**Implementation Guide**for the WA Aboriginal Health and Wellbeing Framework 2015-2030

**ACTION PLAN 2022 - 2025**

**Health Service Provider: *Insert HSP name here***

Under the *Aboriginal Health and Wellbeing Policy*, Health Service Providers (HSPs) are required to prepare and implement an Action Plan aligned to the *Implementation Guide for the WA Aboriginal Health and Wellbeing Framework 2015-2030* ([Implementation Guide link)](http://ww2.health.wa.gov.au/~/media/Files/Corporate/general%20documents/Aboriginal%20health/PDF/13283-implementation-guide-final.ashx) for the period 2022-2025. Development of an Action Plan will assist HSPs to address the *WA* *Aboriginal Health and Wellbeing Framework 2015-2030* six Strategic Directions and work towards the performance measures and targets that relate to Aboriginal people, as detailed in the Health Service Performance Report (HSPR).

The Implementation Guide outlines a series of Focus Areas under each of the six Strategic Directions and then offers a suite of strategies and measures that can contribute to improved outcomes.

Against each of the six Strategic Directions of the Implementation Guide, HSP Action Plans are required to outline the actions and measures to improve Aboriginal health outcomes. The Action Plan should also identify the accountable area for each action.

HSPs are required to include other Aboriginal health mandatory policy requirements (found in the *Aboriginal Cultural eLearning Policy,* the *Aboriginal Workforce Policy* and the *Aboriginal Health Impact Statement Declaration Policy*) under the actions of the relevant strategic directions of the Action Plan. Policy alignment has been included in blue, in addition to an example, to assist in the development of HSP Action Plans.

***~ Example ~***

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| **Strategic Direction 1 – *Promote good health across the life course*** |
| Strategic Direction 1 is aligned to:* Implementation Guide strategic outcome - Aboriginal people engage with culturally safe, evidence-based programs and services at transition points across the life course (maternal health, childhood health and development, adolescent and youth health, healthy adults, healthy ageing)
* Building the Foundations Evaluation - Next five years priority: Develop and expand culturally safe maternal health, birthing and child health services
* Closing the Gap Target 2 - Aboriginal children are born healthy and strong (healthy birthweight = 2500 – 4499 grams at birth)
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| **FOCUS AREA** | **STRATEGY** | **MEASURE** | **ACCOUNTABLE AREA / EXEC SPONSOR** |
| **Maternal Health** | ***EXAMPLE (based on program delivered by EMHS)***STRATEGY:Provide access to culturally safe and responsive antenatal care, birth options and postnatal care to Aboriginal women and their families.ACTIONS:Deliver Boodjari Yorgas Maternity Group Practice program to pregnant Aboriginal women and their families in the Armadale catchment | Measures aligned to Closing the Gap Socio-Economic Target 2 supporting indicator ‘[use of antenatal care](https://www.pc.gov.au/closing-the-gap-data/dashboard/socioeconomic/outcome-area2/use-of-antenatal-care)’:* % of clients participating in Boodjari Yorgas Maternity Group Practice attended **five or more antenatal visits**
* **%** of clients participating in Boodjari Yorgas Maternity Group Practice attended **at least one antenatal visit in the first trimester**
 | Armadale Kalamunda Health Group |
| STRATEGY:Support the SEWB of Aboriginal mothers-to-be and new mothers, through culturally safe screening and prevention including: perinatal mental health screening; FDV screening; tobacco cessation; and AOD cessation.ACTION:Embed Baby Coming You Ready within care provision for Aboriginal women accessing Boodjari Yorgas Maternity Group Practice | * **X%** of clients participating in Boodjari Yorgas Maternity Group Practice **accessed culturally safe screening**
* **X%** of clients participating in Boodjari Yorgas Maternity Group Practice **culturally responsive primary prevention**
 | Armadale Kalamunda Health Group |

