



RECONCILIATION
ACTION PLAN

INNOVATE

GRAND PACIFIC HEALTH

Reconciliation Action Plan | March 2018 - March 2020



“Aboriginal Health” means not just the physical wellbeing of the individual but refers to the social, emotional and cultural wellbeing of the whole community in which each individual is able to achieve their full potential....., thereby bringing about the total wellbeing of their community.

(Aboriginal Health and Medical Research Council)



Our vision for reconciliation	04
Our business	06
Our RAP	08
:01 Relationships	10
Implementing Grand Pacific Health’s Reconciliation Action Plan 2018 - 2020	12
Aboriginal and Torres Strait Islander community engagement and participation	13
Communication and consultation	15
:02 Respect	18
Building cultural awareness within our organisation	20
:03 Opportunities	24
Building the skills and capacity of our organisation to deliver culturally appropriate services	26
:04 Report	30
Governance, tracking and reporting	32



CEO'S FOREWORD

The Grand Pacific Health (GPH) catchment is home to a large population of Aboriginal and Torres Strait Islander People. It was recorded in 2016, that 20727 Aboriginal or Torres Strait Islander people were living in South Eastern NSW, representing 3.5% of the total population of the region. This is significantly higher than the 2.9% of Aboriginal and Torres Strait Islander People making up the total population of NSW.

Within our region there are four large Aboriginal Nations; Yuin, Ngarigo, Gundungurra and Ngunnawal. Within these nations reside Aboriginal and Torres Strait Islander Peoples from all over NSW and Australia and across these areas, communities are uniquely different based on the region's history, access to services, and dynamics.

This is our first Reconciliation Action Plan (RAP), however GPH has through various forms, built strong partnerships with local Aboriginal and Torres Strait Islander communities for more than 20 years. GPH's Innovate RAP is our commitment to continue to strengthen mutual respect, built strong partnerships and reach out to Aboriginal and Torres Strait Islander people to achieve greater health and social justice outcomes.

GPH delivers services to more than 1,000 Aboriginal and Torres Strait Islander people and their families across South Eastern NSW and ACT. To achieve improvement in the health of these communities it is important that we walk together and learn from each other to tailor solutions that are meaningful and are embedded within the community. The publication of our new Innovate Reconciliation Action Plan acknowledges the significant investment our teams and services have made to become a trusted and respected health service provider to Aboriginal and Torres Strait Islander communities. We recognize that this is an ongoing journey rather than a final outcome and ongoing investment is critical in creating positive change.

Currently, more than 10% of the GPH workforce is made up of people who identify as Aboriginal, working across the breadth of our organisation in preventative health, chronic disease management, mental health, program administration and management. GPH has had an identified Aboriginal and Torres Strait Islander person on the GPH board for more than two years. The Board of Directors has resolved that having a person of Aboriginal or Torres Strait Islander descent on the Board is critical to its diversity. This, together with the recent creation of an Aboriginal Liaison Manager role will integrate Aboriginal and Torres Strait Islander health representation at all levels of management and governance, and demonstrates GPH's commitment to building our workforce capacity to engage with our communities. Through our Reconciliation Action Plan and our employment strategy, GPH will continue to focus on attracting, developing and retaining Aboriginal and Torres Strait Islander staff and seek to increase representation and opportunity with Aboriginal and Torres Strait Islander suppliers.

This Reconciliation Action Plan:

- Strengthens our commitment to promote engagement, respect and shared learning to improve health outcomes for our Aboriginal and Torres Strait Islander communities.
- Forms a foundation for our efforts to increase the number of Aboriginal and Torres Strait Islander people employed by Grand Pacific Health.
- Commits us to promote learning and education opportunities for Aboriginal and Torres Strait Islander people already working as part of our organisation and allows other community members and stakeholders to gain knowledge, experience and engagement in the services we deliver.

This Innovate Reconciliation Action Plan is at the heart of our commitment to Closing the Gap in Indigenous Health, Employment and Education, and embeds tangible, measureable actions into the daily activities and responsibilities of all of our staff.

I commend our Reconciliation Action Plan to all our people, and encourage each of us to take actions as individuals, managers and leaders to implement it.

Ron de Jongh
Chief Executive Officer
Grand Pacific Health



CHAMPION'S FOREWORD

Walawarni All,

I am both moved and honoured to be given the task of Championing Grand Pacific Health's (GPH) first Reconciliation Action Plan (RAP).

Since commencing my position here at GPH I have been promoting the RAP to staff where I can however, I feel that most of the Staff may still not understand what a RAP is and why we should have one. So as the champion I think that is a good place to start.

A Reconciliation Action Plan program provides a framework for organisations to support the national reconciliation movement and there are four types of RAP's that could be implemented;

1. Reflect
2. Innovate
3. Stretch or
4. Elevate

GPH has decided to develop a RAP Innovate which outlines actions that work towards achieving our unique vision for reconciliation. Commitments within this RAP allow us to be aspirational and innovative in order to help GPH gain a deeper understanding of its sphere of influence, and establish the best approach's to advance reconciliation. An Innovate RAP focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples and build bridges.

Our RAP is also a strategic document that supports GPH's business plan. It includes practical actions that will drive our contribution to reconciliation both internally and in the communities in which we operate by;

- Advancing the five dimensions of reconciliation
 - race relations
 - equality and equity
 - institutional integrity
 - unity
 - & historical acceptance
- Supporting GPH to develop respectful relationships
- Create meaningful opportunities with Aboriginal and Torres Strait Islander peoples.
- Actively champion initiatives to empower Aboriginal and Torres Strait Islander peoples and create societal change.

I look forward to implementing and enacting this RAP together and encourage you to embrace its elements and actively strive to achieve the goals we have set ourselves.

Walawarni

Bunja Smith

Aboriginal Liaison Manager





OUR VISION FOR RECONCILIATION

The Grand Pacific Health (GPH) vision for Reconciliation is to improve the health status of the Aboriginal and Torres Strait Islander population by creating access and equity to all health services – shared vision, shared journey – same opportunities, same life expectancy.

We know that there are significant barriers to Aboriginal and Torres Strait Islander peoples to achieve equitable outcomes in health, education and employment. As a health organisation, GPH is committed to closing the gap framework and improving outcomes in health of Aboriginal and Torres Strait Islander peoples in the regions in where we work. Beyond this, GPH recognises the inter-relationships between health, education and employment and will also work to improve outcomes for Aboriginal and Torres Strait Islander peoples in each of these areas.

We acknowledge, recognise and respect the Traditional Custodians of the land upon which our places of work are located, and value and embrace the diversity of Aboriginal and Torres Strait Islander cultures. Respecting, understanding and appreciating Aboriginal and Torres Strait Islander peoples, cultures, lands and their histories assists us to build the foundation upon which we can deliver culturally appropriate services.

“Aboriginal Health” means not just the physical wellbeing of the individual but refers to the social, emotional and cultural wellbeing of the whole community in which each individual is able to achieve their full potential....., thereby bringing about the total wellbeing of their community.

