to take place in January 2021.</p>	<p>Apr 17</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 2020 included:</p> <ul style="list-style-type: none"> • Announcement of the new RAP committee co-chair • Cultural awareness training • Apology day • Expression of interest for new RAP committee members • 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>Jun 17-19</p>

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 was updated in November 2020 and now includes a page dedicated to NALHN Reconciliation.	Jun 17-19
		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.	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 continues to focus on the internal promotion of Reconciliation and the external promotion of Aboriginal health services across NALHN. The Watto Purrunga Aboriginal Health Promotion and Chronic Disease Prevention Coordinator role description was reviewed and re-titled to Aboriginal Community Development Coordinator. This role was appointed in May 2020 and will oversee communication and community engagement of all NALHN Reconciliation activities as well as promotion of all NALHN Aboriginal health services and initiatives. The Aboriginal Community Development Coordinator maintains an electronic communication list which includes regular updates about Watto Purrunga services, NALHN Aboriginal Health services, employment opportunities, community events and community information. In July 2020 Reconciliation was added a Standing Agenda Item on all Watto Purrunga internal meetings and the NALHN Aboriginal Consumer Reference Group.	Jun 17-19

		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.	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>The Aboriginal Community Development Coordinator (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.</p> <p>A renewed call for Expressions of Interest for the ACRG was made in October 2020 to fill three vacancies include a male and female elder (preferably Kurna) as well as Youth representation.</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 • NAIDOC Events • Close the Gap Events 	Jun 17-19

				<p>In October 2020, the Mental Health Cultural Healing Team held a smoking ceremony with cultural activities held at the Park Terrace site.</p> <p>Also in October 2020, the Allied Health Division leadership team participated in a Cultural Immersion program lead by Ngarrindjeri Kaurna Elder, Uncle Major (Moogy) Sumner.</p> <p>NAIDOC Events were held across multiple NALHN divisions and sites in November 2020.</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>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.</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>	Jun 17-19
		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.</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>	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>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.</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>	Jun 17-19
		Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	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.</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>	Jun 17-19

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.	Jun 17-19
		Organise at least one internal event each year and promote this activity amongst NALHN staff and the Aboriginal community.	Complete	In 2020 during the COVID-19 restrictions NALHN Executive, Board Members and staff participated in the Reconciliation SA virtual breakfast across NALHN sites and Divisions.	Jun 17-19
	All RWG Members	Register the event via the Reconciliation Australia NRW website.	Complete	As a result of COVID-19 restrictions during 2020 there were no public Reconciliation events held for registration via the website.	
		Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.	Complete	The RAP steering committee were encouraged to promote and participate in the Reconciliation SA virtual breakfast across their Divisions.	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 is updated annually on the RAP intranet page.	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	NAIDOC Events were held for both staff and consumers across multiple NALHN divisions and sites in November 2020 Despite official NAIDOC organised public events being cancelled in 2020 due to COVID, staff were encouraged to participate in community organised events.	Jun 17-19
	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.	Jun 17-19
	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

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> <p>A flag raising ceremony was held at Muna Paiendi in honour of NAIDOC week during NAIDOC week at</p> <p>An audit of all NALHN Aboriginal artwork has been undertaken to ensure all art is recorded correctly. Any excess artwork will be relocated to other sites/divisions to ensure visual representation across all areas.</p> <p>New Aboriginal language and artwork window decals have been installed at Muna Paiendi, LMH Allied Health Division and LMH Outpatients Division.</p>	Jun 18
	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>	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>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.</p>	Jun 18

				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	<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>	Jun 18
		Encourage staff to include an Acknowledgment of Country at the commencement of all meetings.	Complete	<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 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>	Jun 18

		Invite Kurna Traditional Owners to provide a Welcome to Country at least one significant event.	Complete	<p>A Welcome to Country, cleansing and smoking ceremony delivered by Jack Kanya Buckskin at the launch of service relocation back to Muna Paiendi in July 2020.</p> <p>A Welcome to Country and yidaki performance delivered by Isaac Hannam for the NAIDOC raising of the flags ceremony at Muna Paiendi.</p>	Jun 18
	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 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 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>	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>	Jun 18

				<p>Linking Futures engaged to deliver yarnning 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 	
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

		<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 2020 66.67% of NALHN staff have completed the SA Health Cultural Learning Framework Online Level 1 Training; this is an increase of 9.35% at the same time in 2019. <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 conducted in late 2019 was designed to align with Level 3 of the SA Health Aboriginal Cultural Learning Framework. These results of Cultural Reflection Tool informed the actions and themes in the development of the NALHN 'Stretch' Reconciliation Action Plan 2021-2024. In October 2020, the Allied Health Division participated in the Pilot NALHN Aboriginal Cultural Immersion retreat facilitated on Country by Ngarrindjeri/Kaurna Elder, Uncle Major (Moogy) Sumner. 	

	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 Accommodation and Administration Services Manager and the Aboriginal Community Development Coordinator are currently working with an Aboriginal cultural learning facilitator to re-design the NALHN Level 2 Cultural Learning face to face training.</p> <p>The Aboriginal Community Development Coordinator has also been working with Ngarrindjeri/Kaurna Elder, Uncle Major (Moogy) Sumner to design NALHN Cultural Immersion Program with both single day and overnight options.</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 and decisions on who is an Ngangkari, which is determined by traditional methods and bloodlines.</p> <p>In July 2020 NALHN engaged in a three year contract with Anangu Ngangkari Tjutaku Aboriginal Corporation (ANTAC) to ensure continuation of access to Ngangkari services for Aboriginal consumers within the NALHN sites.</p>	Jun 17-19

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	<p>At December 2020 Aboriginal & Torres Strait Islanders comprise 1.6% 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>	Jun 17-19
		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>	Jun 17-19
		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

		Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	Ongoing	A quarterly NALHN Aboriginal Staff Forum is scheduled take place for the first time in February 2021. NALHN will also participate in the SA Health Aboriginal Workforce Network ('SHAWN') Program due to be launched in 2021.	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 identity 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 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	The NALHN Job and Person Descriptions 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> 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: <i>"A requirement of this role is that the applicant is Aboriginal and/or Torres Strait Islander pursuant to the 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>	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 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 17-18
		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	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 2019/2020 financial year NALHN procurement with Aboriginal business was approximately \$85k. In July 2020 NALHN engaged in a three year contract with Anangu Ngangkari Tjutaku Aboriginal Corporation (ANTAC) to the value of \$165k over three years which will ensure continuation of access to Ngangkari services for Aboriginal consumers within the NALHN sites.	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	The RAP Impact Measurement Questionnaire is completely annually and 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	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 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	A RAP Planning Day was held in August 2020 as part of the development process of the draft NALHN Stretch RAP 2021-2024. The Forum was facilitated by experienced advocate of reconciliation, Mr Mark Waters, and was attended by the NALHN RAP Co-Chairs, RAP Committee and members of the NALHN Aboriginal Consumer Reference Group.	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 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 review in November 2020.	Mar 18
		Submit draft RAP to Reconciliation Australia for formal endorsement.	Complete	The NALHN Innovate RAP 2017-2019 is endorsed by Reconciliation Australia. The first draft NALHN Stretch RAP 2021-2024 was submitted to Reconciliation Australia for review in November 2020.	Sep 17-18