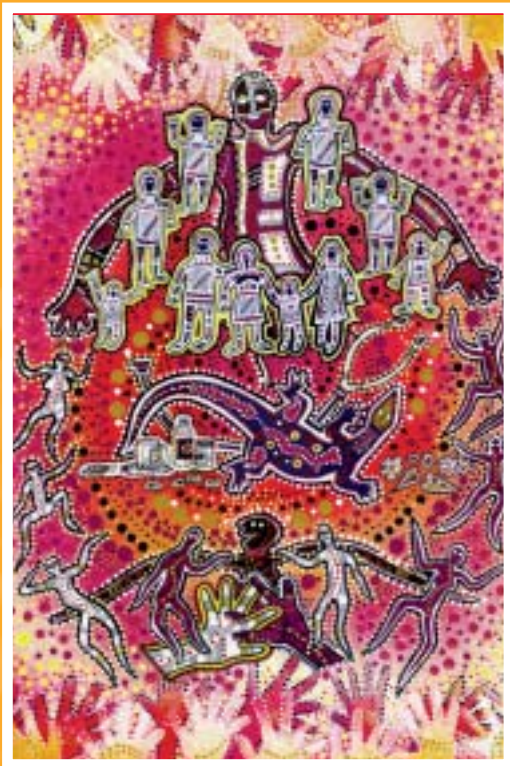


Aboriginal Workforce Development Strategic Plan



2003-2007



Cover illustration – Danny Eastwood

A detail of the design titled *A Community – Togetherness and Health* which is the artists interpretation of government and community working together to improve Aboriginal Health.

The story is as follows:

- The hands depict Aboriginal people reaching out for health services.
- The larger and smaller figures in top centre depict government and Aboriginal community organisations working together.
- The goanna, stethoscope and medicines in the centre illustrate the old and new ways of health and healing.
- The dark and light figures which form a circle, and joining hands at the bottom, depicts all communities coming together in partnership.

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SHPN (ER) 030095

ISBN 0 7347 3537 5

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July 2003

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Supporting statement

NSW Health has been working towards excellence in the provision of health services to Aboriginal people. To this end many cooperative arrangements, which include the Partnership Agreement between NSW Health and the Aboriginal Health and Medical Research Council of NSW (AH&MRC), have been formed and many projects undertaken.

The establishment of the Aboriginal Workforce Development Unit, was a strategy by NSW Department of Health, to ensure the ongoing provision of professional and culturally appropriate health services to Aboriginal Communities in NSW and assist in achieving the desired result of improving the overall health of Aboriginal people in NSW.

Evidence has indicated that Aboriginal people die some 20 years younger than non-Aboriginal people, with infant mortality rates significantly higher than in non-Aboriginal communities. Employment plays an integral role in addressing socio-economic issues, which underpin good health.

The *NSW Health Aboriginal Workforce Development Strategic Plan* (AWDSP) forms part of the NSW Health response to address significant inequities detrimentally affecting the health status of Aboriginal people in NSW, and to identify and address key workforce issues for Aboriginal people employed in NSW Health.

Data collected in the *ABS 1996 Census*, illustrated that Aboriginal and Torres Strait Islander people had a representation of:

- 1.8 % of the total population of NSW
- 2% of the total population of Australia
- 28.5% of the total Aboriginal and Torres Strait Islander people of Australia reside within NSW, which is the highest representation of Aboriginal and Torres Strait Islander people of any state or territory.

Data collected in the *ABS 2001 Census*, illustrated that Aboriginal and Torres Strait Islander people had a representation of:

- 2% of the total population of NSW
- 2.4% of the total population of Australian
- 29% of the total Aboriginal and Torres Strait Islander people of Australia reside within NSW, which is the highest representation of Aboriginal and Torres Strait Islander people of any state or territory.

The *AWDSP* is consistent with, and incorporates recommendations from, a number of relevant and supporting national and state documents, to ensure that workforce issues identified at all levels are acknowledged. It is a working document, which will become an extension of the six monthly reports that each Area Health Service provides to the Aboriginal Health Branch. For ease of administration, the *AWDSP* and reporting tool have been developed in line with the *NSW Aboriginal Health Strategic Plan*.