(Aboriginal Health and Medical Research Council)



OUR BUSINESS

Grand Pacific Health is a not-for-profit primary health service provider, delivering a range of high-quality services that aim to meet local health needs, across the south-eastern region of New South Wales. We provide innovation across a range of service areas including Aboriginal health, mental health, chronic disease management, health promotion and youth health. In Aboriginal Health, GPH delivers services to over 700 Aboriginal and Torres Strait Islander peoples and their families across South-Eastern NSW. These services include health promotion, smoking cessation, chronic disease management, health screening and specialist outreach clinics. GPH has invested significant time in establishing strong relationships with local Aboriginal and Torres Strait Islander communities, advisory committees, Elders meetings, partnerships with Aboriginal and Torres Strait Islander organisations and participation in community events. Through this work GPH has established a solid reputation as a trusted provider of quality service delivery.

GPH has a workforce of approximately 200 employees and 19 our employees identify as Aboriginal and/or Torres Strait Islander peoples. We work from offices located in

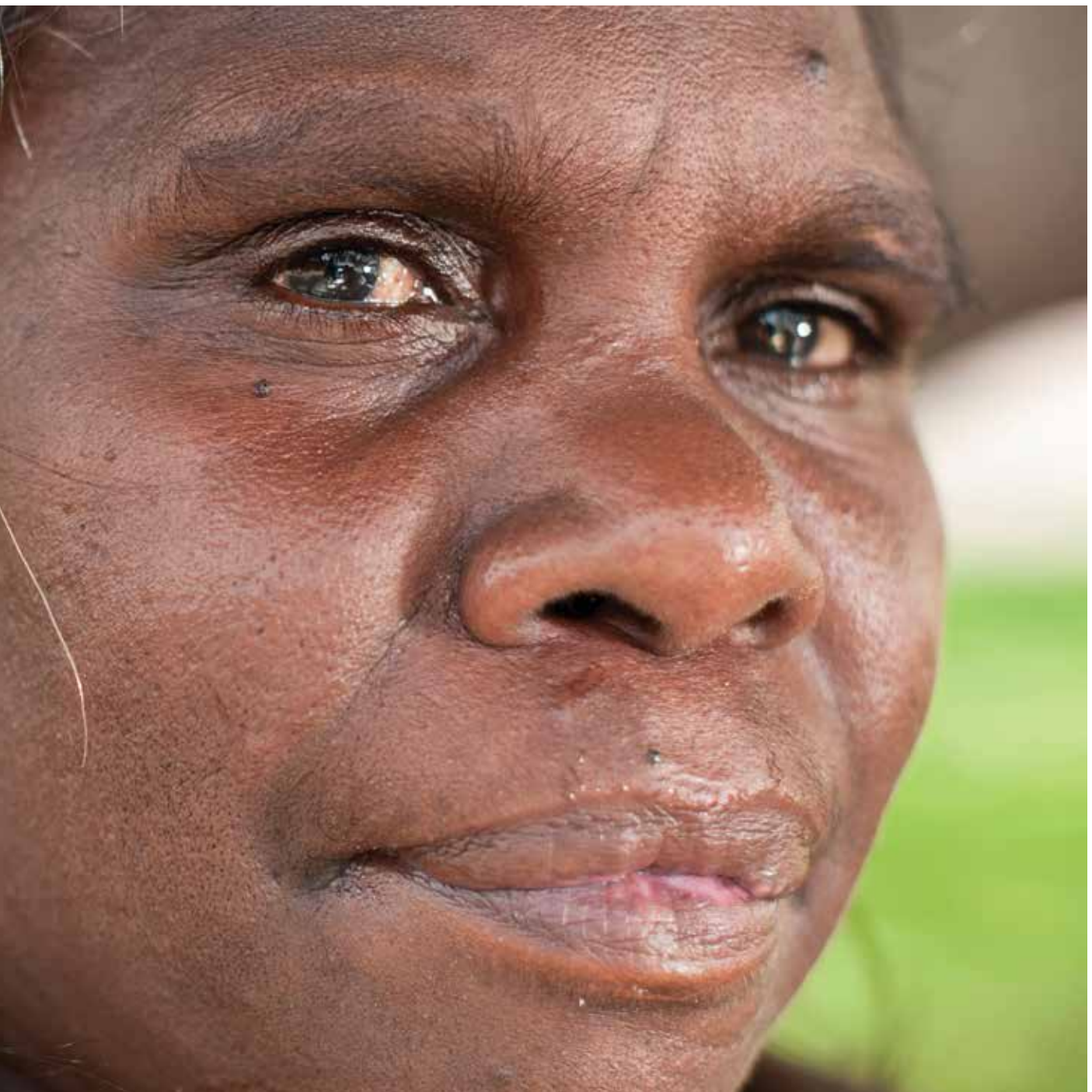
Wollongong, Goulburn, Queanbeyan, Nowra, Moruya and Bega, and from a variety of outreach facilities, and three headspace centres.

Our aim is to prioritise communities at need, identifying and filling gaps in primary health care services and breaking down the barriers many face to accessing health services.

We utilise our expertise across different service areas to ensure a whole-of-person approach to care for our clients, and include family and community. Our services are recovery-orientated and promote self-management. We aim to provide services that are culturally-sensitive and adaptable.

GPH advocates for and contributes to system reform, seeking input from the community about their health needs and we work in partnership with other health and human services organisations. We seek community and consumer advice via a number of consultative groups, including Koori advisory committees and Elders' forums, mental health consultative committees, youth reference groups, carer and consumer forums and a mental health peer workforce.







OUR RAP

Aboriginal and Torres Strait Islander peoples make up a significant proportion of consumers who engage with and access our services. This group experiences a disproportionate level of adverse health outcomes, evident by the ongoing gap in life expectancy between Aboriginal and Torres Strait Islander communities and mainstream communities. GPH has a strong commitment to closing the gap in health, education and employment among Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander people across Southern NSW. GPH recognises the importance of developing a clear and meaningful plan to take active steps in delivering this commitment.

Historically, GPH has already established a strong and positive working relationship with Aboriginal and Torres Strait Islander peoples in our region through various engagements. GPH has established regional 'Koori' Advisory Committees that provide guidance on the development and delivery of health services across the region, GPH has also established a position on our board that is specifically identified for a member of the local Aboriginal and Torres Strait Islander community to provide guidance at our highest level of management. GPH delivers a variety of health services to our Aboriginal and Torres Strait Islander communities that span a range of interventions from chronic disease management, health screening, outreach clinics, smoking cessation and health promotion. GPH also has an ongoing commitment to participate in a variety of community events important to the Aboriginal and Torres Strait Islander community including NAIDOC Week, National Reconciliation Week, Sorry Day and Close the Gap Day.

Our RAP Committee with Terms of Reference began with an Expression of Interest process in November 2015.

