



In Profile – Implementing Good Health – Great Jobs Hunter New England Local Health District-Style

The current rate of Aboriginal employment across Hunter New England Local Health District (HNE) is 2.9% of all employees. This is an increase of 0.3% since December 2011. The benchmark is 3.9% for the HNE LHD Good Health – Good Jobs and a commitment to achieving the benchmark will ensure that our service is a leader in Aboriginal employment.

The HNE Aboriginal Employment Strategy 2008 – 2011 has been evaluated. It showed that 95% of Key Performance Indicators were achieved. That is, 37 of 39 KPIs.

Initiatives

Community – Attracting Aboriginal and Torres Strait Islander Staff

HNE have partnered with the Aboriginal College Yarnteen to deliver an intense 10 week program which aims to develop skills in medical terminology, community health, business administrative skills, job search training and touch typing.

This is an exciting initiative that will help 15 Aboriginal and Torres Strait Islander job seekers and potentially help HNE fill targeted vacancies with skilled applicants.

Throughout the program the 15 job seekers have demonstrated vast improvement with medical terminology, business administration skills and touch typing.

Students have found this a very interesting, enjoyable, fun and educational course. Students graduated on the 23rd of March. 12.



above: Participants in mock interview with Hunter New England Local Health District Administration Managers

One student has been employed with HNE whilst other students are applying for positions within the LHD.

Aboriginal Medical Cadetship

This program is just one of the many strategies to increase the Aboriginal professional health workforce. It is a pilot program and is the first of its kind in Australia. HNE is the first LHD to have placed 2 Aboriginal Medical Cadets.

The two Aboriginal Medical Cadets are in 2nd year at University.

These Cadetships are sponsored by Department of Education, Employment and Workforce Relations (DEEWR) and the HNE Aboriginal Employment Unit.

What does it offer?

- The opportunity to work in a public hospital while completing studies



above: Kevin Toby – Aboriginal Medical Cadet and Kerindy Clarke – Aboriginal Employment Officer, Hunter New England Local Health District

- An income while studying
- Support and mentoring by professionals (both Aboriginal and non- Aboriginal) already working within HNE
- The opportunity to experience first-hand employment in a health facility and develop both cultural and medical links.

The program offers HNE:

- To increase Aboriginal Employment
- Improvement in Aboriginal Health Status by providing stronger links to the Aboriginal Community
- Opportunity for the LHD to become more Aboriginal culturally competent.



Health



left to right: Rhoda Roberts MC, Louise Ashelford, A/Director Workforce, Vaughan Parsons, Project Officer, Employee Wellbeing & Mental Health, The Minister for Health Jillian Skinner MP, Paramedic Anthony McBride and Callista Bryan, Aboriginal Employment Coordinator

Aboriginal Employment Program wins Health Award

In a fitting ceremony held on the evening of National "Closing the Gap" day the Ambulance Service of NSW (Ambulance) was announced as the winner of the "Closing the Gap through Innovation and Excellence in Workforce" category at the 2012 NSW Aboriginal Health Awards.

The focus of this year's awards was a reflection of the NSW State Government key priority "closing the gap in health outcomes between Aboriginal and non-Aboriginal people" and brought together a variety of individuals, teams and communities dedicated to delivering high quality care and improving health outcomes of Aboriginal people in urban, rural, regional and remote Aboriginal communities throughout NSW.

The Aboriginal Employment Program is a targeted program designed to increase the representation and retention of Aboriginal staff, particularly in frontline roles. The program took a holistic and integrated approach providing strategies

and initiatives aimed at encouraging Aboriginal people to regard Ambulance as an employer of choice, address the barriers that prevent Aboriginal people from pursuing an Ambulance career and improving workplace culture and the retention of Aboriginal employees by promoting and enhancing workforce cultural competency.

Like many other emergency services, the workforce of Ambulance traditionally comprised males from non-Aboriginal backgrounds. This has meant that in the past, paramedics have not fully reflected the diversity of communities they serve, particularly the Aboriginal community. Further, the potential for Aboriginal paramedics to improve overall health outcomes for Aboriginal people through the delivery of culturally sensitive pre-hospital care and contact with those communities has not been fully realised.

The Aboriginal Employment Program has provided notable results and early trends

in the first three years, with double the number of Aboriginal recruits entering trainee positions within a year and the same number of additional Aboriginal recruits sustained in the following year. As a result, Aboriginal workforce participation increased from 1.3% in 2009 to 1.8% in 2011. Further, there has been an increased demand for Aboriginal paramedics as role models at various Aboriginal community forums within the past 12 months.

Congratulations to the Ambulance Workforce unit for all their hard work and continued dedication to the Aboriginal Employment Program.

Welcome!

Get to know....



good health-great jobs

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

The newsletter keeps 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 is 'Get to know...' a column where we profile an Aboriginal health staff member.

