

Good Health Great Jobs Launch

The Hon Jillian Skinner MP, Minister for Health and Minister for Medical Research officially launched Good Health Great Jobs, the NSW Health Aboriginal Workforce Strategic Framework 2011 – 2015 on 2nd September 2011 at the Centre for Education and Workforce Development, Rozelle.

Guest speakers included Dr Mary Foley, Director-General, NSW Health, Dr Theresa Anderson, Chief Executive, Sydney Local Health District the Master of Ceremonies, Meaghan Potts and Deannie Girraud, two Aboriginal health trainees who shared their stories about undertaking Aboriginal health traineeships.

The event attracted a large number of attendees, showing support and leadership in the implementation of *Good Health Great Jobs* over the next four years and the key priorities of increasing the NSW Health Aboriginal workforce to at least 2.6% (3200 staff), across all health professions, clinical, and non-clinical.

Governance of the implementation of the Framework is by the newly established NSW Health Aboriginal Workforce Strategic Steering Committee, which will lead and guide its implementation. The Steering Committee, with membership ranging from Chief Executive level to Local Health District Managers of Aboriginal Workforce Development, will provide half yearly reports on the Key Performance Indicators included in the Framework based on workforce data



above: The Hon. Jillian Skinner MP, Minister for Health and Minister for Medical Research, and Aboriginal Assistant-in-Nursing Trainees

provided by the NSW Ministry of Health, Local Health Districts and other public health organisations to the Director-General to ensure *Good Health Great Jobs* is on track to deliver on its key priorities.

The Framework is underpinned by the NSW Ministry of Health and Local Health District Aboriginal Workforce Action Plans, which reflect the local Aboriginal populations and other unique workforce issues.

For further information and the full Good Health Great Jobs Policy Directive please go to: http://www.health.nsw.gov.au/policies/pd/2011/PD2011_048.html



above: The Hon. Jillian Skinner MP, Dr Mary Foley, Director General, Michael West, Metropolitan Local Aboriginal Land Council, Charles Davison, NSW Ministry of Health and artist Jessica Birk



Health

Welcome!

Get to know....



good health—great jobs

Welcome to the first edition of *Good Health Great Jobs*, the NSW Health Aboriginal Workforce quarterly newsletter.

The newsletter will keep NSW Health staff up to date with Aboriginal health workforce issues and the progress of implementation of the *Good Health Great Jobs*, NSW Health Aboriginal Workforce Strategic Framework 2011 – 2015.

If you have any story ideas or suggestions, please email them to Charles Davison, Manager, Aboriginal Workforce.

A regular feature of this newsletter will be a 'Get to know...' column where we profile an Aboriginal health staff member.

Our very first 'Get to know...' person is Donna Cruickshank, Coordinator Aboriginal Workforce Enhancement. Donna works within the Centre for Rural and Remote Education covering the Western NSW Local Health District and Far West Local Health District. She is Chair of the NSW Health Managers of Aboriginal Workforce Development Forum.

Donna Cruickshank, Coordinator Aboriginal Workforce Enhancement

What is the best thing about your job?

Seeing people being able to fulfill their career path opportunities and grow within the workforce ie starting as an Aboriginal Health Worker and becoming a Senior Aboriginal Health Manager

The three most important skills or attributes I bring to my job are...

My passion for change within 'the system' to better enable Aboriginal peoples to make choices that enhances their knowledge and skills to achieve more success, my project management skills, and my innovation and intuition.

Who are five people who have inspired you most?

There are too many really to count as I have been inspired through various times in my life and career by many people but I probably should mention my mum and dad, Glenn Welby my manager on the Coordinated Care Trial in Wilcannia (don't tell him but he made me realise the importance of a workplan), Kelly-Ann Johnston a gorgeous friend (who showed me how to do a lip line properly) and my current manager Michele Pitt (we have worked out how to work together without me sending her mad with my passion and impatience and who I'm still learning from!)

A book that means a lot to me is...

I love all books and sometimes have up to 4 on the go – the books that mean a lot to

me are those that I have 'borrowed' or been given from significant people in my life and have within my collection – its like having a little connection to them always. Or anything by Ken Follett is a fabulous read!



A movie that has stayed with me is...

I don't really watch much TV or movies – can I add a book – Pillars of the Earth by Ken Follett – the ideal that justice will prevail!

The best piece of advice I've been given and from whom is...