An enthusiastic response from across the organisation resulted in the Grand Pacific Health Reconciliation Committee (GPHRC) being formed in January 2016, and due the geographical spread of members the first face to face meeting occurred in Batemans Bay in March 2016. The RAP Committee included:

Christine van den Berg

Executive Manager (RAP Chair)

Nicola Rabbitte

Youth Health Worker

Carolyn Robertson

Finance Team Leader

Pat Seymour

Care Coordinator

Dale Wright

Aboriginal Health Project Officer

Peter Murray

Project Officer

Daneika Stewart

Aboriginal Outreach Worker

Raylene Merritt

Senior Aboriginal Outreach Worker

Dayle Easley

Dietitian

Sarah Wilson

Practice Coordinator

Gwenda Jarrett

Aboriginal Outreach Worker

Simon Sadler

Aboriginal and Preventative Health Manager

Jessica Auciello

Tackling Indigenous Smoking Coordinator

Stephen Taylor

Care Coordinator

Kerry Walker

ISPIR Intake Coordinator

Christine Carey

Team Leader, Child & Family Service Delivery

Leonie Everett

headspace Service Manager

Kellie Kembrey

Manager, Quality & Strategic Projects

Melinda Mumbulla

PIR Peer Worker

Jemma Tribe

Communications Manager



Seven members of our RAP committee identify as Aboriginal or Torres Strait Islander peoples.

Our Board and staff body strongly supported the development of our RAP, recognising that we can better engage with Aboriginal and Torres Strait Islander peoples and our communities. Within our organisation, we believe that it is the responsibility of each staff member to promote the RAP so that what we have developed becomes engrained into our everyday practice. To support this, the GPH Human Resources Manager has been delegated with the role of championing the RAP within the organisation.

Approximately 21,000 Aboriginal and Torres Strait Islander peoples live within our service catchment. GPH is committed to being as effective as possible in our work with Aboriginal and Torres Strait Islander peoples we believe that this RAP will assist us to achieve this by developing strategic initiatives and direction for our organisation.

The development of a RAP assists GPH to formalise our commitment to closing the gap in Aboriginal and Torres Strait Islander people's life expectancy by improving access to health services, and supporting opportunities for equitable engagement for employment and education. We acknowledge Australia's history of colonisation and the impact that it had on the health of First Australians and generations thereafter and are sensitive in our approach to moving forward. We also recognise the role of Aboriginal and Torres Strait Islander cultures and their contribution to enriching Australia's identity.

OUR RAP WILL:

1. Provide a framework to guide and achieve our vision
2. Help us to create enduring relationships and enhance existing relationships with Aboriginal and Torres Strait Islander peoples
3. Inform us how to respectfully engage across our communities
4. Develop recruitment processes through consultation with Aboriginal and Torres Strait Islander peoples and our employees that are specifically tailored, targeted and designated and include traineeships
5. Strengthen our internal relationships and build our staff
6. Inform, strengthen and ensure cultural sensitivity in the provision of our services

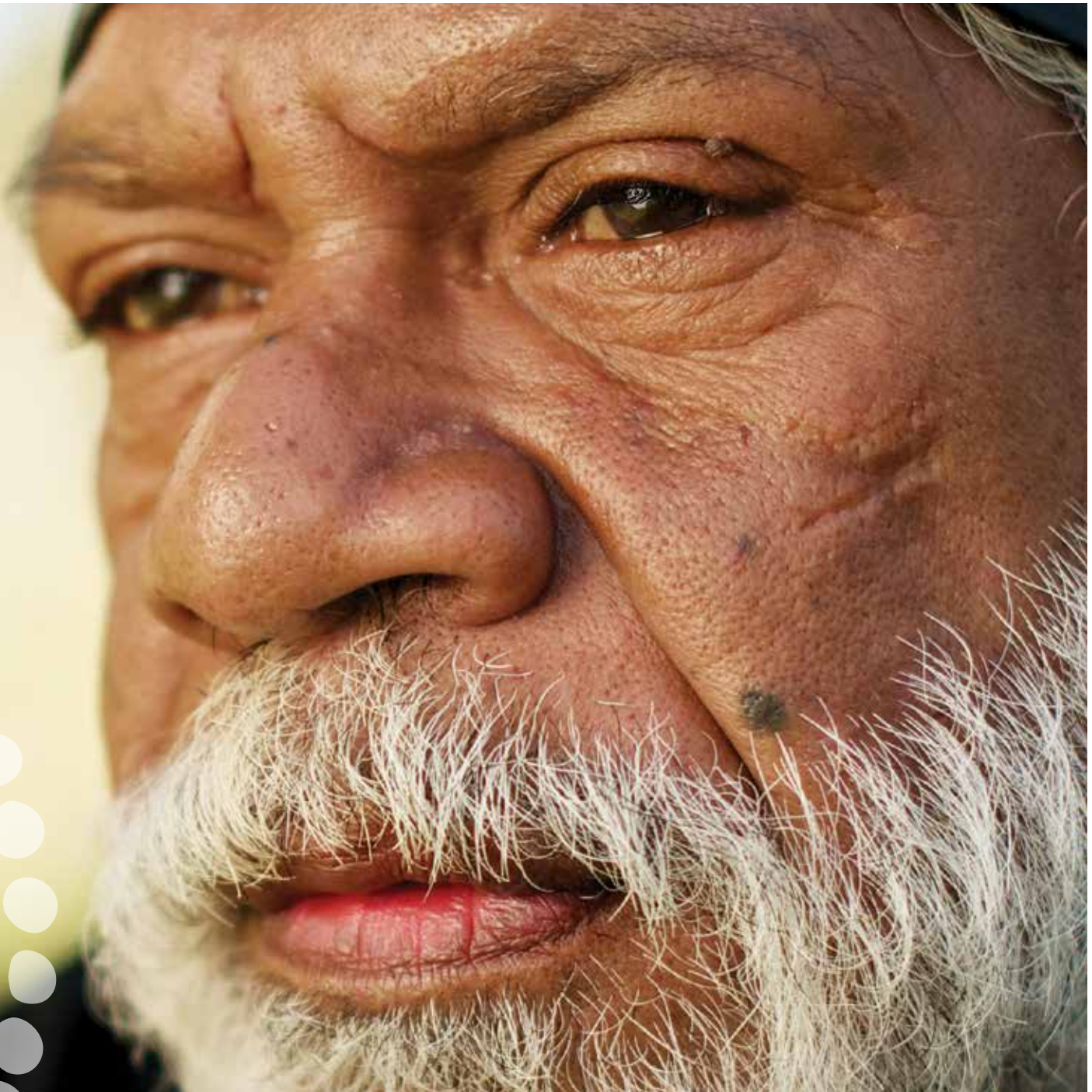
KEY:

GPHRC	Grand Pacific Health Reconciliation Committee
CEO	Chief Executive Officer
EMO	Executive manager of Operations
SMT	Senior Management team (program managers, HRM, FM, ITC manager, Business Improvement manager and EMO)
HRM	Human Resources Manager
FM	Finance Manager
AG	Advisory Group (Koori Advisory Committee, and/or Elders Advisory group)



01: RELATIONSHIPS

GPH will make every effort to work in a collaborative, holistic approach to build and maintain relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations within the GPH geographical region. We believe establishing strong relationships is important because it builds the foundation to be able to assist in culturally appropriate service delivery.