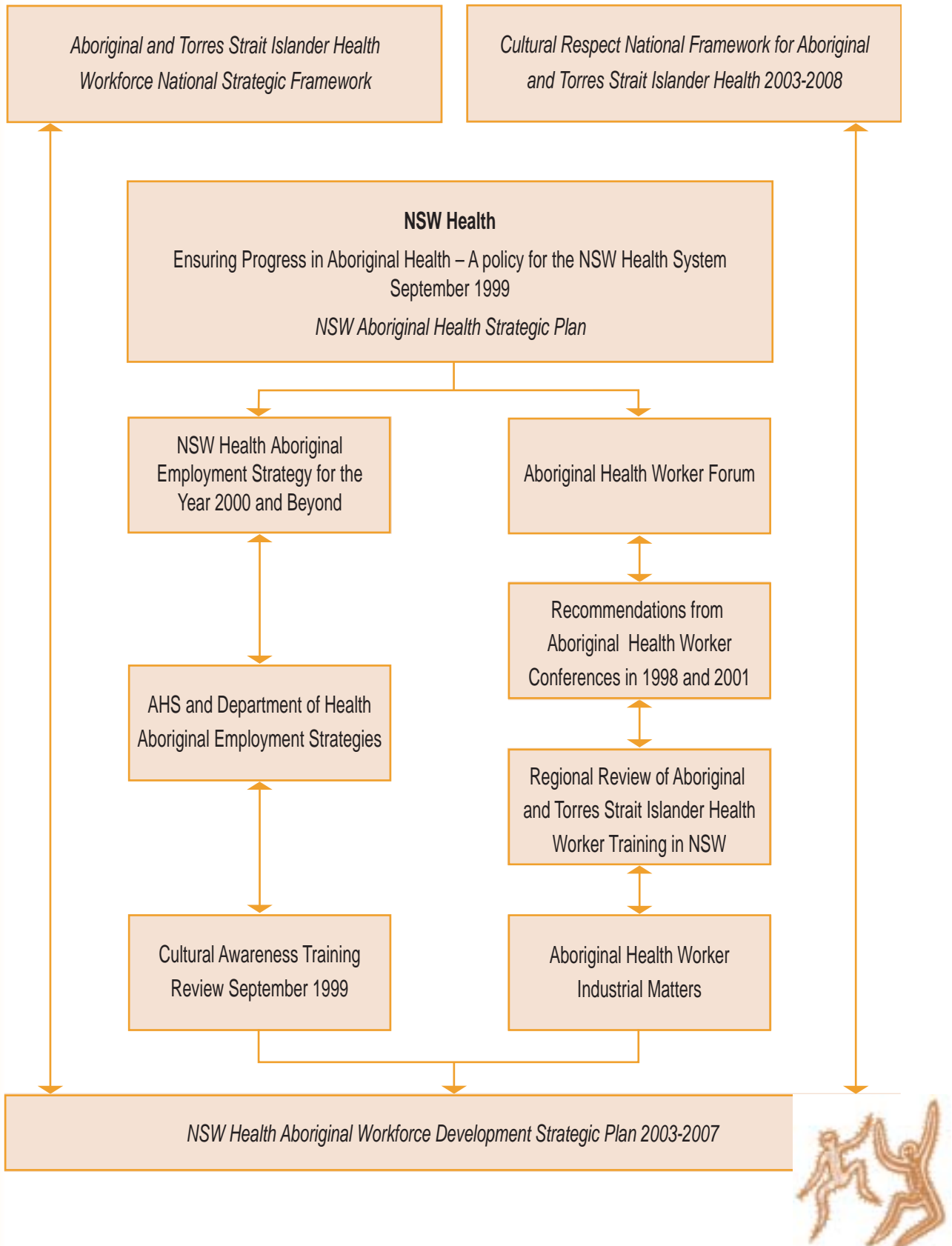
Aboriginal Employment Coordinators will play an integral role in the implementation of the Strategic Plan within NSW Health, and will be an important link between Area Health Services and the Aboriginal Workforce Development Unit.

It is anticipated that, with the support and cooperation of key stakeholders, the *AWDSP* will assist in increasing the recruitment and retention of Aboriginal people employed in the health sector, improve access to health services for Aboriginal people, and improve the overall health of Aboriginal people in NSW.