Our 'Get to know...' staff member this issue is Julie Smith, Aboriginal Employment - Human Resources, with the Hunter New England Local Health District.

Julie Smith, Aboriginal Employment - Human Resources, with the Hunter New England Local Health District.

What is the best thing about your job?
Working with wonderful people

The three most important skills or attributes I bring to my job are...
Efficiency, Fast typing speed and knowledge on Aboriginal Employment/Retention/Recruitment and Career Development

Who are five people who have inspired you most?

Donald Walsch
Mum
Supervisor
Linda Kerr
And Ian Thorpe

A book that means a lot to me is...
Conversations with God

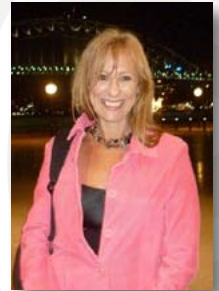
A movie that has stayed with me is...
Legends of the Fall

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

Don't let others live in your head - rent free. From my friend - Jeff

I like to sing along to...
all however like Adelle

If I could go anywhere in the world it would be to... and the three things I would take are...
Greek Islands (again) - I would take my partner, swimmers and sunblock (slip slop slap)



Important Facts on the National Registration of Aboriginal & Torres Strait Islander Health Practitioners from 1 July 2012

What does National Registration of Aboriginal and Torres Strait Islander Health Practitioners mean for me?

National registration of Aboriginal Health Practitioners will commence on the 1st July 2012 and it aims to cover those workers who provide direct clinical care to the Aboriginal community.

The principles of registration are to protect the public by ensuring:

- ✓ Patient safety;
- ✓ That Aboriginal Health Practitioners obtain a minimum qualification and are deemed competent;
- ✓ That Aboriginal Health Practitioners have recency of practice; and
- ✓ Facilitates the delivery of and access to high quality accredited training.

Under the Health Practitioner Regulation National Law (NSW) No 86a, the protected titles are:



- (a) Aboriginal Health Practitioner
- (b) Torres Strait Islander Health Practitioner
- (c) Aboriginal and Torres Strait Islander Health Practitioner

Registration Criteria:

1. Be an Aboriginal and/or Torres Strait Islander person; identify as an Aboriginal and/or Torres Strait



- Islander person; and be accepted as an Aboriginal and/or Torres Strait Islander person in the community which you live or have lived;
2. Completed a Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (Practice);
 3. Hold a current first aid certificate which includes education in cardio pulmonary resuscitation;
 4. Practiced the profession at any time between 1 July 2002 and 30 June 2012

for a consecutive period of five years or for any periods which together amount to five years or part-time equivalent; and

5. Completed a minimum of 500 hours clinical practice in the profession.

If you are currently employed as an Aboriginal Health Education Officer in NSW Health as an Aboriginal Health Worker or other position under this Award classification, you are not required to be registered as an Aboriginal Health Practitioner to continue employment.

Currently NSW Health does not require the Certificate IV Aboriginal Primary Health Care (Practice) as a minimum qualification for employment purposes under the Aboriginal Health Education Officers Determination.

Work is currently being undertaken by the NSW Ministry of Health in regards to the review of Aboriginal Health Worker roles and responsibilities.

For more information on registration please go to the website of the Aboriginal and Torres Strait Islander Health Practitioner Board of Australia.

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

Aboriginal Health Awards 2012 - The 2012 NSW Aboriginal Health Awards were held on the evening of 'Close the Gap' day, 22 March 2012.

The Awards were established in 2004 and are an important way to celebrate and promote the success and achievements of individuals, teams and communities dedicated to delivering high quality care and improving health outcomes of Aboriginal people in urban, rural, regional and remote Aboriginal communities throughout NSW.

The 2012 Awards are aligned to Government commitments aimed at Closing the Gap in Indigenous Health Outcomes.

For a full list of the winners and finalists go to: www.hssevenets.health.nsw.gov.au/aha

Congratulations to the Ambulance

Service of NSW who won the Closing the Gap through Innovation and Excellence in Workforce Award for its Aboriginal Employment Program.

NSW Health Aboriginal Workforce Survey 2012 - The NSW Ministry of Health will soon be issuing the NSW Health Aboriginal Workforce Survey 2012. The last Survey was completed in 2008.

This Survey is to be completed by all Australian Aboriginal staff who work in NSW Health, regardless of position or classification. The Survey will be anonymous and an independent organisation will be collating the results.

The Survey will be available online, by email and hard copies will be sent directly to your Local Health Districts.

Further information in regards to the Survey will be published on our NSW Health Aboriginal Workforce website at: <http://www.health.nsw.gov.au/workforce/aboriginal/index.asp>

NSW Health Aboriginal Health Worker Project - The Aboriginal Health Worker Project aims to review the role of Aboriginal Health Workers (AHWs) in NSW Health. The project has come about due to the introduction of national registration of Aboriginal Health Practitioners commencing 1st July 2012 under the Australian Health Practitioners Regulation Agency.