:01



:01 Focus area

Implementing Grand Pacific Health's Reconciliation Action Plan 2018 - 2020

ACTION: The GPH RAP Committee (GPHRC) will actively monitor the RAP development, including the implementation of actions, tracking of its progress and reporting

DELIVERABLE	TIMELINE	RESPONSIBILITY
GPHRC oversees the development, endorsement and launch of the RAP.	March 2018	CEO & Board
Senior Manager to hold a position on GPHRC	March 2018	EMO
Produce a short video clip outlining the practical application and purpose of the RAP.	March 2018	GPHRC
Review Terms of Reference for the GPHRC	March 2018	GPHRC
GPHRC commit to meeting at least four times per year to monitor and report on the RAP implementation.	March, July and October 2018, and January, April, July and October 2019. January 2020.	EMO
Ensure Aboriginal and Torres Strait Islander peoples are represented on the GPHRC.	Review in May, October 2018, 2019	SMT
Utilise our external advisory groups, such as our two Koori Advisory committees and our Elders Group to provide cultural advice and guidance.	May, October 2018, 2019	AG & GPHRC
Ensure adequate resourcing of the GPHRC to oversee RAP implementation.	March, , July and October 2018, and January, April, July and October 2019.	CEO



:01 Focus area

Aboriginal and Torres Strait Islander community engagement and participation

ACTION: Celebrate National Reconciliation Week (NRW) by providing opportunities for our Aboriginal and Torres Strait Islander employees and other employees to build and strengthen relationships with our local communities

DELIVERABLE	TIMELINE	RESPONSIBILITY
Organise at least one internal NRW event in each of our hub offices each year	May 2018, May 2019.	Manager Aboriginal & Preventative Health
Support external NRW events in each of our districts and host NRW events in our region e.g. Tour da country Bike Ride, Koori Knockout Challenge, Queanbeyan Deadly Runners, local sporting Knockout events (football, netball etc.)	May 2018, May 2019.	GPHRC & SMT
Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories, including culturally appropriate approaches such as videos, stories at internal staff meetings, across different working groups.	May 2018, May 2019.	GPHRC
Encourage staff at all levels of the organisation to attend a NRW event during work hours to help build relationships with Aboriginal and Torres Strait Islander community members	May 2018, May 2019.	SMT
Download and circulate Reconciliation Australia's NRW resources to employees	May 2018, May 2019.	SMT & GPH Team Leaders
Actively promote NRW events that GPH is involved through newsletters, electronic media and GPH service delivery.	May 2018, May 2019.	SMT & GPH Team Leaders
Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.	May 2018, May 2019.	GPHRC
Register all NRW events via Reconciliation Australia's NRW website.	April 2018 and April 2019	GPHRC.



:01 Focus area

Aboriginal and Torres Strait Islander community engagement and participation (contd.)

ACTION: Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander organisations and other organisations which are committed to improving the health, social and emotional wellbeing of Aboriginal and Torres Strait Islander peoples

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop and implement an appropriate engagement plan, service level agreement or memorandum of understanding with our Aboriginal and Torres Strait Islander stakeholder partners.	April 2018	CEO
Meet with these partner organisations regularly to review outcomes for the people who access our services.	Review in July and October 2018, and July and October 2019	EMO
Pursue opportunities for partnerships with Aboriginal and Torres Strait Islander organisations in promoting employment and education of Aboriginal and Torres Strait Islander staff and students, improving access and quality of health services for Aboriginal and Torres Strait Islander communities, and secondment/community capacity opportunities.	July 2018	SMT
Develop a database of available contacts within Aboriginal and Torres Strait Islander communities available to assist us with RAP initiatives e.g. caterers, artists, Elders, performers, speakers etc.	July 2018	SMT
Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	October 2018	SMT

ACTION: Improve and maintain open relationships between GPH and local Aboriginal and Torres Strait Islander peoples, communities and their Elders to support positive outcomes

DELIVERABLE	TIMELINE	RESPONSIBILITY
Foster our relationships with community through regular meetings with our Koori Advisory committees, and Elder consultation forums	To be completed by April 2018, October 2018, April 2019 and October 2019.	CEO & SMT
Monitor engagement of Aboriginal and Torres Strait Islander peoples to ensure representation in GPH programs.	July 2018, January and July 2019.	GPH Team Leaders
Consult with the users of our services on a regular basis, and ensure GPH utilise the consultative forums already established when designing and implementing new services	Review in January, April, July and October 2018, and January, April, July and October 2019.	SMT & Aboriginal Health Team.



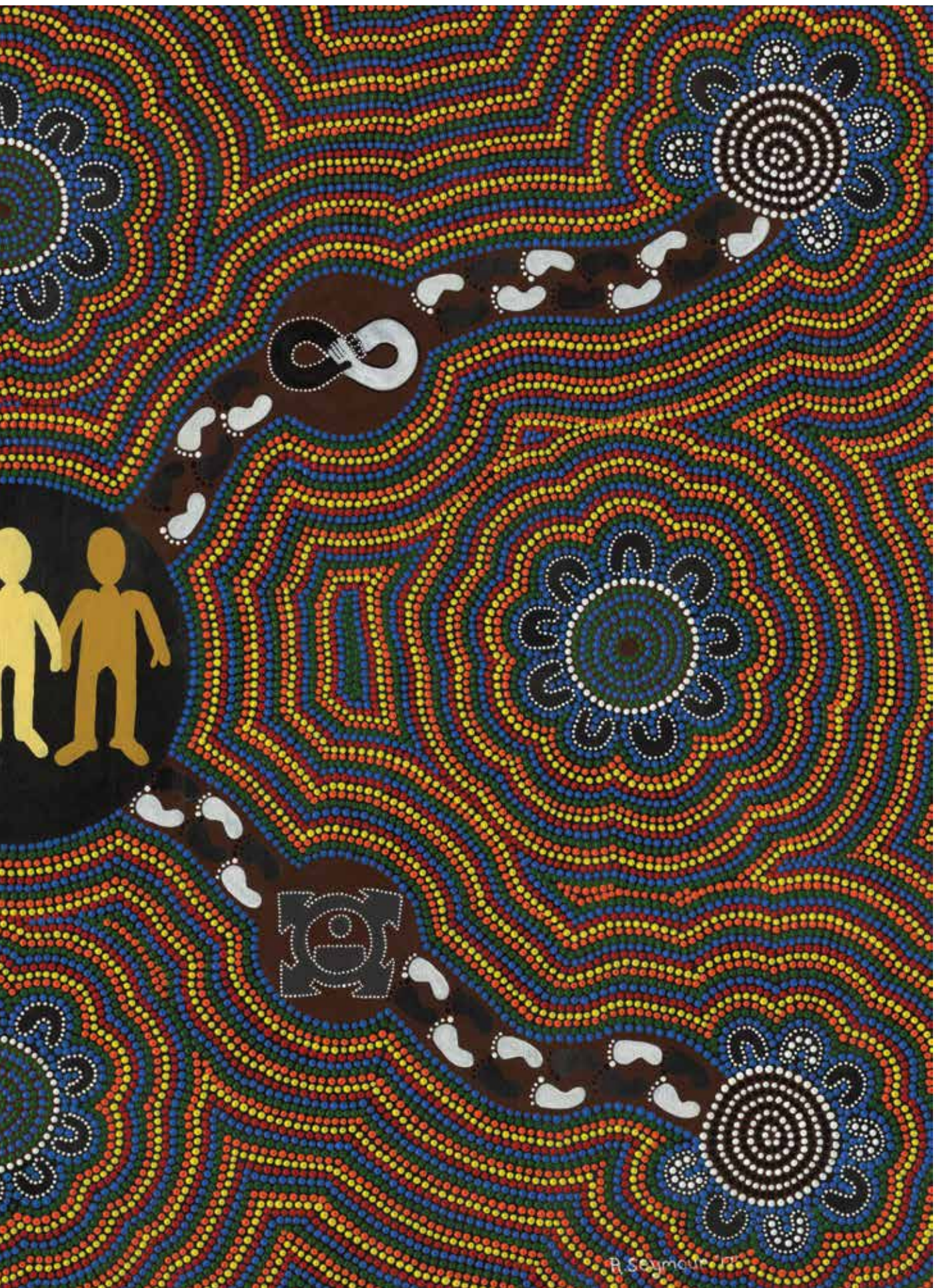
:01 Focus area

Communication and consultation

ACTION: Raise internal and external awareness of our RAP to promote reconciliation across our business and sector

DELIVERABLE	TIMELINE	RESPONSIBILITY
Implement and review a strategy to communicate our RAP to all internal and external stakeholders.	April 2018	GPHRC
Include the introduction of our Reconciliation Action Plan in the GPH orientation and induction program.	April 2018	CEO and SMT
Promote reconciliation through ongoing active and scheduled engagement with all stakeholders.	Review in March, July and October 2018, and January, April, July and October 2019.	GPHRC and SMT
Promote our RAP at each bi-annual cultural awareness training day, and take opportunity to introduce this to our new staff	July 2018, January 2019, and July 2019.	CEO and SMT
Utilise the experience and knowledge of our Aboriginal and Torres Strait Islander employees to promote and strengthen reconciliation internally and externally to our organisation, e.g. by representation at other team meetings, and inclusion on key committees and working groups	Review in April, July and October 2018, and January, April, July and October 2019	GPHRC, CEO and SMT
Make our RAP available on our intranet and external websites	April 2018.	GPHRC and SMT
Have our RAP available at our hubs and offices.	April 2018.	GPHRC and SMT





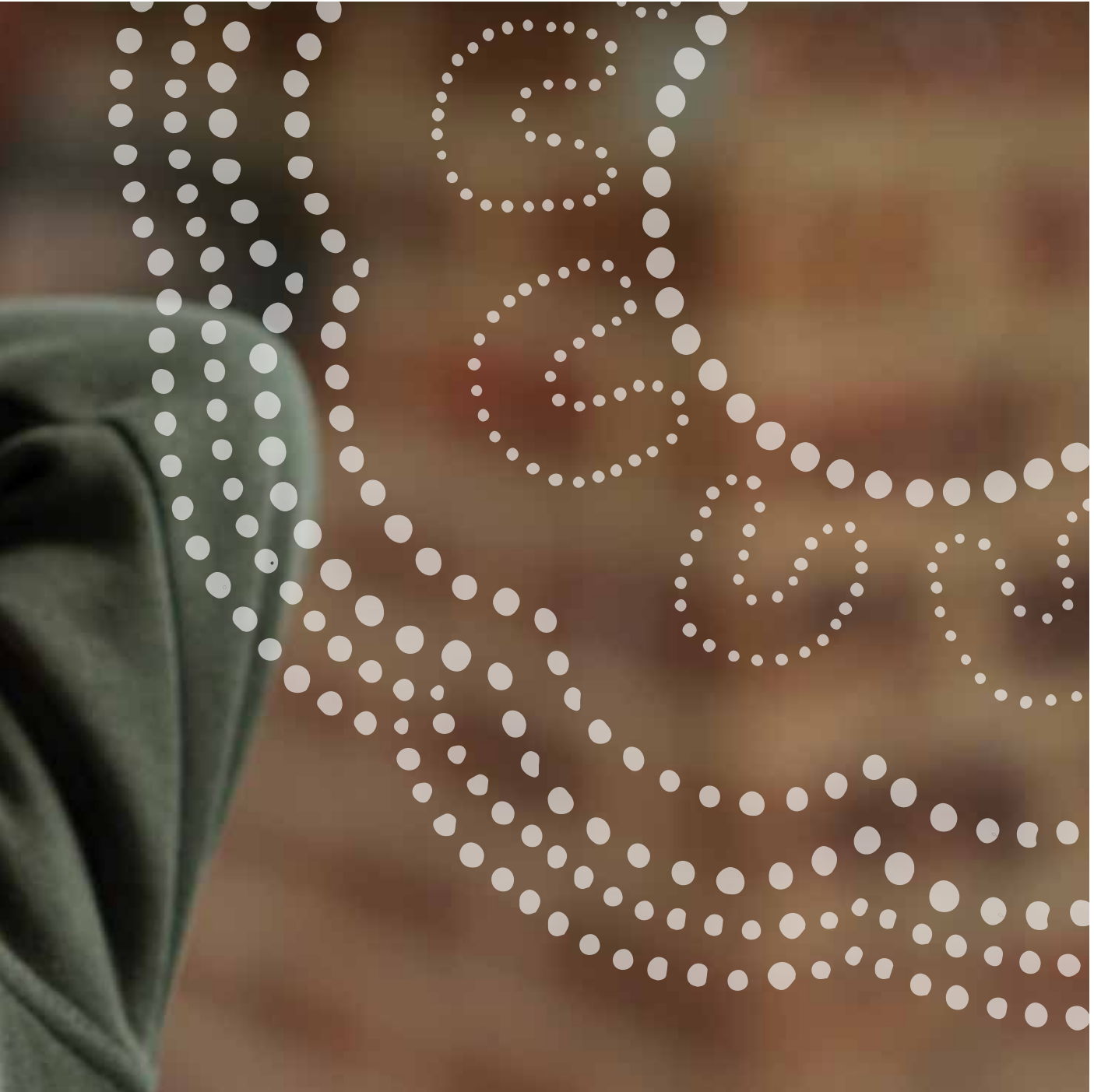
R. Seymour © 2017

Artist: R.Seymour



02: RESPECT

We respect the diversity that exists within Aboriginal and Torres Strait Islander Australia. We respect the significant and unique histories, experiences, beliefs and practices that Aboriginal and Torres Strait Islander peoples and cultures have within our country. It is important to respect the difference between cultures because it enables us to work holistically with the community. It creates flexibility in service delivery, promotes equality, and empowers individuals and communities.



