



ST VINCENT'S  
HEALTH AUSTRALIA

UNDER THE STEWARDSHIP OF MARY AIKENHEAD MINISTRIES



# 2015-2018 RECONCILIATION ACTION PLAN



RECONCILIATION  
ACTION PLAN

**STRETCH**

# Our vision for reconciliation

Our vision for reconciliation is a community where Aboriginal and Torres Strait Islander peoples and other Australians work together in a spirit of trust and openness to bring about hope, healing, love, justice and peace in our world. This is a community that acknowledges and respects the unique cultures, histories and spiritualities of Aboriginal and Torres Strait Islander peoples. This community will create a shared sense of place through equity, inclusion and the provision of opportunities for all people. This will ensure our facilities are culturally safe for Aboriginal and Torres Strait Islander peoples and confirm Aboriginal and Torres Strait Islander peoples have equal access to healthcare services.

*Serving, Seeing, Striving for*  
something  
greater

**enVision**2025

# Reconciliation Action Plan for the years 2015-2018



## Message from the CEO

Reconciliation with Australia's First Nation peoples is still as important today as it was more than 200 years ago. Through reconciliation we can be enriched as a nation by the richness of Aboriginal and Torres Strait Islander cultures that stretch back tens of thousands of years. My vision is that every staff member across our organisation whether they be involved in direct service delivery or in back room administration, need to understand that we all have a role to play and that is why I am committed to 100% of our staff undertaking online cultural awareness training. Our strategic plan EnVision2025 is about the future of our organisation and our shared commitment to serving something greater by continuing our mission that has underpinned who we are and what we have done right from the start. We have worked alongside Aboriginal and Torres Strait Islander communities for many years where our facilities are established and this Reconciliation Action Plan (RAP) is about striving for something greater taking us on the next step in this reconciliation journey.

Toby Hall

Group Chief Executive Officer  
St Vincent's Health Australia



## Message from RA

Reconciliation Australia congratulates St Vincent's Health Australia (SVHA) on its past successes and ongoing commitment to reconciliation as it implements its second Reconciliation Action Plan (RAP).

Since the implementation of its first RAP in 2010, SVHA has been a leading advocate for reconciliation, and has demonstrated dedication to making progress across the key elements of the RAP program – relationships, respect, and opportunities.

SVHA understands the importance of building and maintaining respectful relationships with Aboriginal and Torres Strait Islander peoples in order to produce mutually beneficial outcomes. It champions these relationships through promoting and celebrating community events such as National Reconciliation Week (NRW) on an internal and external level.

Respect for Aboriginal and Torres Strait Islander peoples, histories and cultures is key to SVHA's core values and vision for reconciliation. It demonstrates this respect through its recent commitment to engage with Aboriginal and Torres Strait Islander artists in creating an artwork that is representative of the positive relationship SVHA has with communities of Australia's First Peoples.

SVHA is dedicated to driving reconciliation through employment and training outcomes for Aboriginal and Torres Strait Islander peoples, as demonstrated by its commitment to increase Aboriginal and Torres Strait Islander employment within the organisation to 1% (170 employees).

SVHA's Stretch RAP signifies its deep commitment to reconciliation within the organisation, as well as across its sphere of influence. On behalf of Reconciliation Australia, I commend SVHA on its Stretch RAP and look forward to following its ongoing reconciliation journey.

Justin Mohamed

Chief Executive Officer  
Reconciliation Australia



# Our Mission Our Business

As a national organisation, St Vincent's Health Australia (SVHA) deliver services in private, public acute and aged care health facilities. SVHA together with its partners, forms one of Australia's largest Catholic health and aged care provider. Our health and aged care service is founded on a firm commitment to our Mission and Values, based on the Gospel, Catholic Social Teaching and in the spirit of Mary Aikenhead, founder of the Sisters of Charity. Our broad range of health services span across the public, private and aged care health sectors in New South Wales, Queensland and Victoria.

## Other health services we provide include:

- tertiary referral centres
- adult acute health services
- sub-acute care
- diagnostic services including pathology and radiology services
- public and private rehabilitation
- extensive allied health services
- inpatient and community mental health
- public and private emergency departments
- inpatient and community based palliative care
- correctional health including mental health, inpatient and outpatient services
- community health
- a full range of aged care services, including acute, residential and community care
- research institutions

These services are enhanced through medical, nursing and allied health education, a strong commitment to research and continued growth in both outreach services and social accountability programs, and partnerships with universities.