My dad when he said *it will be alright* meaning as bad as it gets in any situation if you tackle the bad by looking at the good things and the great times you can work through anything and move forward for a beautiful life

I like to sing along to...

Anything – in my travels around NSW I have had many opportunities to utilise my vocal cords – strictly for me only though!

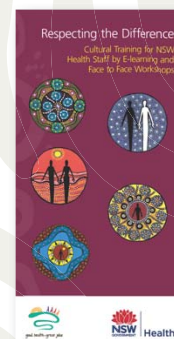
If I could go anywhere in the world it would be to... and the three things I would take are...

If I can have my husband, bubbles and oysters it doesn't matter where it is!

Landmark training coming to you

A key initiative of *Good Health Great Jobs*, '*Respecting the Difference: Aboriginal Cultural Training Program for NSW Health*', was launch by Dr Mary Foley, Director-General, NSW Health on 18th November 2011 at the Aboriginal Health College, Little Bay.

The training framework aims to better equip NSW health workforce to close the gap in health outcomes between Aboriginal and non-Aboriginal people, by providing culturally safe and competent



health services and ensure all health staff are empowered to deliver more respectful, responsive and culturally sensitive services to Aboriginal people, their families and communities.

The *Respecting the Difference* training is made up of three components which include: eLearning and a short face to face program that involves a general overview of Aboriginal culture and local content.

Policy directive and weblink http://www.health.nsw.gov.au/policies/pd/2011/PD2011_069.html



The eLearning component is a blended learning program that allows for the greatest number of staff to access consistent training and information. The face to face training reaffirms the eLearning content and provides a local perspective specific to the local Aboriginal community.

All components of the training are connected and ideally should be completed close together or within six months.

The training framework has been designed to offer all NSW Health staff insight into why many Aboriginal people do not confidentially engage with healthcare providers.

Dr Foley said that "Our senior leaders ... the chief executives and governing boards of Local Health Districts and other senior executives will be responsible for leading the roll out of the *Respecting the Difference* training by putting in place programs that enable all staff to participate and complete the requirements."

"If we are to improve the health outcomes of Aboriginal people, families and communities we will need to demonstrate leadership at all levels and ensure all staff undertake this cultural training".

DR FOLEY

The NSW Ministry of Health, Local Health Districts and other NSW Health organisations will be required to provide six-monthly data to the Aboriginal Workforce Strategic Steering Committee.

The first training workshop is being delivered in the Western Local Health District (Dubbo) on 7th and 8th December 2011.

The Respecting the Difference: An Aboriginal Cultural Training Framework for NSW Health can be found on the NSW Health website: http://www.health.nsw.gov.au/policies/pd/2011/PD2011_069.htm

Charles Davison, Manager, Aboriginal Workforce, NSW Ministry of Health (pictured), managed the development of the training framework and was the Master of Ceremonies at the launch.

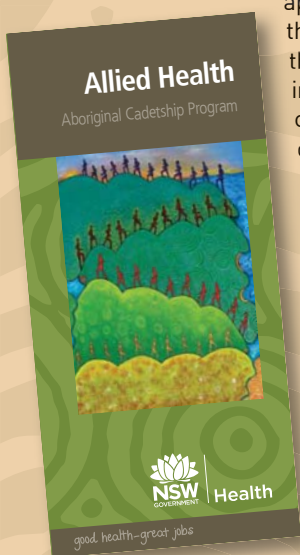


above: Charles Davison, Manager, Aboriginal Workforce, NSW Ministry of Health

News in Brief

NSW Health Aboriginal Allied Health Cadetships – the next round of recruiting Cadets is currently underway with applications being accepted until 23rd March 2012. Advertisements are

appearing monthly in the Koori Mail during this time. For more information on the cadetships, eligibility criteria and the application process please go to: NSW Health Allied Health Aboriginal Cadetship Program, phone Freecall 1800 855 494 or email: cadetship@doh.health.nsw.gov.au



First Aboriginal AIN Graduation – the first group of Aboriginal Assistant in Nursing (AIN) students are graduating on 7th December 2011 at the Centre for Education & Workforce Development, Rozelle. The AINs have achieved a Certificate III in Health Services Assistance (Acute Care). A number of these AINs appear on page 1 with the Hon Jillian Skinner MP, Minister of Health at the launch of Good Health Great Jobs!