:02



:02 Focus area

Building cultural awareness within our organisation

ACTION: Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements

DELIVERABLE	TIMELINE	RESPONSIBILITY
Review our current cultural awareness training strategy for our staff and revisit the cultural learning needs of employees in all areas of our business, considering various ways of which cultural learning can be provided (online, face to face workshops, cultural immersion)	review July 2018, January 2019, and July 2019.	GPHRC, EMO and SMT
Continue to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural training.	review July 2018, January 2019, and July 2019.	Manager Aboriginal and Preventative Health
Consider the breadth of our region and the diversity of cultures when planning training, and engage local Traditional Owners accordingly	review July 2018, January 2019, and July 2019.	Manager Aboriginal and Preventative Health
Provide opportunities for GPHRC members, RAP Champions, HR Managers and other key leadership to participate in cultural training.	May and October 2018, and May and October 2019	GPHRC
Ensure Cultural training is <ol style="list-style-type: none">1. Held bi-annually2. Not 'off the shelf'3. Mandatory with refreshers (budgeted)4. Specific to our staff's training needs5. Includes engagement with local Elders6. Invite our own Aboriginal and Torres Strait Islander staff to contribute if they feel comfortable.7. Held in consideration of opportunities for interagency training where partnerships exist	May and October 2018, and May and October 2019	Manager Aboriginal and Preventative Health



:02 Focus area

Building cultural awareness within our organisation

ACTION: Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols such as Welcome to Country and Acknowledgement of Country to ensure there is a shared meaning.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	March 2018	GPHRC
Include Acknowledgement of Country at the commencement of important internal and external meetings	April 2018	CEO and SMT
Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.	April 2018	GPHRC and SMT
Develop a list of key contacts for organising a Welcome to Country and maintain respectful partnerships	April 2018	SMT
Ensure investigation occurs in regard to which country we are holding events e.g. utilise local land councils for advice.	March 2018	CEO
Invite a Traditional Owner to provide a Welcome to Country to any significant event held by GPH such as workshops and training sessions coordinated by GPH, formal meetings inviting external stakeholders.	April 2018.	CEO and GPHRC
Organise and display an Acknowledgment of Country plaque in our office/s	April 2018 and review October 2018, April 2019 and October 2019.	CEO and GPHRC
Display and appropriately acknowledge significant artwork of various forms (including stories) throughout our organisation	April 2018 and review October 2018, April 2019 and October 2019.	SMT
Commit to "name" our programs with titles that have come from consultation with our Aboriginal and/or Torres Strait Islander staff, advisories and community.	April 2018	SMT



:02 Focus area

Building cultural awareness within our organisation

ACTION: Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week

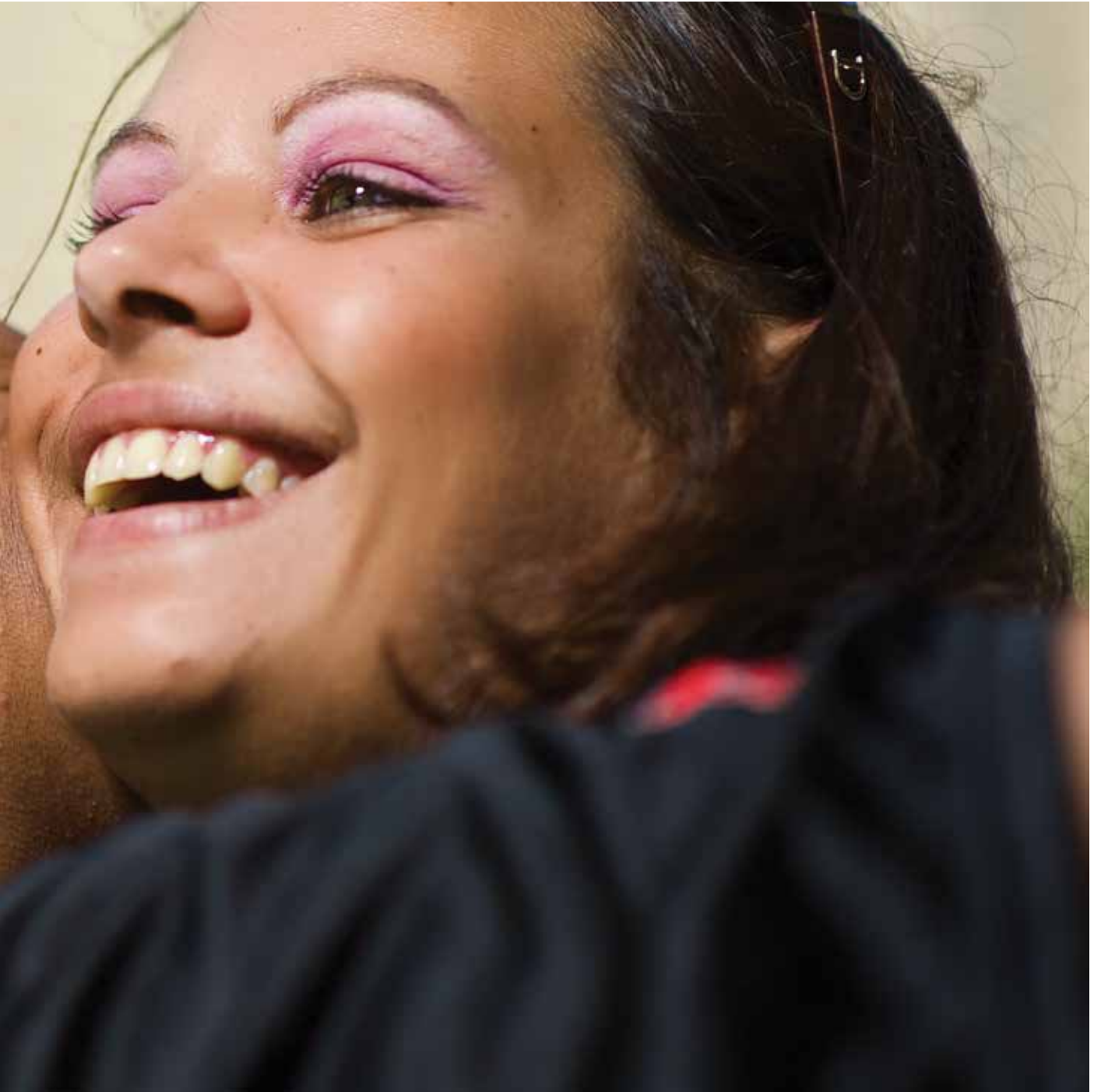
DELIVERABLE	TIMELINE	RESPONSIBILITY
Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	May 2018, 2019	HR Manager
Provide opportunities for all Aboriginal and/or Torres Strait Islander staff to participate in/with their cultures and communities during NAIDOC Week	July 2018, July 2019	CEO
Choose the local activities that we will attend/support to celebrate NAIDOC Week - All staff encouraged to attend	June 2018, June 2019	CEO
Consider opportunities for Elders and other community members to contribute to our (GPH) stall (e.g. Stories, cultural learning)	June 2018, June 2019	GPHRC and SMT
Provide opportunities for all staff to participate in NAIDOC Week activities	June 2018, June 2019	SMT
Promote NAIDOC week through our; • GPH website and newsletter, • Media releases.	June 2018, June 2019	GPHRC





03: OPPORTUNITIES

GPH are committed to creating and promoting opportunities within our workplace for Aboriginal and Torres Strait Islander peoples. We believe that providing opportunities for Aboriginal and Torres Strait Islander peoples is important because it will improve career pathways, allow for development, and improve employment prospects.



