



# Barwon Health

## Aboriginal Employment Plan

### 2012- 2015



# Table of Contents

Introduction.....	3
Background.....	3
Objective.....	3
Proposed timeframe and resources.....	3
Approach.....	4
Environment .....	4
Organisation Profile.....	4
Review Process .....	5
Aboriginal Community .....	5
Objectives.....	5
Strategies.....	5
Key Initiatives.....	5
Targets.....	6

*Barwon Health acknowledges the Traditional Owners and Custodians of the land – the Wathaurong people, and we pay our respect to them, their culture and their Elders past, present and future.*

In this Plan the term “Aboriginal” is used to refer to and is inclusive of Aboriginal and Torres Strait Islander people.

## Introduction

### BACKGROUND

Karreeta is the Gunditjmara word for “grow” and Yirramboi is the Taungurung word meaning “tomorrow”.

Karreeta Yirramboi is the Victorian Government’s plan to improve public-sector employment and Career Development outcomes for Aboriginal people. The plan spans a timeline of 2010-2015 and responds to COAG’s National Partnership Agreement in Indigenous Economic Participation and a commitment to halve the gap in employment outcomes between indigenous and non-indigenous people within a decade.

Karreeta Yirramboi sets an Aboriginal employment target of one percent for the Victorian public sector and requires public-sector organisations with 500 or more employees to develop an Aboriginal employment plan.

The public health sector plays an important part in overall achievement of the 1% Aboriginal employment target. Thirty-two Victorian Public Health Services have a workforce over 500 employees. The aim is to develop an individual Aboriginal employment plan that is tailored to Barwon Health’s capacity, and reflective of the Traditional Owners and the communities in which we operate.

The Department of Health has engaged with the Commonwealth Department of Education, Employment and Workforce Relations (DEEWR) to facilitate and coordinate the Aboriginal Employment Plan project. The project is funded by DEEWR with the Department of Health taking responsibility for selecting the thirty-two organisations. Priority is given to Health Services with 500 or more employees. Barwon Health is one of the organisations selected.

### OBJECTIVE

The objective of the Aboriginal Employment Plan is to increase employment and retention of Aboriginal people at Barwon Health to one percent of the total workforce. This target is based on head count and not effective full-time equivalent (EFT).

Through the process of increasing Aboriginal employment and retention, greater understanding of cross-cultural requirements will be achieved to develop the environment and systems for on-going Aboriginal employment at Barwon Health.

### PROPOSED TIMEFRAME AND RESOURCES

The timeframe for achieving the one percent employment participation target under Karreeta Yirramboi is from 2012 to 2015.

To achieve the one percent target, this plan intends utilising both State and Federal funding sources to assist Barwon Health in minimising financial exposure while creating meaningful training and career opportunities for all Aboriginal people.

Although significant funding is available for wage subsidies and training, Barwon Health will need to provide resources for supervision, mentoring, cultural awareness training and project management.

It is important to remember that the utilisation of State and Federal funding streams is designed to up skill the employee during training to benchmark competency. This plan intends to deliver sustainable employment opportunities. Executive and management must consider the potential for ongoing employment before engaging an Aboriginal employee with Barwon Health.

## APPROACH

The Aboriginal Employment Plan is designed to provide practical steps to achieve the one percent workforce participation goal as detailed in the Karreeta Yirramboi employment and training plan.

To ensure Barwon Health's Plan is balanced, an integrated implementation model has been adopted throughout. This model ensures the plan addresses five critical areas:

1. **Resources** – funding, people and infrastructure
2. **Internal** – procedure, preparation, ownership and measurement
3. **Development** – employment initiatives, training and investment
4. **Engagement** – partnerships, networks and strategic alliances
5. **Sustainability** – sustainable long-term and retention employment initiatives

The objectives and outcomes of the new and revised plan are spread over the next two years (2013-2015). It is important to remember when utilising this document that it is not a 'static plan'. As opportunities arise and momentum grows through new initiatives and greater employee and partnership participation, this plan must reflect such change.

## Environment

### ORGANISATION PROFILE

Barwon Health was formed in 1998 and employs approximately 6000 employees. Barwon Health is one of Victoria's largest and most comprehensive regionally based health services. Health services at Barwon Health cover the full spectrum from primary care, community services, aged care, rehabilitation, mental health, and emergency and acute care. As a major teaching hospital, Barwon Health has established education relationships with Deakin University, Melbourne University, Monash University and the Gordon Institute of TAFE.

Barwon Health is committed to creating a positive, respectful, supportive and fair work environment where employee differences are respected, valued and utilised to create a productive and collaborative workplace. Ensuring that all Barwon Health employees, irrespective of their position, background or individual differences model the organisational values of Respect, Accountability, Compassion, Commitment and Innovation is core to creating a respectful and positive work culture within Barwon Health.

Barwon Health aims to provide a workplace that enables equal employment opportunities for all applicants and employees and highlights the fundamental importance of each employee acting in a way that supports diversity and inclusion in our workforce and service access. The development of this Aboriginal Employment Plan incorporates and expands on the initial plan developed in March 2012. The plan provides the opportunity to align Barwon Health's workforce development aims of supporting a high performance, culturally safe work environment whilst increasing the Aboriginal representation within the workforce.

Employment of Aboriginal people across the health service will assist in developing a culturally responsive organisation that promotes the benefit of preventative health services and the importance of accessing health services at the earliest opportunity. This will greatly assist in closing the unacceptable gap that currently exists between the health outcomes of the Aboriginal and Torres Strait Islander community and the wider Victoria community.

Barwon Health is committed to increasing the participation rate of Aboriginal people within the work force to one per cent. As a major employer throughout the Barwon South West region, Barwon Health has the potential of providing an example to the wider community of best-practice methods of producing meaningful employment retention and training opportunities for local Aboriginal people.

## REVIEW PROCESS

To determine the requirements for the Aboriginal Employment Plan an internal review process has been completed. This review was conducted in March 2013. The findings are detailed in Appendix 1.

## ABORIGINAL COMMUNITY

Barwon Health acknowledges that an unacceptable gap currently exists between the health outcomes of the Aboriginal and Torres Strait Islander community and the wider Victoria community.

The Aboriginal Employment Plan will assist in the engagement of Aboriginal people at Barwon Health. Appointment of Aboriginal employees will promote a culturally responsive environment to encourage the presentation of Aboriginal people to Barwon Health for attendance to health care services.

Importantly, the introduction of Aboriginal employees at Barwon Health will be part of the overall team and not specifically Aboriginal roles. This will ensure Aboriginal employees are an integrated and valued member of Barwon Health

Barwon Health is committed to providing employment opportunities that reflect the local Aboriginal community and aims to become an employer of choice amongst the Aboriginal community.

Barwon Health is committed to enhancing collaborative relationships with the breadth of Aboriginal services available within the region. This includes enhancing the partnership with Wathaurong Aboriginal Co-operative as well as building on and developing new partnerships with other alternative Aboriginal organisations, networks, groups and supports.

## Objectives

### STRATEGIES

As described above, Barwon Health must be committed towards the achievement of one percent workforce employment and retention of Aboriginal People by 2015.

Barwon Health has a vast variety of employment opportunities in both skilled and professional pathways. This plan has been developed with the aim of providing strategies and actions for a variety of occupational streams.

Following the introduction of the new Equal Opportunity Act 2010 in August 2011, Barwon Health can advertise and reserve positions for Aboriginal applicants without applying for anti-discrimination exemption from the Victorian Civil and Administrative Tribunal (VCAT). This change in policy allows Barwon Health to target specific sectors of the organisation for Aboriginal employment

### KEY INITIATIVES

We have provided detailed strategies and actions for the following initiatives. The initiatives for Barwon Health's Aboriginal Employment Plan are designed to provide a proactive and practical approach to achieving the one percent Aboriginal employment target by 2015.

Barwon Health's overall employment strategy framework: *Organisational capacity building - Cultural Competence*, underpins the two employment initiatives:

1. Careers in Health Strategy
2. Additional employment strategies including scholarships

Each key area has specific detailed strategies to achieve the outcome.

## TARGETS

Based upon the latest employee engagement survey taken in 2013, Barwon Health currently employs 17 Aboriginal staff members. Further information gathered in the survey results was that 232 staff members per not to say and 254 did not answer when asked if they were of Aboriginal and/or Torres Strait Islander descent.

To fulfil the one percent target, the organisation requires a total of 60 Aboriginal employees.

To achieve the one percent target Barwon Health require an innovative and committed approach to increasing Aboriginal employment participation.