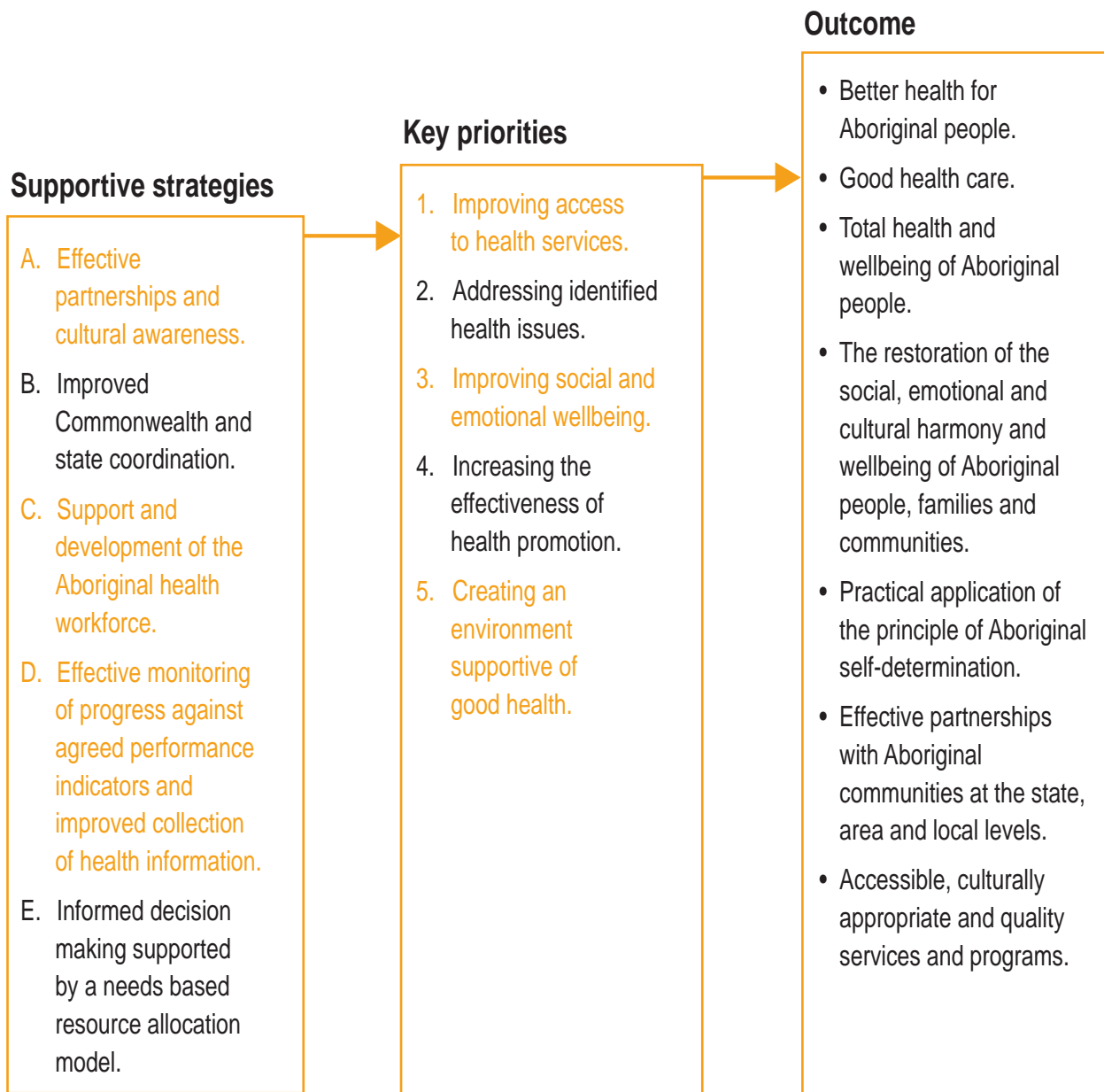
When the *AWDSP* is distributed it will comprise of a kit that will contain relevant documents used for its development. The kit will also contain a user-friendly document that cross-references the Strategic Plan to the underpinning documents.



Map of national and state background documents that have been integrated into the current plan



Workforce issues highlighted



Relationship between strategic plans

Workforce issues have been extracted from the supportive strategies and key priorities in the *NSW Aboriginal Health Strategic Plan* and the numbering and referencing aligns with that plan.



Referencing from underpinning documents

A catalogue document has been developed, and forms part of the kit, which identifies complementary strategies between the underpinning documents and this strategic plan. This will enable easy referencing between those documents.