:03



:03 Focus area

Building the skills and capacity of our organisation to deliver culturally appropriate services

ACTION: Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop and implement Aboriginal and Torres Strait Islander Employment and Retention Strategy, engaging with existing staff and community, which has processes specifically tailored to attract Aboriginal and/or Torres Strait Islander staff.	June 2018	CEO, HRM and SMT
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	June 2018	HRM
Advertise all vacancies in Aboriginal and Torres Strait Islander media (e.g. Koori Mail, National Indigenous Times)	June 2018 and review October 2018, April 2019 and October 2019.	HRM
Work with HR to assess selection criteria for positions advertised to ensure cultural specificity for Aboriginal and Torres Strait Islander Peoples.	June 2018 and review October 2018, April 2019 and October 2019.	HRM
Aim to include Aboriginal and/or Torres Strait Islander representation on recruitment and selection panels for all positions that engage with Aboriginal and Torres Strait Islander Communities.	April 2018	SMT
Collect information on our current Aboriginal and/or Torres Strait Islander staff to inform future employment opportunities through the identification and matching of skills across our Aboriginal and Torres Strait Islander staff body	June 2018 and review October 2018, April 2019 and October 2019.	SMT
Facilitate working across GPH programs to enhance opportunities for shared learning between Aboriginal and Torres Strait Islander staff and other staff members in terms of technical skills and community engagement.	June 2018 and review October 2018, April 2019 and October 2019.	HRM



:03 Focus area

Building the skills and capacity of our organisation to deliver culturally appropriate services

ACTION: Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace (contd.)

DELIVERABLE	TIMELINE	RESPONSIBILITY
Include in all job advertisements, 'Aboriginal and Torres Strait Islander peoples are encouraged to apply.'	April 2018.	HRM
Include RAP statement in all job descriptions	April 2018.	HRM and SMT
Engage with external Aboriginal and Torres Strait Islander peoples and/or consultants to advise on recruitment, employment and retention strategies, including professional development	April 2018	HRM and SMT
Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	June 2018 and review October 2018, April 2019 and October 2019.	SMT

ACTION: Develop and implement Aboriginal and Torres Strait Islander employment pathways (e.g. Traineeships/ Internships)

DELIVERABLE	TIMELINE	RESPONSIBILITY
Create traineeship and internship opportunities for Aboriginal and Torres Strait Islander peoples	April 2018	CEO and SMT
Explore opportunities for voluntary experience with GPH for Aboriginal and Torres Strait Islander community members seeking employment	April 2018.	GPHRC and SMT
Explore opportunities outside the organisation for exposure to training experiences not available within GPH	July 2018.	GPHRC and SMT
Consider opportunities for Aboriginal and Torres Strait Islander students such as school based traineeships and student placements	July 2018	GPHRC and SMT



:03 Focus area

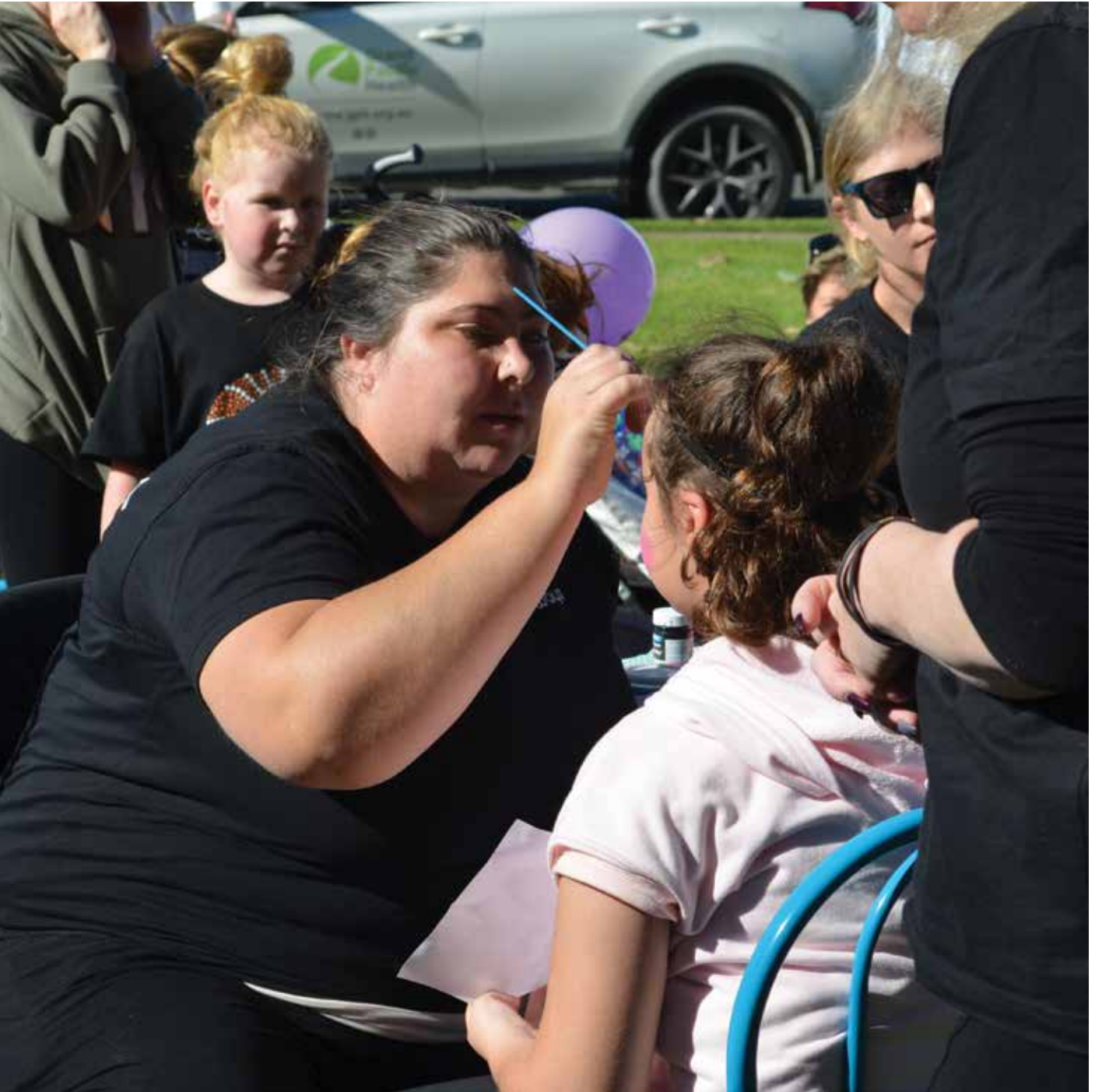
Building the skills and capacity of our organisation to deliver culturally appropriate services