Ambulance Aboriginal Secondary Schools Career Development Program – to contribute towards 'Closing the Gap' for Aboriginal People, Ambulance recently commenced a Secondary Schools Career Development Program, made possible by funding from NSW Health. For more information on the program please contact Callista Bryan, Aboriginal Employment Coordinator, Healthy Workplace Strategies Unit on 02 9320 7644 or email cbryan@ambulance.nsw.gov.au

Aboriginal Employment at the Ambulance Service of NSW – for further promotional information by Aboriginal Paramedic Darren Lester please go to the following links: <http://www.nitv.org.au/fx-story.cfm?sid=B8A3CC70-AAB3-FF4B-11B04CF7B6A06654> <http://www.skillsone.com.au/industry/6/hospitality-tourism--services/video/927/healthwise-paramedic/>





REAL STORIES

what's happening in the NSW Health Workplace

NSW Health's first Aboriginal Allied Health Cadet

Tracy Jackson is the first NSW Health Aboriginal Allied Health Cadet, and has just completed the final semester of her undergraduate degree majoring in Psychology at the University of Wollongong.

This is Tracy's story...



"My name is Tracy Jackson; I live in Wollongong however I am originally from Redfern. My family are from Baryulgil in

Bundjalung country. I began my Bachelor of Arts (Psychology) on a part-time basis in 2007 at the University of Wollongong.

The decision to leave Redfern and move to Wollongong was made after my enrolment was successful this allowed me to completely commit to my studies, it took some adjusting to my new life here in Wollongong, I am also a single parent to three children and the adjustments that had to be made were not met without there challenges.

In 2010 I applied to become part of the cadetship program that was offered by the (then) NSW Department of Health to students studying allied health. I began my first work placement in November 2010 with Illawarra Area Health Service (now Illawarra Shoalhaven Local Health District - ISLHD) in the Social Work Department. My first work placement was with the Aboriginal Health Worker. Among her many duties I found valuable was her knowledge and skills when dealing with Aboriginal clients who were inpatients of Illawarra hospitals. This introduction was

valuable as connecting to the Aboriginal community within the Illawarra was important to me in terms of keeping my "connections" to the community.

I have just completed my second work placement at the Wollongong Hospital's Mental Health Unit. The insight I gained from this work placement was a valuable experience as it related to the final semester of my studies, which without the cadetship would not have been possible. Studying psychology doesn't provide a clinical placement in the undergraduate program so to have this placement and being able to relate this back to my studies enriched my goals.

I would encourage anyone whose discipline is related to allied health to apply for cadetships with NSW Health. Not only will you gain experience, knowledge and support; you also have the opportunity to have a career. My reservations in 2007 to give up my security of a well paid job, my home, my friends my fears of the unknown were worth all the risks. I look forward to the possibilities in my future career with ISLHD and where this path will lead me. I wish future cadets all the best with their studies and careers.

For information on the current cadetship application process for Semester 1, 2012 please refer to the snippet in 'News In Brief'.

Young Leaders Award Recipient - Mid North Coast



Robert Barnett Acting Senior Aboriginal Health Education Officer Hastings Macleay Clinical Network for the Mid North Coast Local Health District

was awarded the Stan Williams Young Leaders Award 1st Year Trainee in July 2011 in recognition of his leadership qualities.

Rob started with the Mid North Coast Local Health District in 2004 under the NSW Health Aboriginal Environmental

Health Traineeship Program and obtained a Bachelor Degree in Environmental Health in 2007. Rob continued to work as Environmental Health Officer following his traineeship. Rob decided to further his career and in 2010 enrolled in the Health Service Graduate Management Program where he has undertaken placements in Health Promotion, Learning and Workforce Development, Finance and Aboriginal Health.

Rob is famous in NSW for introducing the Mister Germ program to this state, which won a NSW Health Baxter Award in 2009.

'undertaking the environmental Health traineeship and then the Health Service Graduate Management Program traineeship with Mid North Coast Local Health District has provided me with the opportunity to gain skills that are required to manage and lead health programs that support Aboriginal people'.

ROBERT BARNETT

Rob says 'With one hand grab hold of the gift of opportunities that give you knowledge, with the other guide your mob, connect to your cultural values to keep you strong and acknowledge the journey you have taken'

This is a publication of Aboriginal Workforce, Workforce Development Branch, NSW Ministry of Health, December 2011.



IWD11 120004