Supportive strategies

Supportive strategy A

Effective partnerships and cultural awareness

A3 Cultural awareness

	Strategies	Outcome	Responsibility	Target date	Progress indicator
A3.1	Develop a framework document, to underpin, and be used as the foundation for, a state-wide training package to cover core subjects, that includes the use of traditional healers, bush medicine and healing centres, which can then be coupled with extension modules relevant to, and developed by, each Area.	Culturally competent health workforce.	Employee Relations – AWDU.	Dec 2003 Feb 2003 July 2003 Sept 2003	<ul style="list-style-type: none"> Budget proposal developed and submitted. Audit tool developed. Audit conducted, report submitted. Consultations regarding funding commenced.
A3.2	Provide training in Cultural Respect and Communication to all NSW Health staff.		CEOs, Area Health Services.	Ongoing	Increased number of NSW Health staff attending Cultural Communication training.

A4 Quality improvement

	Strategies	Outcome	Responsibility	Target date	Progress indicator
A4.1	Each Area Health Service to develop and implement at least one quality improvement project to improve cultural awareness amongst service providers.	Improved cultural awareness amongst service providers.	CEOs, Area Health Services.	Ongoing	Measurable improvements achieved and identified in annual report.



Supportive strategy C

Support and development of the Aboriginal Health Workforce

C1 National Initiatives

	Strategies	Outcome	Responsibility	Target date	Progress indicator
C1.1	Develop, in line with National Competency Standards, NSW Aboriginal Health Worker Competency Standards.	<ul style="list-style-type: none"> National Aboriginal Health Worker Competency Standards are adopted for NSW Aboriginal Health Workers. Recommendations from the NSW Aboriginal Health Worker Training Review – 2001, are integrated into NSW Aboriginal Health Worker Competency Standards. 	<ul style="list-style-type: none"> Director, Employee Relations. Manager, AWDU. Director Aboriginal Health. 	Jun 2004	<ul style="list-style-type: none"> The NSW Aboriginal Health Forum endorses the reviewed National Competency Based Standards. Additional funding secured for the development of the Competency Based Standards.
C.1.2	Work with Area Health Services and education providers to develop a NSW Health Implementation Plan for the Competency Based Standards.	The Competency Based Standards are implemented, integrating recommendations from the NSW Aboriginal Health Worker Training Review – 2001.	<ul style="list-style-type: none"> Learning & Development Managers. Manager, AWDU. Directors, Aboriginal Health & Employee Relations. 	Dec 2006	<ul style="list-style-type: none"> NSW Aboriginal Health Forum endorses the Competency Based Implementation Plan. Consultation commenced with education providers.
C1.3	Cooperate with Health Research Employees Association (HREA) to advance the professional interests of Aboriginal Health Workers.	A professional association is formed within HREA.	<ul style="list-style-type: none"> NSW Aboriginal Health Worker Forum. Employee Relations, AWDU. 	Dec 2004	<ul style="list-style-type: none"> NSW Aboriginal Health Worker Forum endorses the initiatives. Consultation initiated by HREA.

C2 Clinical back-up

	Strategies	Outcome	Responsibility	Target date	Progress indicator
C2.1	Area Health Services to establish systems which provide identified points of reference for clinical advice/back-up for all Aboriginal health workers.	Clinical supervisors are assigned.	CEOs, Area Health Services.	Jun 2003	<ul style="list-style-type: none"> • Protocols are developed and in place. • All relevant staff informed of protocols.
C2.2	Develop protocols to provide Aboriginal health staff with culturally appropriate clinical supervision ensuring the Aboriginal employees are included in relevant discussions and are part of decision making processes	Each Aboriginal employee, where required, is allocated a clinical supervisor for regular ongoing clinical supervision.	HR and/or Line Managers.	Dec 2003	Protocols in place identifying culturally appropriate clinical support.

C3 Skills development

	Strategies	Outcome	Responsibility	Target date	Progress indicator
C3.1	Develop a proforma for Area Health Services to extract relevant information necessary to identify current skills, knowledge and experience of all Aboriginal people employed in the public health system.	<ul style="list-style-type: none"> • Current competencies are identified. • Basis for training plans and career development opportunities are identified. 	<ul style="list-style-type: none"> • Employee Relations – AWDU. • Learning and Development Managers. • Aboriginal Employment Coordinators. 	Dec 2003	<ul style="list-style-type: none"> • Proforma developed and distributed to Area Health Services, Learning and Development Managers and Aboriginal Employment Coordinators. • Aboriginal staff work skills identified and reported.
C3.2	Conduct competency assessments and develop professional training plans for Aboriginal employees to be monitored on a regular basis.	Aboriginal staff in NSW Health are able to access career development opportunities.	HR and/or Individual Line Managers.	Dec 2003	<ul style="list-style-type: none"> • Achievable career opportunities identified and plans developed. • Training needs identified.
C3.3	Raise the awareness of Aboriginal staff in NSW Health to learning and development opportunities.	Increased number of Aboriginal staff in NSW Health accessing learning programs opportunities.	<ul style="list-style-type: none"> • Learning and Development Managers. • Aboriginal Employment Coordinators. 	Ongoing	Information relating to appropriate learning and development opportunities given to Aboriginal staff.