Jointly our facilities comprise 6 public hospitals, 9 private hospitals and 16 aged care facilities. We provide 1,093 residential aged care beds throughout New South Wales, Victoria and Queensland. Currently SVHA has over 17,000 staff, of which 1,300 are volunteers and 30 are Aboriginal and Torres Strait Islander employees. Our health services provide more than 1,000,000 episodes of compassionate, high quality care.



# Our RAP

As part of SVHA's strategic plan EnVision2025 the Social Justice in Health component outlines the organisation's commitment to responding to those that are experiencing poverty, marginalisation and injustice. One of the key groups are Aboriginal and Torres Strait Islander peoples, and we believe this RAP is the overarching strategy document to empower Australia's First Peoples. SVHA wishes to play its part in addressing the social determinants of health for the Aboriginal and Torres Strait Islander community and is committed to employment parity. SVHA is currently working with the Department of the Premier and Cabinet on an Aboriginal employment initiative which will enhance the targets and direction outline in this RAP.

Partnerships with Aboriginal and Torres Strait Islander Communities are central to our RAP. Many of these are long standing partnerships. Some of these partnerships have been consolidated with the signing of a Memorandum of Understanding. SVHA is committed to developing further relationships and welcomes the opportunity to work with other interested organisations.

## We have a number of Aboriginal and Torres Strait Islander specific services currently operating in our facilities including:

- Aboriginal and Torres Strait Islander health services
- Correctional Aboriginal health service
- Outreach services to Aboriginal and Torres Strait Islander communities
- Aboriginal and Torres Strait Islander Nursing Cadetship programs
- Aboriginal Graduate Nursing program
- Medical student placement
- Aboriginal and Torres Strait Islander health and wellbeing services

## We are currently involved in a number of research projects in partnership with other organisations including:

- The Menzies School of Health Research
- The Peter MacCallum Cancer Centre
- The Centre for Aboriginal Health

There are several champions across the organisation who comprise the RAP Committee and are working hard to ensure that the RAP achieves meaningful outcomes. These include senior Aboriginal and Torres Strait Islander staff from Queensland, New South Wales and Victoria including the Mission Executive, Toowoomba, Queensland (Co-chair), Director Aboriginal Health NSW, SVHA, Sydney, Manager of Aboriginal Health, Melbourne and the Group Manager Indigenous Programs. Other staff also involved to drive the RAP are the Group CEO (Co-chair), Group Mission Leader and the Mission and Social Justice Development Manager.

SVHA has a strongly entrenched practice of acknowledgment and cultural awareness among its employees. SVHA first developed a RAP in 2010 in response to our organisation's desire to formally commence our reconciliation journey with Aboriginal and Torres Strait Islander communities. In 2010 SVHA was a newly formed national organisation so the RAP had different areas of focus. We are now looking to consolidate these learning's in the current RAP. Our original RAP set a clear target - of acknowledging Traditional Owners at all public events and formal meetings. This target has been met and exceeded. Acknowledgment of Country protocols, publicly displayed recognition statement, documentation or recognition in minutes and celebrations that start with a Welcome to Country are well entrenched within SVHA.

SVHA has achieved many positive outcomes since the implementation of our inaugural RAP. The following summary are the key achievements since that time which demonstrate further progress to reinforce SVHA's commitment to reconciliation to practical health outcomes for Aboriginal and Torres Strait Islander communities and to build a culturally safe and welcoming workplace for the First Australians.

# Reconciliation highlights 2010-2016

One of the first major changes implemented as part of the RAP was to consolidate our governance arrangements to ensure that all official meetings and functions across SVHA including an Acknowledgment of Country and of Traditional Owners at the following meetings: Board, Board Committees and the Executive. Other success stories included the Board and Group Executive Committee undertaking the Aboriginal Cultural Walking Tour during its meeting in Melbourne; the Group Executive also dedicated a further information session that included a presentation of John Pilger's film *Utopia* that was used as a resource for the unfinished business of reconciliation. As a result a commitment was made to refresh the SVHA Reconciliation Action Plan in 2014.