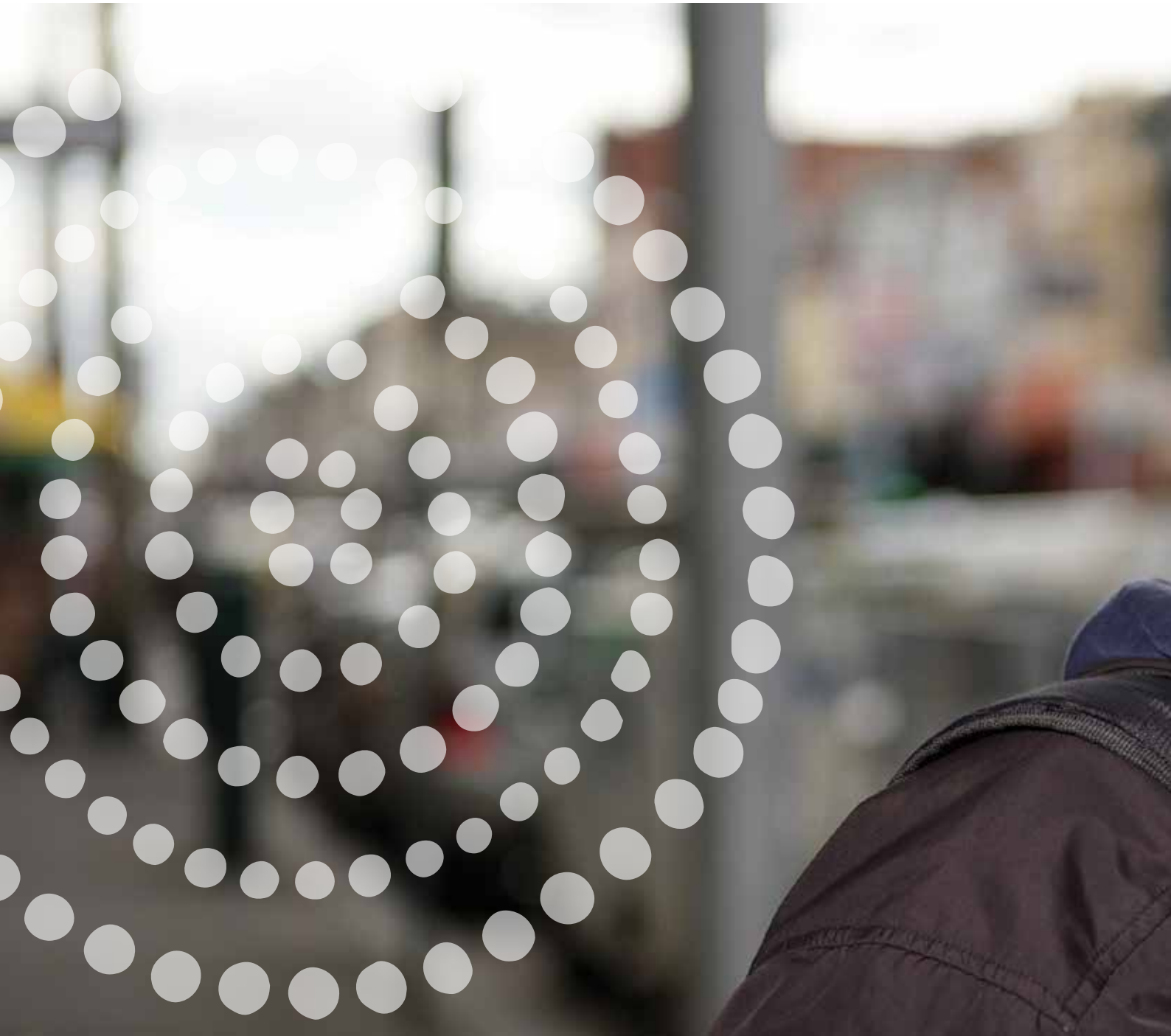
ACTION: Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation

DELIVERABLE	TIMELINE	RESPONSIBILITY
Review and update procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services	April 2018	CEO, FM and GPHRC
Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services	April 2018	CEO and FM
Develop at least one new relationship with an Aboriginal and/or Torres Strait Islander owned business.	July 2018	SMT and GPHRC
Nurture existing relationships with Aboriginal and Torres Strait Islander owned businesses.	June 2018 and review October 2018, April 2019 and October 2019	FM and GPHRC
Investigate Supply Nation membership	April 2018	GPHRC and SMT

ACTION: Support Aboriginal and Torres Strait Islander leadership

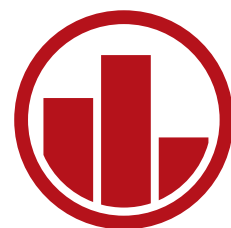
DELIVERABLE	TIMELINE	RESPONSIBILITY
Promote EOIs to Aboriginal and/or Torres Strait Islander employees for opportunities, examples include projects and tender processes	June 2018 and review October 2018, April 2019 and October 2019	CEO and SMT
Investigate and support professional mentoring opportunities for our Aboriginal and/or Torres Strait Islander employees	June 2018 and review October 2018, April 2019 and October 2019	SMT
Create further opportunities within existing structures for team leadership and management positions	June 2018 and review October 2018, April 2019 and October 2019	CEO and SMT





04: REPORT

GPH will make every effort to work in a collaborative, holistic approach to build and maintain relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations within the GPH geographical region. We believe establishing strong relationships is important because it builds the foundation to be able to assist in culturally appropriate service delivery.



:04



04: Focus area

Governance, Tracking progress and reporting

ACTION: Report RAP achievements, challenges and learnings to Reconciliation Australia

DELIVERABLE	TIMELINE	RESPONSIBILITY
Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	September 2018, 2019, 2020	Manager Aboriginal and Preventative Health
Investigate participating in the RAP Barometer	May 2018	GPHRC
Develop and implement systems and capability needs to track, measure and report on RAP activities	May 2018	GPHRC and SMT

ACTION: Report RAP achievements, challenges and learnings internally and externally

DELIVERABLE	TIMELINE	RESPONSIBILITY
Publically report our RAP achievements, challenges and learnings internally through staff newsletter and intranet, and externally through media outlets	June 2018 and review October 2018, April 2019 and October 2019	GPHRC and CEO

ACTION: Review, refresh and update RAP

DELIVERABLE	TIMELINE	RESPONSIBILITY
Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	August 2019	GPHRC
Send draft RAP to Reconciliation Australia for feedback	October 2019	GPHRC
Send draft RAP to Reconciliation Australia for endorsement	January 2020	GPHRC




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This painting is the work of Nowra based Aboriginal Artist, **Rod Seymour**. It was commissioned by Grand Pacific Health (GPH) and is a visual representation of our Reconciliation Action Plan (RAP). The painting depicts the three focal areas of our RAP incorporating; relationships, respect, and opportunities in working with Aboriginal and Torres Strait Islander people - all within the context of the various health services that GPH provides.



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