

Aboriginal Health Cultural Safety Plan

2022-2025

The following is a summary of objectives and key actions that underpin our Western Health's strategic direction to improve Aboriginal Health outcomes by providing a culturally respectful, high quality, safe, collaborative and holistic health care organisation.



OBJECTIVE 1

Western Health will ensure culturally safe practices in health care, including environments that are culturally safe and welcoming, and contribute to closing the gap through initiatives to support the health and well-being of Aboriginal and Torres Strait Islander people.

KEY OBJECTIVES

- Increased AHLO services across Western Health sites
- Improved post-discharge connection to services through a Journey Walker position.
- Cultural safety audit tool completed in partnership with clinical departments.
- Integration of Aboriginal and Torres Strait Islander health services across Western Health sites
- Feedback mechanisms are in place and feedback is reviewed and acted on.
- An on-call after hours AHLO telephone service.

EVALUATING AND REPORTING

Measuring and evaluation on the progress and success of this plan will occur through a variety of reporting mechanisms via:

- Western Health Board and Executive
- Western Health Aboriginal Steering Committee
- Aboriginal and Torres Strait Islander Community



OBJECTIVE 2

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment and retention and staff support.

KEY OBJECTIVES

- Establish a Community of Practice for Aboriginal and Torres Strait Islander staff so they can provide meaningful input to Western Health.
- Employ a dedicated Aboriginal Employment Coordinator or agency.
- Develop a Staff Welcome Kit.
- Establish a culturally safe Employee Assistance pathway.

OBJECTIVE 4

Western Health practices will be informed by data, quality improvement and research.

KEY OBJECTIVES

- Embed cultural safety into all new capital projects.
- Ensure Aboriginal and Torres Strait Islander community have opportunities to 'have a say' within Western Health through consumer participation.

OBJECTIVE 3

Increase staff knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and successes through meaningful learning opportunities.

KEY OBJECTIVES

- Develop a cultural learning strategy including developing a range of flexible learning modalities to cater for diverse roles and programs within Western Health.
- Develop and facilitate a program of Aboriginal health champions.
- Celebrate culturally significant events, such as NAIDOC Week.

- Develop a comprehensive research plan that drives improvement in Aboriginal and Torres Strait Islander options and outcomes.
- Annual publication and explanation of Aboriginal and Torres Strait Islander service use data.
- Ensure that our policies and procedures support Cultural Safety.