Our public hospitals division has a strong tradition of health service provision to Aboriginal and Torres Strait Islander peoples and communities which continues to be strengthened by the ever deepening nature of the relationships that these hospitals have with their local Aboriginal and Torres Strait Islander communities. Closer people-to-people relationships mean that our service model is far more informed and is more appropriate to the needs of local Aboriginal and Torres Strait Islander communities. This is not a finished work. One way of judging the impact of our reconciliation journey is the willingness for local Aboriginal and Torres Strait Islander communities and organisations to enter into partnerships and develop models of care that meet community need.

St Vincent's Health Network, Sydney has participated in the Aboriginal Identification in Hospitals Quality Improvement Project (NSW Health) that involved the implementation and evaluation of culturally specific continuous quality improvement framework in 8 NSW hospital emergency departments. As a result of St Vincent's involvement in this project they developed and signed a partnership with the Redfern Aboriginal Medical Service, three other Local Health Districts and the Sydney Children Network to deliver a more comprehensive model of health care to the local

Aboriginal and Torres Strait Islander community.

At St Vincent's Hospital Melbourne, a partnership with the Victorian Aboriginal Health Service continues to shape our relationship building with Aboriginal and Torres Strait Islander communities.

## Key activities over the past year have included:

**Strengthening Cardiac Care for Aboriginal and Torres Strait Islander Patients with Acute Coronary Syndrome project.** This quality improvement project involved working with St Vincent's Centre for Nursing Research and the Victorian Aboriginal Health Service. The project has a Cardiac Nurse and an Aboriginal Hospital Liaison Officer working together to improve patient outcomes for Aboriginal and Torres Strait Islander patients.

**We also trialed the introduction of an Aboriginal Liaison Officer in the Acute Mental Health Inpatient Unit.** The introduction of an Aboriginal Liaison Officer improved culture awareness by both clinicians and patients. Working closely with the Victorian Aboriginal Community Controlled Health Organisation Education and Training Unit, St Vincent's Hospital Melbourne developed an Aboriginal Health Worker clinical placement program for Aboriginal and Torres Strait Islander staff as part of its Certificate III and IV courses.

St Vincent's Hospital Melbourne has been successful in receiving state government contracts to assist other external health services in Victoria and New South Wales to implement a continuous quality improvement approach to the delivery of healthcare services to Aboriginal and Torres Strait Islander peoples. Outcomes from these projects have seen significant systematic reforms across a number of health service that importantly have resulted in sustainable change.





CEO, St Vincent's Health Network Sydney A/Prof Anthony Schembri and Aunty Fay Carroll, Walla Mulla Family Community and Support Centre



Sorry Day Reflection, St Vincent's Hospital Melbourne

# Our private hospitals

St Vincent's Private Hospital, Melbourne has extended its internal partnership with St Vincent's Hospital Melbourne to commit to a multi-year funding of an Aboriginal Liaison Officer, scholarships, and mentor programs for Aboriginal and Torres Strait Islander students. At our private hospital in Toowoomba, the participation of 395 staff in cultural awareness training has seen a strong commitment from staff to further SVHA's reconciliation activities.

St Vincent's Private Hospital, Sydney (SVPHS) was the first private hospital to engage with the Nursing Cadetship program and has been committed to this program since 2012. To date they have been very successful with the Cadets graduating and taking on permanent positions within other hospitals. SVPHS also operate their own local RAP committee which includes Aboriginal community members and are in the process of developing an Aboriginal Employment Strategy. The Mater Hospital in North Sydney also has their own local RAP committee and has employed an Aboriginal Allied Health Cadet and an Aboriginal nurse into their graduate nursing program. Our Aged Care services continue to accompany the Minjerribak/Moorgumpin Elders and the Quandamooka People of North Stradbroke Island by providing support and advice to assist them in their goal to maintain a sustainable aged care services in their communities. This has facilitated the establishment of formal partnerships with the Nareeba Moopi Moopi Pa Aged Care hostel management team, where SVHA has provided support resulting in improved funding outcomes.

As an organisation we have learned many things throughout our RAP journey and have a process to discern what reconciliation means to us. Most importantly we have learnt the need to listen and walk with Aboriginal and Torres Strait Islander staff, peoples and the local communities to hear their hopes and aspirations for our organisation. Partnerships with the local communities where our facilities are located are crucial to our ongoing work. We have had some

achievements and continue to create opportunities but there is more to be done. The organisation is currently taking the next step and tackling a significant issue - increasing and sustaining our Aboriginal and Torres Strait Islander workforce. SVHA will have ultimate accountability for delivery of the RAP, working closely with programs executed at a local level to ensure traction.