C3 Skills development continued...

	Strategies	Outcome	Responsibility	Target date	Progress indicator
C3.6	Cooperate with Areas to develop budget priorities for training and development activities for Aboriginal staff in NSW Health to be implemented at local level.	Funds are allocated to maintain training and development opportunities which support identified career development for Aboriginal staff in NSW Health.	Manager, AWDU.	Ongoing	<ul style="list-style-type: none"> • Training funds are identified and accessed where possible. • Area budgets reflect training needs and priorities for Aboriginal staff.
C3.7	Inform Area Health Services of potential funding opportunities for training and development activities.				

C4 NSW Aboriginal Employment Strategy

	Strategies	Outcome	Responsibility	Target date	Progress indicator
C4.1	Implement the NSW Aboriginal Employment Strategy.	Government target of minimum 2% Aboriginal representation in the workforce achieved.	<ul style="list-style-type: none"> • CEO's, Area Health Service. • DG, NSW Department of Health. • Director, Employee Relations. • Manager, AWDU. 	Dec 2000 and ongoing	Increased numbers of Aboriginal people employed in the NSW Health system.
C4.2	Develop initiatives in line with the NSW Health Child Care Program.	<ul style="list-style-type: none"> • Increased retention of Aboriginal health employees with dependant children. • Culturally appropriate child care facilities available. 	<ul style="list-style-type: none"> • CEO's, Area Health Service. • DG, NSW Department of Health. • Director, Employee Relations, AWDU. 	Dec 2003	Increased number of Aboriginal staff accessing child care facilities.

C5 Area based training

	Strategies	Outcome	Responsibility	Target date	Progress indicator
C5.1	Cooperative arrangements are developed between Area Health Services (AHS) and Aboriginal Community Controlled Health Services (ACCHS) to provide complementary in house training.	More flexible training opportunities for Aboriginal people employed in both AHS's and ACCHS's.	<ul style="list-style-type: none"> • CEOs, Area Health Service. • CEOs, ACCHS. 	Jun 2003	<ul style="list-style-type: none"> • Consultation processes commenced. • Information relating to in house learning opportunities given to Aboriginal staff.

C6 Aboriginal Public Health Officer training

	Strategies	Outcome	Responsibility	Target date	Progress indicator
C6.1	Publicise and promote the scholarship program for the NSW Public Health Officer Training Program for Aboriginal people to Aboriginal Health employees.	Aboriginal Health employees access training and career development opportunities including the scholarship program.	Manager, Public Health Training, Public Health.	Dec 2003	Information sessions held regarding scholarship program for Public Health Officer Training programs.
C6.2	Target positions for Aboriginal recipients of Scholarship and Cadetship programs.	<ul style="list-style-type: none"> Targeted scholarship and cadetship positions are filled with suitably skilled Aboriginal people. General skills base of Aboriginal Health employees is broadened. 	Line Managers, Area Health Services.	Dec 2003 and ongoing	<ul style="list-style-type: none"> Funds are identified to support scholarship and cadetship programs. Increased number of NSW Health Aboriginal employees accessing targeted positions.

Supportive strategy D

Effective monitoring of progress

D2 Area Health Service Performance Agreements

	Strategies	Outcome	Responsibility	Target date	Progress indicator
D2.1	Performance Agreements for Area Health Services to reflect the requirements of <i>NSW Health Aboriginal Workforce Development Strategic Plan</i> and <i>NSW Aboriginal Health Strategic Plan</i> .	Comprehensive and measurable improvements in workforce issues for all Aboriginal people employed in NSW Health system.	<ul style="list-style-type: none"> CEO's, Area Health Services. Director, Information Management Directorate. Health Systems Performance Branch. 	Jun 2003	Area Performance Agreements are modified to reflect requirements under the <i>NSW Health AWD Strategic Plan</i> and <i>NSW Health Strategic Plan</i> .