***~ Example ~***

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| **FOCUS AREA** | **STRATEGY** | **MEASURE** | **ACCOUNTABLE AREA / EXEC SPONSOR** |
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| **Strategic Direction 2 – *Prevention and early intervention*** |  |
| Strategic Direction 2 is aligned to:* Implementation Guide strategic outcome - Aboriginal people families and communities are provided with the opportunities to engage with evidence-based prevention and early intervention initiatives and the knowledge and skills to choose healthy lifestyles to support good health and wellbeing
* Implementation Guide headline measure - A reduction in potentially preventable hospitalisations relating to chronic conditions and communicable disease
* Building the Foundations Evaluation – Next five years priority: Progress a renewed focus on evidence-based prevention and early intervention initiatives
* Closing the Gap Target 1 - Aboriginal life expectancy (health service access, chronic conditions, risk factors e.g., smoking, alcohol)
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| **FOCUS AREA** | **STRATEGY**  | **MEASURE** | **ACCOUNTABLE AREA / EXEC SPONSOR** |
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| **Strategic Direction 3 – *A culturally respectful and non-discriminatory health system*** |  |
| Strategic Direction 3 is aligned to:* Implementation Guide strategic outcome - Recognise racism as a key social determinant of health for Aboriginal people. Healthcare is to be free of racism and discrimination.
* Implementation Guide headline measure - A reduction in the rates of Discharge Against Medical Advice (DAMA)
* Building the Foundations Evaluation - Next five years priority: Trial new and share existing strategies to reduce Discharge Against Medical Advice/Did Not Wait.
* Closing the Gap Target 1 - Aboriginal life expectancy (health service access, cultural safety)
* Aboriginal Cultural eLearning Policy and Aboriginal Health Impact Statement and Declaration Policy

*\* Measurements aligned to the Aboriginal Cultural eLearning Policy and Aboriginal Impact Statement and Declaration Policy have been pre-populated for convenience and a streamlined reporting approach.* |
| **FOCUS AREA** | **STRATEGY**  | **MEASURE** | **ACCOUNTABLE AREA / EXEC SPONSOR** |
| **Workforce development and training** | WA Health Aboriginal Cultural eLearning Policy requirement:Promote and support new staff to access and complete of the WA Health Aboriginal Cultural eLearning (ACeL) – a healthier future | * X% employees who have completed the ACeL.
* X% employees within ACeL compliance requirements *(completion of ACeL within 90 days from commencing employment or returning from extended leave within the WA health system*).
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| **Engagement and Partnerships** | Aboriginal Health Impact Statement Declaration Policy requirement: Promote and monitor the use of ISDs in the development of every new, revised or amended policy. | Suggested performance measures:* Total No. of ISD completed in the 2023-2024 reporting period
* X% ISDs with declared impact in the 2023-2024 reporting period
* X% ISDs for which consultation was undertaken in the 2023-2024 reporting period
* Internal review of:
* Reasons given for declaring “no impact or opportunity for Aboriginal people”
* Reasons given for declaring “no consultation with Aboriginal people required”.
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| **Strategic Direction 4 – *Individual, family and community wellbeing*** |  |
| Strategic Direction 4 is aligned to:* Implementation Guide strategic outcome - Support strong culture, good health and wellbeing through a strong network of healthy relationship between individuals, their families, their kin and community. WA Health structures, policies and processes harness individual, family and community capability and enhance their potential.
* Building the Foundations Evaluation - Next five years priority: Work in partnership with Aboriginal Community Controlled Health Services to support and strengthen the sector
* Building the Foundations Evaluation - Next five years priority: Maintain and build engagement and consultation process with Aboriginal people and communities.
* Aboriginal Health Impact Statement and Declaration Policy
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| **FOCUS AREA** | **STRATEGY** | **MEASURE** | **ACCOUNTABLE AREA / EXEC SPONSOR** |
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| **Strategic Direction 5 – *A strong, skilled and growing Aboriginal workforce*** |  |
| Strategic Direction 5 is aligned to the Aboriginal Workforce Policy and informed by:* Implementation Guide strategic outcome - A strong, skilled and growing Aboriginal health workforce across all levels, including clinical, non-clinical and leadership roles. The non-Aboriginal workforce is able to understand and respond to the needs of Aboriginal people.
* Implementation Guide headline measure - Increased number of Aboriginal people employed in selected health-related disciplines in WA.
* Building the Foundations Evaluation - Next five years priority: Apply and extend the successful suite of Aboriginal workforce initiatives and identify new opportunities.