Through this RAP we aim to work with Aboriginal and Torres Strait Islander peoples and communities to foster and support equity and access to health care by providing culturally safe environments, developing capacity within our facilities and within the broader Australian community. In developing partnerships with Aboriginal and Torres Strait Islander communities and organisations, SVHA can more effectively meet the needs of communities.

## To achieve our goal, our RAP will focus on:

- building respectful relationships with Aboriginal and Torres Strait Islander communities and organisations;
- providing cultural education opportunities for all SVHA staff; and
- developing, supporting and sustaining employment opportunities at SVHA for Aboriginal and Torres Strait Islander peoples.





Reconciliation Mass 2016: Aboriginal Health Worker, Nathan Taylor; Fr Darryl Mackie; Director Aboriginal Health, NSW, Pauline Deweerd.









Artists left to right:  
Jeffrey Samuels,  
Vicki Couzens and  
Bianca Beetson

## Reconciliation Action Plan Collaborative Art Project

**Artists:** Bianca Beetson, Vicki Couzens and Jeffrey Samuels in collaboration with 48 SVHA staff members

**Title:** Reconciliation: Towards excellent health, happiness and equality, 2016

**Medium:** Silkscreen on magnani paper, 3 panels, edition of 55, 100cm x 73cm each

**Project Curator:** Monique Silk

**Collaborator and screen work:** Basil Hall

**Printer:** Clinton Barker, Basil Hall Editions

**Photography:** Mirri Mirri Productions

Special thanks to Boomalli Aboriginal Arts Co-operative for the use of their premises for the making of part of this collaborative artwork.

The Reconciliation Action Plan Collaborative Art Project has been both an action and a symbol of what reconciliation means to us all at SVHA. The artwork represents the breadth of our vision for Aboriginal and Torres Strait Islander people in our care as well as in the wider community, thus the final artwork is a reflection of reconciliation on an individual, state and national level.

Three leading contemporary Aboriginal artists were asked to conduct a workshop in Victoria, New South Wales and Queensland with 48 staff members across our health service. The artists invited staff members to create a small circular artwork that was symbolic of what reconciliation means to them. With the assistance of a master print maker each participant was able to create an individual artwork with up to six layers of colour.

Following the state workshops, the three Aboriginal artists collaborated to bring the 48 small artworks into one cohesive design. The finished artwork can be seen on pages 10, 11 and 12 of this brochure. Their aim was to arrange the individual circles into a single united artwork as a symbol of people coming together to focus on our shared vision for reconciliation. Once the circles were arranged into the final layout, the three artists painted around the circles with bands of black, red, yellow, blue and purple. Each artist then added their own “mark” to one panel by scratching into the red lines their own symbols, signs or words associated with reconciliation. Vicki Couzens represents Victoria in the left panel, Jeffrey Samuels represents New South Wales in the centre panel and Bianca Beetson represents Queensland and Torres Strait Islands in the right hand panel.

The resulting three part panels have now been silk screened and an edition of 55 triptychs have been printed.

One complete artwork is on display at each facility across St Vincent’s Health Australia. It is a vibrant symbol of our RAP document, our own reflections and of our collective experience of the reconciliation journey we are all on.



# RAP Relationships

Relationships with Aboriginal and Torres Strait Islander peoples and communities are essential to SVHA, so that our health services are developed in response to the needs of the local community. SVHA makes a commitment that all our facilities will reach out to their local Aboriginal and Torres Strait Islander communities and develop relationships that facilitate the development of more culturally appropriate services.

