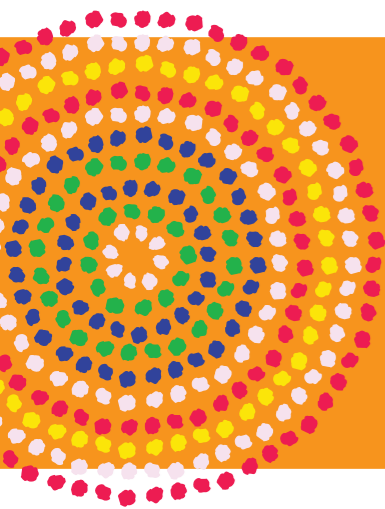


Aboriginal and Torres Strait Islander Workforce Action Plan 2023-2026



Sunshine Coast Health respectfully acknowledges the Traditional Custodians, the Kabi Kabi/Gubbi Gubbi and Jinibara people on whose land we provide our services. We also pay our respects to the Aboriginal and Torres Strait Islander Elders, past, present, and future. We recognise the strength and resilience that Aboriginal and Torres Strait Islander people and their ancestors have displayed in laying strong foundations for the generations that follow.



This document aligns with the Sunshine Coast Aboriginal and Torres Strait Islander Health Equity Strategy 2022-2031 and as such has the below vision and purpose:



Our vision:

Improved health outcomes for Aboriginal and Torres Strait Islander people, through providing culturally responsive, sustainable, and effective healthcare.



Our purpose:

To advance health equity, eliminate racism across the health system and to achieve life parity for Aboriginal and Torres Strait Islander people by 2031.



What this looks like

Culturally safe workplaces contribute to positive working experiences that underpin the recruitment and retention of Aboriginal and Torres Strait Islander people.

At the same time, value is achieved through embracing diverse perspectives to build a workforce that can respond to Sunshine Coast Hospital and Health Service priorities and the needs of the community.

Put simply, a health workforce that mirrors the cultures in our community is a service that can advocate confidently and safely for all.



Our opportunities

To develop a workforce that is culturally responsive, inclusive, and educated to negate discrimination and racism. Creating a workplace that serves to attract and retain Aboriginal and Torres Strait Islander peoples by providing a culturally safe work environment that:

- includes representation of Aboriginal and Torres Strait Islander staff
- provides rewarding career pathways for Aboriginal and Torres Strait Islander staff
- establishes Sunshine Coast Hospital and Health Service as an employer of choice for Aboriginal and Torres Strait Islander peoples
- embraces cultural diversity.