*\*Aboriginal Workforce Policy requirements have been pre-populated for convenience and a streamlined reporting approach.* |
| **FOCUS AREA** | **STRATEGY**  | **MEASURE** | **ACCOUNTABLE AREA / EXEC SPONSOR** |
| **Attraction & Recruitment** | Aboriginal Workforce Policy requirement:Apply section 51 of the *Equal Opportunity Act 1984* (Act) to recruitment processes. (Please detail how section 51 of the Act is applied in your HSP) | * Number of vacant positions advertised using section 51 of the Act
* Number of Aboriginal people appointed to vacant positions using section 51 of the Act.
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| Aboriginal Workforce Policy requirement:Apply section 5Od of the *Equal Opportunity Act 1984* when Aboriginality is a genuine occupational requirement for the position. | * Number of vacant 50d positions as per section 50d of the Act.
* Number of vacant 50d positions.
* Number of occupied 50d positions.
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| Other activities that relate to *Aboriginal Workforce Policy* requirements. |  |  |
| **Workforce Development** | Aboriginal Workforce Policy requirement:Establish employment pathways for Aboriginal people, including but not limited to Aboriginal cadetships, internships, graduate programs, and traineeships. | * Number of Aboriginal cadets, interns, graduates and/or trainees employed
 |  |
| Aboriginal Workforce Policy requirement:Offer graduate positions to applicant Aboriginal nurse and midwife graduates eligible for registration with the Nursing and Midwifery Board of Australia by applying section 51 of the *Equal Opportunity Act 1984* | *\*If applicable to your HSP:** Number of Aboriginal nurse and midwife GradConnect program participants offered graduate positions
 |  |
| Aboriginal Workforce Policy requirement:Offer Junior Medical Officer positions to applicant Aboriginal medical graduates. | *\*If applicable to your HSP:** Number of Aboriginal medical graduates who applied for Junior Medical Officer (Intern, RMO and Registrar) positions
* Number of Aboriginal medical graduates appointed to Junior Medical Officer (Intern, RMO and Registrar) positions
 |  |
| Aboriginal Workforce Policy requirement:Offer employment to Aboriginal Allied Health and Health Science profession graduates by applying Section 51 of the *Equal Opportunity Act 1984* | *\*If applicable to your HSP:** Number of Aboriginal Allied Health and Health Science profession graduates appointed using section 51
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| Other workforce activities that relate to *Aboriginal Workforce Policy* requirements. |  |  |
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| **Strategic Direction 6 – *Equitable and timely access to the best quality and safe care*** |  |
| Strategic Direction 6 is closely aligned to:* Implementation Guide strategic outcome - Aboriginal people receive safe care of the highest quality, in a timely manner, to ensure the best possible health care.
* Implementation Guide headline measure - Increased access to hospital procedures.
* Building the Foundations Evaluation - Next five years priority: Data driven dashboards the monitor performance concerning equity and access for Aboriginal people.
* Building the Foundations Evaluation - Next five years priority new performance indicators to ensure equity in health care provisions for Aboriginal people.
* HSPR indicator - Percentage of admitted Aboriginal patients who discharged against medical advice (DAMA)
* Closing the Gap Target 1 - Aboriginal life expectancy (health service access)
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| **FOCUS AREA** | **STRATEGY**  | **MEASURE** | **ACCOUNTABLE AREA / EXEC SPONSOR** |
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**ENDORSED BY CHIEF EXECUTIVE**:

Date:

Signature: