

# Communiqué

## 2015 Good Health - Great Jobs

### Stepping Up Forum

#### Background

The inaugural 'Good Health - Great Jobs' *Stepping Up* Forum was hosted by the Workforce Planning & Development Branch and the Aboriginal Workforce Unit at the Australian Technology Park (ATP), Locomotive St, Eveleigh, NSW on 31 March and 1 April, 2015.

The Forum aimed to reaffirm NSW Health's commitment to 'Closing the Gap' in health outcomes for Aboriginal people. A diverse, exciting and rewarding range of career opportunities and pathways for NSW Aboriginal health staff were showcased by exhibitors and presentations focused on evidence based models that deliver culturally safe health services through engagement with the NSW Aboriginal workforce.

Over the two days the 2015 *Stepping Up* Forum brought together 304 Aboriginal and non-Aboriginal health managers and staff working across all professions including clinical, non-clinical and leadership roles to contribute and be informed. There were 11 stalls and exhibitors designed interesting and informative displays.

**Stepping Up** NSW Health's online recruitment resource for hiring managers and Aboriginal applicants was officially launched by Dr Mary Foley, Secretary, NSW Health at the gala dinner on 31 March 2015.

#### Acknowledgment of Country

Recognition and respect of Aboriginal people's cultural identity, practices and beliefs in NSW, as outlined in the NSW Welcome to Country Protocols Policy PD2005\_472 was demonstrated by upholding and applying cultural protocols by a 'Welcome to Country' at the opening of the Forum and gala dinner on the evening of 31 March 2015 and also through cultural performances by Muggera Dance Group and DESCENDANCE Dance Troupe during the 2015 *Stepping Up* Forum.

48 respondents identified as Aboriginal and 1 as Torres Strait Islander

#### Evaluation

A follow-up online evaluation was made available to all 304 Forum delegates on 4 May 2015 to gain feedback about delegates' experience at the Forum. **98 delegates responded**. This has assisted with summarising who attended, what was of interest and what could be changed to improve the next Forum. All responses have been treated as confidential. Respondents rated as excellent: Venue; Forum Content and structure; Showcasing the significance of culturally safe workplaces and Aboriginal health professionals within NSW Health; Exhibitions/Stalls and Initiatives that grow and support the Aboriginal workforce.

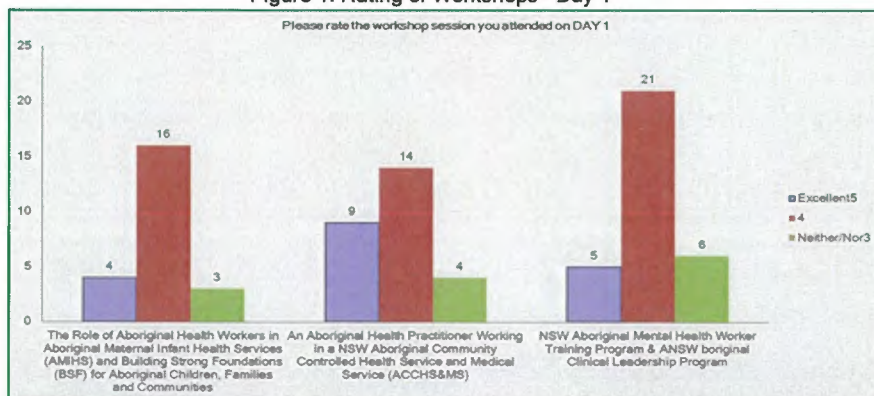
#### Event Program and Workshop Sessions

The **Event Program** included a range of keynote speakers including Professor Ngiare Brown, Mr Graeme Head, Deputy Commissioner, Public Service Commission, Local Health District Chief Executives - Dr Teresa Anderson and Ms Amanda Larkin together with the Master of Ceremonies, Dr Gregory Phillips. Presentations and the 15 workshop sessions focused on the significant contribution made by the Aboriginal health workforce to the delivery of culturally safe health services and the importance of continued engagement by managers with this critical workforce. Presentations from the Forum are available on [The Hotel Network](#).

43 respondents stated they managed staff

On **Day One** there were three consecutive afternoon workshop sessions. Each workshop was attended equally with all rated as excellent/good and neither/nor.

Figure 1: Rating of Workshops - Day 1



n=82

On **Day Two** there were six consecutive morning workshop sessions and six consecutive afternoon workshop sessions. Seven of Day Two's workshop sessions were attended equally in high numbers with all rated as excellent/good and neither/nor. Although not attended in large numbers the remaining five workshop sessions were also rated as excellent/good and neither/nor.

Figure 2: Rating of Morning Workshops - Day 2

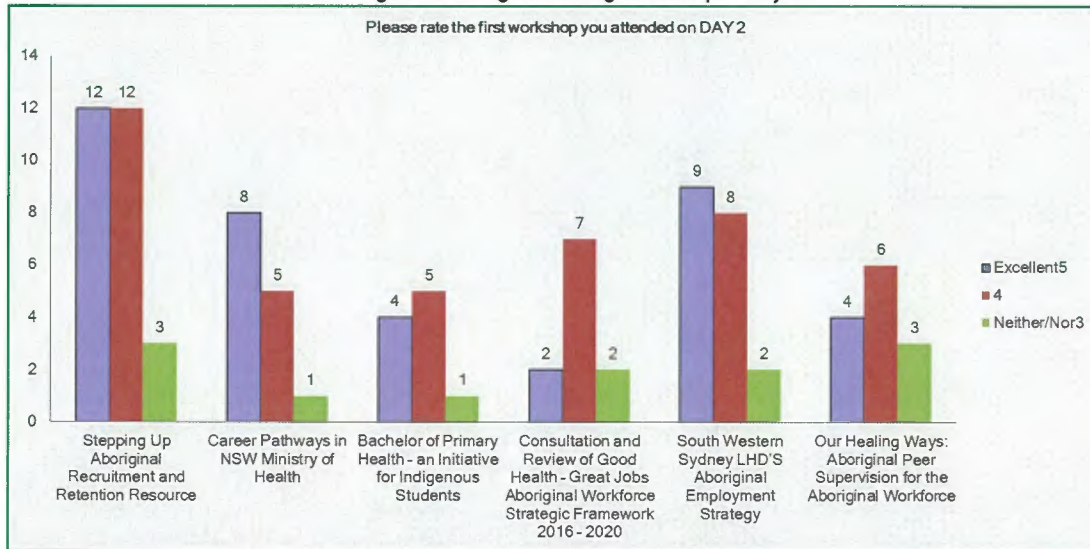
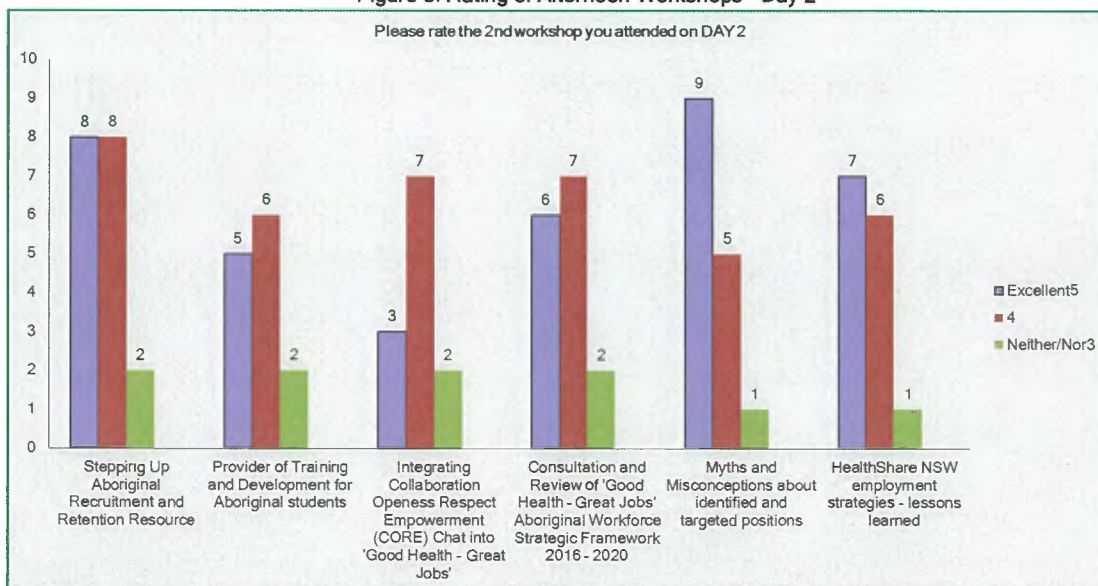


Figure 3: Rating of Afternoon Workshops - Day 2



Some commentaries from the Forum included:

'Some more thorough discussion on racism within NSW Health organisations would have been useful.'

'It was highly relevant, supportive and thought provoking. Thanks again!'

'I will go back and present the success stories to initiate change and motivate staff.'

### Summary

Due to the success of the 'Good Health - Great Jobs' *Stepping Up* Forum there is an undertaking by the Ministry of Health to hold another Forum in the next 2 years to bring people together and celebrate successes and identify any further actions.