ACTION	RESPONSIBILITY	TIMELINE	TARGET	STATUS*
<b>1. RAP Steering Committee</b> The RAP Steering Committee continues to actively monitor RAP development, including implementation of actions and tracking progress  Membership of the RAP Committee is outlined on page 5 of this brochure	Group Mission Leader (GML)	November 2015	RAP Steering Committee will oversee the development, endorsement and launch of the Stretch RAP	complete
		November 2015, February, May, August, November 2016, 2017, 2018	RAP Steering Committee to meet four times per year to monitor and report on RAP implementation	on track
		December 2015	Establish a terms of reference for the RAP Steering Committee	complete
		December 2015, June, December 2016, 2017, 2018	Provide bi-annual updates to all staff on the progress of the RAP	on track
<b>2. National Reconciliation Week</b> (NRW) celebrate by building stronger, meaningful relationships between Aboriginal and Torres Strait Islander peoples and other Australians	Facility CEO's	27 May – 3 June 2016, 2017, 2018	Organise 4 internal NRW events each year  All NRW events to be registered on the Reconciliation Australia website  Encourage staff to participate in NRW activities	on track
<b>3. Partnerships</b> Establish partnerships with Aboriginal and Torres Strait Islander communities and organisations to enhance our reconciliation journey	Facility CEO's	July 2016, 2017, 2018	Provide opportunities for Aboriginal and Torres Strait Islander employees and other staff to build relationships with the local community by attending significant events	on track
		December 2016, 2017, 2018	All 21 facilities to host a community or cultural event in partnership with Aboriginal and Torres Strait Islander community and organisations once per year	on track
<b>4. Governance</b> Increase Aboriginal and Torres Strait Islander representation in SVHA governance systems	SVHA Chair	March 2016, 2017, 2018	Invite an Aboriginal and/or Torres Strait Islander guest speaker with expertise in health related issues, to attend at least one Board meeting per year	on track
	Group Mission Leader	December 2016	Explore opportunities to involve Aboriginal and Torres Strait Islander peoples on Regional Committees including Human Research Ethics Committee (HREC)	on track
		December 2016	At least one Aboriginal and Torres Strait Islander person to join a SVHA committee	on track

\* program status is up to date at the time of printing October 2016





# Social Justice

A central part of our identity as a Catholic organisation is our commitment to social justice. This commitment is grounded in the recognition of the dignity of the human person. Respect for Aboriginal and Torres Strait Islander peoples, histories and cultures is a concrete expression of this core value and these actions will allow this concept to be embedded across the organisation.

ACTION	RESPONSIBILITY	TIMELINE	TARGET	STATUS*
<b>1. Cultural awareness training</b> Increase knowledge and understanding of Aboriginal and Torres Strait Islander peoples cultures, histories and achievements	Group CEO (GML Support) GCEO (GML Support) & Facility CEO's	June 2016	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy, for the continuous development of SVHA staff's cultural competency	on track
		February 2016	Develop or purchase an online Aboriginal and Torres Strait Islander cultural learning package	on track
		December 2016	Engage an external Aboriginal and/or Torres Strait Islander consultant to conduct cultural awareness training to 100% (90 staff) Board, Group Executive Committee, RAP Steering Committee and Senior Leadership Team staff	complete
		December 2017	Develop and implement a plan to ensure 100% (17,000 staff) of SVHA staff to complete online health focused cultural awareness training	on track
<b>2. Cultural Protocols</b> Embed Aboriginal and Torres Strait Islander cultural protocols into the standard operation of SVHA	Facility/ Hospital Mission Director/ Manager	December 2015	Develop and implement an SVHA Aboriginal and Torres Strait Islander cultural protocol document	complete
			Invite a Traditional Owner at least two times a year to provide a Welcome to Country at significant events including National Reconciliation Week and NAIDOC Week events	on track
		May, July 2016, 2017, 2017	Conduct an Acknowledgement of Country at all other SVHA events	on track
			Acknowledgement of Country to be included at the commencement of Innovate Forums, Board Meetings, Board Sub Committee and Executive meetings	on track
			Encourage all staff to include an Acknowledgement of Country at the commencement of internal meetings	on track
		December 2016	Communicate to all staff through SVHA intranet site about the significance of Acknowledgement of Country and Welcome to Country including the appropriate use between the two	on track
		December 2017	Create and display an Acknowledgment of Country Plaque at 10 SVHA sites	on track