Key priorities

Key priority 1

Improving access to health services

1.12 Nursing practioners

Ref	Strategies	Outcome	Responsibility	Target date	Progress indicator
1.12-1	To support the career path development of Aboriginal registered nurses towards nurse practitioner positions.	Initiatives to access nurse practitioner services developed.	<ul style="list-style-type: none"> Chief Nursing Officer. Project Officer, Aboriginal Nursing Project. 	Jun 2004	Career path opportunities developed.
1.12-2	Implement the <i>Rural and Remote Nursing Strategic Plan</i> .	<ul style="list-style-type: none"> Increased number of Aboriginal and Torres Strait Islander people studying nursing. Increased number of Aboriginal and Torres Strait Islander nurses working in NSW Health. 	<ul style="list-style-type: none"> Chief Nursing Officer. Project Officer, Aboriginal Nursing Project. 	Jun 2005	<ul style="list-style-type: none"> Career path opportunities developed. Number of undergraduate nursing scholarships awarded annually. Increased number of Aboriginal nurses identified in survey conducted by the Nursing and Midwifery Office annually. Increased number of Aboriginal students identified on survey conducted, by Nursing and Midwife Office, annually at NSW universities.

1.13 Universities and colleges

Ref	Strategies	Outcome	Responsibility	Target date	Progress indicator
1.13-1	Negotiate with NSW Registered Training Organisations (RTO's) to develop Aboriginal Health Worker courses against the Aboriginal and Torres Strait Islander Health Worker National Competency Standards.	NSW Aboriginal Health Worker courses are included in the scope of registration and lists of courses offered by RTO's.	<ul style="list-style-type: none"> Human Resource Managers. Learning and Development Managers. Manager, AWDU. 	Dec 2005	Consultation process with RTO's commenced.
1.13-2	In collaboration with universities and colleges, identify potential opportunities to broker academic based competency training in NSW for Aboriginal people.	Improved recruitment and retention of specialist health service providers in rural NSW.	<ul style="list-style-type: none"> Manager, AWDU. Learning and Development Managers. Aboriginal Health Worker and Torres Strait Islander National Competency Standards and Qualifications Review Steering Committee. 	Jun 2004	Consultation process with universities commenced.

Key priority 3

Improving social and emotional wellbeing

3.11 Education and training

Ref	Strategies	Outcome	Responsibility	Target date	Progress indicator
3.11	Develop accredited training for Aboriginal Health Workers to address substance misuse in a holistic context.	Aboriginal Health Workers are trained, have sound knowledge of and are competent to address substance misuse issues.	<ul style="list-style-type: none"> NSW Health Drug Programs, Bureau; Director, Centre for Mental Health. CEO, Aboriginal Health & Medical Research Council; Aboriginal Medical Services. 	Dec 2005	<ul style="list-style-type: none"> An accredited education program developed and implemented. Evaluation tool (for program) developed.

Key priority 5

Creating an environment supportive of good health

5.3 Aboriginal Environmental Health Officer Training Program

Ref	Strategies	Outcome	Responsibility	Target date	Progress indicator
5.3	<ul style="list-style-type: none"> Area strategic plans and employment strategies are modified to reflect planned increases in Aboriginal Environmental Health Officer Training Program. Areas identify specific funds to cover the costs of placements under the Aboriginal Environmental Health Officer Training Program. 	Increased participation in the Aboriginal Environmental Health Officer Training Program.	<ul style="list-style-type: none"> CEO, Area Health Services. Manager, Aboriginal Environmental Health. 	Jun 2003	<ul style="list-style-type: none"> Information regarding funding sources distributed to Area Health Services. Strategic plans reflect commitment to increase placements under Aboriginal Environmental Health Officer Training Program.

5.8 Aboriginal Environmental Health Worker Training

Ref	Strategies	Outcome	Responsibility	Target date	Progress indicator
5.8	<ul style="list-style-type: none"> Establish an Environmental Health Worker training and employment program. Inform local communities of opportunities to participate in Environmental Health Worker Training and Employment program. 	Aboriginal people participate in Environmental Health Worker Training and Employment program.	<ul style="list-style-type: none"> CEO, Area Health Services. Manager, Aboriginal Environmental Health. 	Jun 2004	<ul style="list-style-type: none"> Community consultation taken place. Marketing strategy implemented to advise Aboriginal communities of Environmental Health Worker Training and Employment program.



Process

This Plan; the *NSW Health Aboriginal Workforce Development Strategic Plan*, incorporates the recommendations from a number of national and state strategies, reports and policies which address Aboriginal workforce issues. These documents were used as the basis for the development of this Plan.