Completed actions

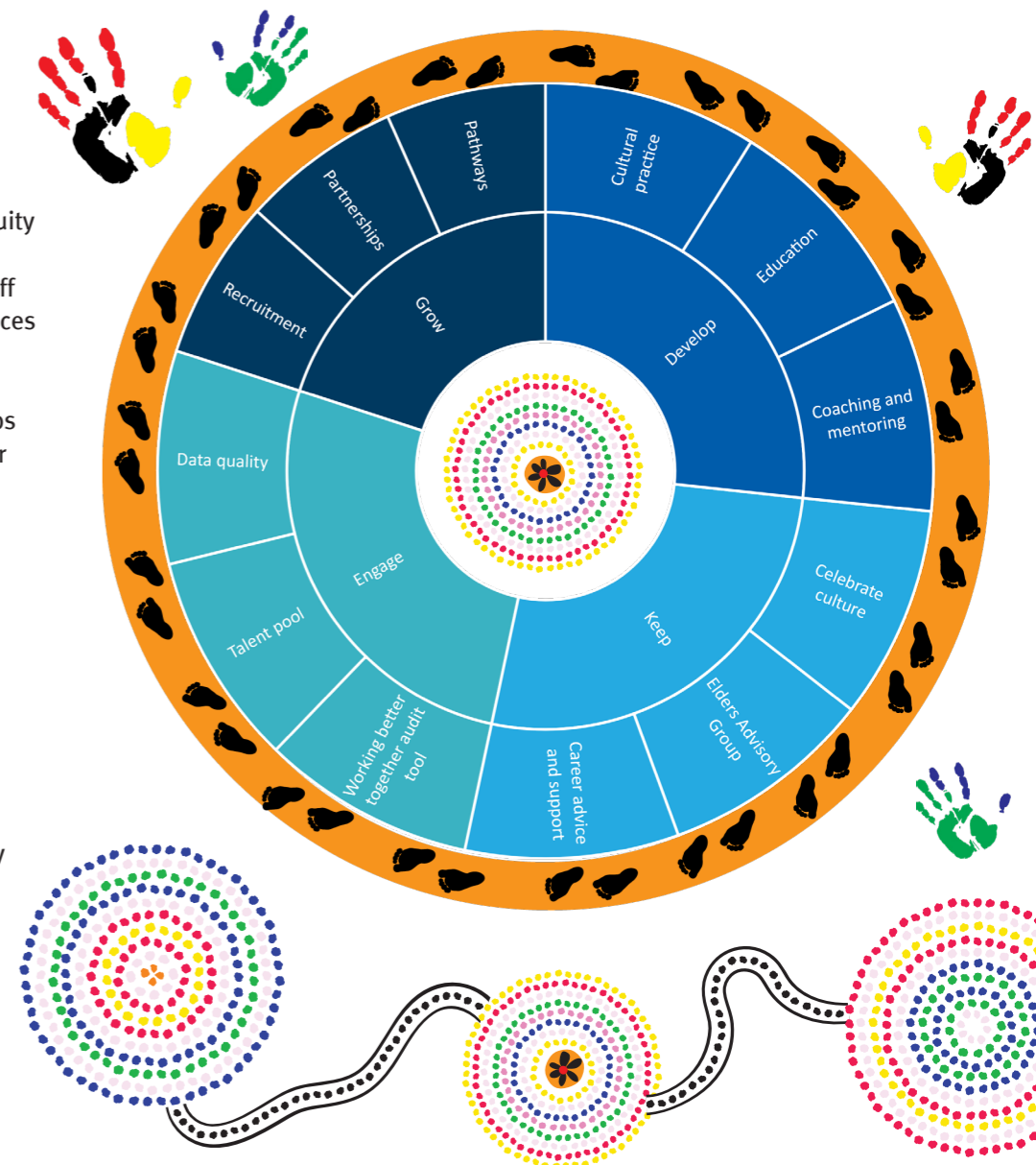
We support our staff in many ways including:

- Sunshine Coast Aboriginal and Torres Strait Islander Health Equity Strategy and Implementation Plan
- Increased number of Cultural Practice Program sessions for staff
- Identified position guide and role descriptions to support services to employ Aboriginal and Torres Strait Islander staff
- Increased identified graduate nurse positions
- Aboriginal and Torres Strait Islander Health Worker Scholarships
- Collaboration with Griffith University medical students Hope for Health Program
- Elder Advisory Group
- Working Better Together Audit Tool
- Dedicated intranet and internet pages
- Calendar of significant events
- Statement of Commitment to Reconciliation
- Aboriginal and Torres Strait Islander Services Reference Guide
- Aboriginal and Torres Strait Islander Protocols when visiting hospital and health services
- Communicating effectively with Aboriginal and Torres Strait Islander people booklet
- Guidelines for Aboriginal and Torres Strait Islander terminology
- Sad News, Sorry Business: Guidelines for caring for Aboriginal and Torres Strait Islander people through death and dying
- Aboriginal and Torres Strait Islander patient care guidelines
- Communication in-services as requested
- Provide education to first year USC paramedic students
- Host Griffith University first year medical students shadowing Hospital Liaison Officers (HLO's)
- Host 4th year Social Work students shadowing HLO's
- Resident Medical Officer education sessions

Our priorities

There are two priorities addressed in this strategy:

1. Cultural integrity: Build inclusive workplaces that are culturally capable by improving and embedding the understanding of Aboriginal and Torres Strait Islander culture to support the development of culturally safe workplaces and practices.
2. Strengthen career pathways: Develop employment opportunities and career pathways for Aboriginal and Torres Strait Islander staff and put in place career development and advancement initiatives and opportunities.

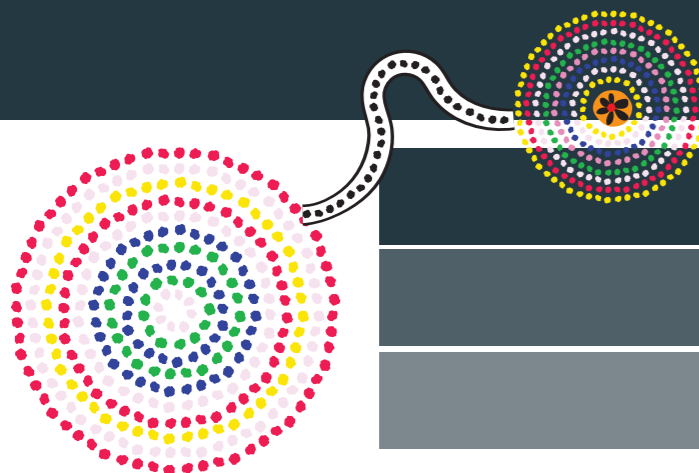


Strategic alignment and new actions

Sunshine Coast Hospital and Health Service Strategic Plan 2022-2026

Sunshine Coast Aboriginal and Torres Strait Islander Health Equity Strategy 2022-2031

Sunshine Coast Hospital and Health Service Aboriginal and Torres Strait Islander Workforce Action Plan 2023-2026



Priority	Action	Measure/s	Responsibility	Timeframe
Cultural integrity	Embed Cultural Practice Program into Orientation Programs for all streams	Cultural Practice Program (CPP) reviewed and reinvigorated	Aboriginal and Torres Strait Islander Health team	December 2023
		CPP included in orientation program for all streams	Workforce Division	July 2023
		>70% compliance with mandatory training	All Service Groups/Divisions	Ongoing
	Celebrate culturally significant events	Increased attendance at significant events	All staff	Ongoing
	Embed use of Working Better Together Audit Tool	Audit tool revised and reinvigorated	Aboriginal and Torres Strait Islander Health team	February 2024
		Audit tool reporting and monitoring process established		
		>50% services completed audit	All Service Groups/Divisions	July 2025
	Integrate mechanisms to address racism and discrimination complaints including developing a policy on racism and discrimination to support managers to address complaints	Policy and reporting mechanism developed	Workforce Division/Risk Manager	December 2023
		Implemented communication/education program for staff regarding the importance of identifying and the specific health issues faced by Aboriginal and Torres Strait Islander peoples	Aboriginal and Torres Strait Islander health team/Service leads	March 2023
		Amended Performance and Development template to include questions around cultural integrity and competency	Workforce Division	December 2023
Strengthen career pathways	Establish recruitment pathways for Aboriginal and Torres Strait Islander people into casual pool programs for nursing, operational services, and administration	Talent pool created for all streams	Workforce Division	March 2024
	Increase the number of Aboriginal and Torres Strait Islander people in the workforce by implementing targeted workforce strategies in line with the Sunshine Coast Aboriginal and Torres Strait Islander Health Equity Strategy and Implementation Plan (aspirational benchmark 3.6%)	Deadly Start program implemented	Aboriginal and Torres Strait Islander Health team	December 2025
		Program for student placements in Certificate IV Aboriginal and Torres Strait Islander Primary Health Care implemented	Student Hub	December 2025
		Indigenous Workstars program for operational services implemented	Workforce Division/Operational Support Services	December 2025
		Campaign encouraging existing staff to identify developed and implemented	Communications and Corporate Affairs /Aboriginal and Torres Strait Islander Health team	March 2023
		0.5% annual increase in Aboriginal and Torres Strait Islander workforce through KPI reporting on divisional/directorate operational plans	All Service Groups/Divisions	Ongoing
	Implement mentoring program	Mentoring program implemented	Workforce Division	April 2024
		Five mentors and mentees engaged		
	Establish and support Aboriginal and Torres Strait Islander staff with education and development opportunities	Established an electronic register of Aboriginal and Torres Strait Islander employees/community interested in receiving information on employment and career development within SCHHS	Workforce Division	December 2023
		Senior professional lead for health worker stream appointed	Aboriginal and Torres Strait Islander Health team	December 2023
Professional support structure implemented Increased health worker job satisfaction rates achieved via Employee Opinion Survey		Ongoing		