Traditionally AHWs in NSW Health have provided services such as community liaison and engagement, advocacy, health promotion and education, culturally safe services, cultural education, community development and disease prevention. These workers are employed across the NSW public health system in areas such as health promotion and prevention, maternal, infant and child health, drug and alcohol, mental health, sexual health, chronic care and family violence.

There are 4 Phases of the Project:

1. Analysis of current environment
2. Exploration of proposed AHW Models of Care and Scopes of Practice
3. Approval of changing/emerging roles
4. Implementation.

The NSW Ministry of Health has been engaged in focus groups to assess the current roles and responsibilities of AHW in NSW Health. The Phase 1 Report - Analysis of NSW Health Aboriginal Health Worker Environment (Discussion Paper) has been drafted and will be distributed to Local Health Districts for comment soon.

Phase 2 of the Project will involve the issuing of the NSW Health Aboriginal Workforce Survey which will have particular questions relating to AHW roles. A workshop will also be held mid-year to develop Models of Care and Scopes of Practice.



REAL STORIES

what's happening in the NSW Health Workplace

Lead the Change: An Executive Challenge Planning Workshop

This workshop for the NSW Health Leadership Group is taking place on the 2nd May 2012 and will be held at the National Centre of Indigenous Excellence (NCIE), Redfern. Those attending include Dr Mary Foley, Director General, Ministry of Health Deputy Director-Generals, Local Health District and Network Chief Executives, Board Chairs and Board Aboriginal members or representatives.

The Workshop will be facilitated by Jeff McMullen and Dr Ngiare Brown who have extensive experience working with Aboriginal and Torres Strait Islander communities, government and non-government organizations developing national policy and cultural training across Australia.

In other news, the eLearning component of Respecting the Difference: Aboriginal Cultural Training went "live" on Friday 16th March 2012 on the NSW Health Online Learning Centre and is expected to "Go Live" on LHD/N eLearning platforms over the coming months.

Sydney Local Health District Establishes its first Aboriginal Workforce Strategic Implementation Steering Committee

This new Committee is tasked with overseeing the implementation of Good Health – Great Jobs, the NSW Health Aboriginal Workforce Strategic Framework 2011 – 2015 and the roll out of Respecting the Difference, an Aboriginal Cultural Training Framework for NSW Health in the Sydney Local Health District (SLHD). The Committee is chaired by Dr Teresa Anderson, Chief Executive of SLHD and has extensive high level membership including George Long, Director of Aboriginal Health, Aboriginal Workforce

Representatives, General Managers across the District, Mira Haramis, Director, Centre for Education and Workforce Development, Gina Finocchiaro, Director of Human Resources, a number of others representatives from within SLHD, Aboriginal Employment Agencies, the Redfern AMS and NSW Ministry of Health.

The Committee held its first meeting on 4th April 2012 – committing the District to developing a local Aboriginal Workforce Strategic Framework and Closing the Gap through employment by reviewing workforce and employment plans. It is a great example of the commitment of Local Health Districts to implementing Good Health – Great Jobs across the state.



Committed to Closing The Gap – some of SLHD's Aboriginal Health Workers

Justice Health & Forensic Mental Health Aboriginal Workforce Network Forum – March 2012

On the 26th & 27th March 2012 the Justice Health & Forensic Mental Health Network held its annual Aboriginal Workforce Network Forum at the Long Bay Hospital Complex. The overall aim of the forum is to build a supported and sustainable Aboriginal Workforce by:

- Establishing a supportive network for Aboriginal staff
- Providing a framework in career planning and making use of available opportunities for career advancement
- Supporting the development of leadership skills
- Assisting in the identification and linkage to cultural role models
- Identifying other important objectives important to the group that promotes workforce development.

The two day Forum was attended by a number of Aboriginal staff from Justice

Health across the state including Aboriginal Health Workers and Registered Nurses. These staff work in some of the most difficult and challenging health services in NSW Health, performing critical health roles and breaking down cultural barriers to improve access to health for juvenile and adult prisoners as well as those who come across the Criminal Justice System in the community, and do an outstanding job.

The Forum, organised by Catherine Wong, Manager, Workforce Planning, had a range of guest speakers including Jenny Munro, Lawyer; Jody Broun, Co-Chair National Congress of Australia's First Peoples; Wendy Bryan-Clothier, Aboriginal Health Management Development Officer, Australasian College of Health Service Management; and Shireen Malamoo, Aboriginal Board Member for the Network.

The Network's Chief Executive Julie Babineau and the Executive also participated in the Forum, listening to the concerns and suggestions of staff, as well as providing very positive feedback.



Justice Health & Forensic Mental Health Network staff who attended the Forum and Julie Babineau, Chief Executive

This is a publication of Aboriginal Workforce, Workforce Development Branch, NSW Ministry of Health, May 2012.



Health