Strategies and recommendations, from the underpinning documents which relate to workforce issues, were identified, extracted and compiled, forming the first draft of the Plan. Continuing development of the Plan saw the fine tuning of content, extraction of duplicated information, and the insertion of supporting statements, overview and reporting requirements.

A separate reference document has been developed which identifies direct relationships between the underpinning documents and the strategies within the Plan. This provides transparency to the process and allows for easy reference to resource documents.

Consultation and feedback

Throughout the development of the *NSW Health Aboriginal Workforce Development Strategic Plan* extensive consultation occurred, including:

- regular and ongoing consultation between the AWIU and the Directors of Aboriginal Health and Employee Relations
- presentations were conducted at meetings of key stakeholders
- copies of the draft document were forwarded to a range of service providers for comment and feedback.

Feedback sheets were developed to allow for comment. A copy of the Draft Plan was forwarded, with feedback sheets, to all key stakeholders including; Area Managers Aboriginal Health, Aboriginal Employment Coordinators and Aboriginal Health Program Managers, Chief Executive Officers, Human Resource Managers and Learning & Development Managers. Feedback received was collated and incorporated into the Plan where appropriate.

Implementing the plan

Aboriginal Health Worker Forum (AHWF)

The Aboriginal Health Worker Forum (AHWF) was established in 2000. The AHWF was reviewed in June and July 2002, and is now in its second term.

One prominent role of the AHWF is to foster improvement in the working environment, career and development opportunities and professional standing of Aboriginal Health Workers in NSW Health, thus creating better understanding and acknowledgement of the unique part that Aboriginal Health Workers play in Aboriginal health.

The AHWF works closely with the AWDU, and through effective two-way communication and information sharing, will assist in the implementation of this Plan.

Aboriginal Employment Coordinators

The *NSW Health Aboriginal Employment Strategy*, has identified five Aims. Aim three and four, state:

- “to establish and maintain monitoring, evaluation and accountability at all levels”
- “all Health Services ensure an Aboriginal identified position of Co-ordinator, Aboriginal Employment Strategy is established by December 1998”.

The Aboriginal Employment Coordinators will work directly to achieve identified targets for Aboriginal employment within NSW Health. They meet quarterly, with the AWDU, and will play an integral role in the implementation of the *NSW Health Aboriginal Employment Strategy*, which is incorporated into this Plan.

Area Managers, Aboriginal Health

Area Managers, Aboriginal Health have the delegated responsibility, for the Area Health Services' activities, in identifying and meeting the health needs of their local Aboriginal Communities. They will monitor the progress of the Plan in their Areas.

Reporting requirements of the plan

The NSW Health Aboriginal Workforce Development Unit will play an integral role in the implementation and monitoring of this Plan.

The reporting requirements for this Plan will be encompassed in the six monthly reports that each Area Health Service is required to provide, to the Aboriginal Health Branch, outlining their achievements against the *NSW Aboriginal Health Strategic Plan*.

Data will be collected six monthly and information relating to workforce issues will be extracted and forwarded to the Aboriginal Workforce Development Unit for assessment and analysis. This process will prevent duplication of reporting.

Progress and achievements against this Plan will be reported regularly to Director of Aboriginal Health and Director of Employee Relations, CEO's of Area Health Services and relevant external agencies.

Evaluation of the plan

The AWDU will have responsibility to monitor the implementation of the Strategic Plan, to gain and give feedback accordingly, and to update and improve the Plan as necessary.

The Performance Indicators, denoted on the Plan, will be used to measure the achievement of outcomes. The Unit will liaise with Area Health Services regarding the achievement of outcomes and, where necessary, assist Areas to identify and overcome barriers that they face which may detrimentally affect those achievements.



ACCHS	Aboriginal Community Controlled Health Service
AEC	Aboriginal Employment Coordinator
AES	NSW Health Aboriginal Employment Strategy
AH&MRC	Aboriginal Health and Medical Research Council
AHS	Area Health Service
AHW	Aboriginal Health Worker
AHWF	Aboriginal Health Worker Forum
AHWT	Aboriginal Health Worker Training
AMAH	Area Manager, Aboriginal Health
AMS	Aboriginal Medical Service
AWDU	Aboriginal Workforce Development Unit
AWDSP	(NSW Health) Aboriginal Workforce Development Strategic Plan
CEO	Chief Executive Officer (Area Health Service)
CRNF	Cultural Respect National Framework
DG	Director General (NSW Health)
DOH	Department of Health
HREA	Health and Research Employees Association



Aboriginal and Torres Strait Islander Health Workforce National Strategic Framework (May 2002).

Draft Cultural Respect National Framework: 2002-2007, "A Framework for Developing Cultural Respect Within Australian Health Care Systems to Achieve Better Health Outcomes for Aboriginal and Torres Strait Islander people".

Aboriginal Employment Strategy – (NSW Health) – For the Year 2000 and Beyond (December 1997).

NSW Aboriginal Health Worker Forum/Conferences (1998 and 2001).

Regional Review of Aboriginal and Torres Strait Islander Health Worker Training in New South Wales Review (January 2001).

NSW Health Aboriginal Health Strategic Plan (September 1999).

Ensuring Progress in Aboriginal Health: A Policy for the NSW Health System (September, 1999).

NSW Rural and Remote Aboriginal Nursing Strategy (February 2002).

NSW Health Child Care Policy (1996).

NSW Aboriginal Health Partnership Agreement (2001).

Aboriginal Health Promotions Directions Paper (February 2001).

NSW Health Strategic Directions for Area Managers, Aboriginal Health.



Summary of relevant Aboriginal health organisations and agreements

Appendix 4

Aboriginal Health and Medical Research Council of NSW (AH&MRC)

Aboriginal Health & Medical Research Council of NSW (AH&MRC), the peak body for Aboriginal Community Controlled Health Services in NSW.

NSW Aboriginal Health Partnership Agreement

The NSW Aboriginal Health Partnership was formed through an agreement between the Aboriginal Health & Medical Research Council of NSW (AH&MRC), the peak body for Aboriginal Community Controlled Health Services in NSW, and the NSW Government through its Health portfolio. The Partnership was originally formed in 1995, and a revised Partnership Agreement signed in 1997. Following a review of the Agreement in 2000, a strengthened Partnership Agreement was signed in May 2001 by the NSW Minister for Health, the Hon. Craig Knowles MP, the Chief Executive Officer of the AH&MRC, Ms Sandra Bailey and the Deputy Chairperson of the AH&MRC, Ms Christine Thorne.

This historic partnership aims to ensure that the expertise of Aboriginal communities is brought to the health care process through the development of agreed positions on health policy, strategic planning and broad resource allocation issues for Aboriginal health.

Local/Area Partnership Agreements

Under the terms of the NSW Aboriginal Health Partnership Agreement, each Area Health Service is required to establish a Partnership Agreement with Aboriginal Community Controlled Health Services in the Area, to put into practice the strategic directions established by the state level Partnership and the NSW Aboriginal Health Strategic Plan. This requirement is reflected in the Performance Agreements of Area Health Services and the Director-General of NSW Health.

Local partnership forums

A number of Area Health Services have also established local Partnership Forums, which are working arrangements to formalise the input of a range of other agencies involved in Aboriginal health into the business of the local Partnership. Those involved could include, for example, the Division of General Practice, specialist health service providers, and other local and state government agencies.

NSW Aboriginal Health Forum – NSW Agreement on the Health of Aboriginal and Torres Strait Islander People – ‘The Framework Agreement’

The Agreement on Aboriginal and Torres Strait Health 1996-2000, was signed in August 1996, by the following signatories:

- NSW Department of Health
- Commonwealth Department of Health and Ageing
- Aboriginal Health & Medical Research Council of NSW (AH&MRC)
- Aboriginal & Torres Strait Islander Commission (ATSIC)

The Agreement expired on 30 June 2000. A renewal of the Agreement is currently under negotiation. The Agreement establishes an Aboriginal Health Forum which meets quarterly to facilitate the process of joint planning for Aboriginal health across NSW, and to monitor progress in implementing the *NSW Aboriginal Health Strategic Plan*.

The aim of the Agreement is to improve the health of Aboriginal and Torres Strait Islander people through joint planning and Intersectoral collaboration to achieve:

- improved access to both mainstream and Aboriginal community controlled health services
- adequate resourcing based on need
- coordinated planning
- transparent and regular reporting for all services and programs
- the provision of culturally sensitive and ethically sound privacy and confidentiality protocols for the routine collection of standardised data on Aboriginal health
- health outcomes for Aboriginal and Torres Strait Islander people which are comparable with those for the broader community.

The information in Appendix 4 is extracted from *Ensuring Progress in Aboriginal Health in New South Wales: A reader friendly kit: September 2002*.



For further information regarding this strategic plan and the relevant documentation, please contact:

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