\* program status is up to date at the time of printing October 2016



ACTION	RESPONSIBILITY	TIMELINE	TARGET	STATUS*
<b>3. NAIDOC Week</b> Host NAIDOC Week celebrations and support Aboriginal and Torres Strait Islander employees to engage with culture and community events during NAIDOC Week	Facility CEO's	July 2016, 2017, 2018	5 SVHA facilities to host at least one NAIDOC Week event each year	complete
		July 2016, 2017, 2018	Support all staff including Aboriginal and Torres Strait Islander staff to participate in NAIDOC Week events in the local community each year	on track
		December 2016	Review HR policies to ensure there are no barriers for staff to participate in NAIDOC Week	on track
<b>4. Flags</b> Demonstrate respect for Australia's First Peoples by flying the Aboriginal and Torres Strait Islander flags	Facility/ Hospital Mission Director/ Manager	December 2015	SVHA to fly the Aboriginal and Torres Strait Islander flags at each of the 5 major facilities	on track
		December 2015, 2016, 2017, 2018	Each facility flying Aboriginal and Torres Strait Islander flags to ensure they are maintained in accordance with state government protocols for health services	on track
<b>5. Artworks</b> Celebrate and promote the talents of Aboriginal and Torres Strait Islander artists	Group CEO	June 2016	Engage Aboriginal and Torres Strait Islander artist(s) to create an artwork that represents SVHA's relationship with the Australia's First Peoples and communities	complete
	Facility CEO's	May 2016, 2017, 2018	Each of the 5 major facilities to host at least one exhibition per year in consultation with the local Aboriginal and Torres Strait Islander community and Elders	on track

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NAIDOC week celebration

# Current and Future Opportunities

Central to SVHA's mission and social determinants framework is the provision of employment opportunities to Australia's First Peoples. The SVHA mission is to deliver culturally responsive health services in partnership with Aboriginal and Torres Strait Islander communities where our services are located. To deliver on this mission we will:

1. Expand the Aboriginal Health Units in both our public hospitals to ensure a greater reach.
2. Improve our employment policies to ensure they support an increase in the recruitment, support, retention and career pathways of Aboriginal and Torres Strait Islander peoples.

ACTION	RESPONSIBILITY	TIMELINE	TARGET	STATUS*
<b>1. Employment</b> Increase Aboriginal and Torres Strait Islander employment	Divisional & Facility HR Directors	December 2015	Develop a cultural leave policy, to ensure that Aboriginal and Torres Strait Islander staff have access to cultural and ceremonial leave	complete
		December 2015	Review HR policies to ensure there are no barriers for Aboriginal and Torres Strait Islander staff	complete
		December 2016	Review and update the Aboriginal and Torres Strait Islander recruitment strategy to include retention and professional development	on track
		December 2016	Partner with an Aboriginal and Torres Strait Islander leadership program to recruit two First Australian management trainees	on track
		December 2017	Provide opportunities for two Aboriginal and Torres Strait Islander senior staff to participate in the SVHA Executive Leadership Program	on track
		June 2018	Increase Aboriginal and Torres Strait Islander workers employed by SVHA including Public, Private and Aged Care areas to 1% (170 employees)	on track
		June 2016, 2017, 2018	100% of all recruitment/searches for SVHA Senior Executive roles will require applicants to be committed to reconciliation and Closing the Gap in health and life expectancy	on track
		August 2016, 2017, 2018	100% of Aboriginal and Torres Strait Islander staff to develop a career plan with their manager as part of their annual performance plan	on track
		December 2018	Advertise all job vacancies in Aboriginal and Torres Strait Islander media including Koori Mail, National Indigenous Times	on track

\* program status is up to date at the time of printing October 2016





ACTION	RESPONSIBILITY	TIMELINE	TARGET	STATUS*
<b>2. Research Partnerships</b> Explore research partnerships with suitable organisations to develop Aboriginal and Torres Strait Islander research capacity within SVHA	Divisional & Facility HR Directors	December 2017	Identify organisations that nurture Aboriginal and Torres Strait Islander researchers to approach for potential partnership opportunities	on track
		December 2017	Establish one national research partnership to develop a research strategy, led by Aboriginal and Torres Strait Islander research fellows, that is focused on improving health outcomes for First Australians	on track
<b>3. Health Service Enhancement</b> Increase Aboriginal health service provision	Facility CEO's Director Medical Services Aged & Community Care	December 2015	Increase First Australian Peoples service provision in Victoria: <ul style="list-style-type: none"> <li>Recruit one regional unit manager to lead the cultural service enhancement process</li> </ul>	complete
		December 2016	Increase First Australian Peoples service provision in regional NSW: <ul style="list-style-type: none"> <li>Develop one partnership in the Murrumbidgee area to improve health service access</li> </ul>	complete
		December 2016	Increase First Australian Peoples service provision in QLD: <ul style="list-style-type: none"> <li>In partnership with local Elders, develop governance structures for emerging First Australian aged care services in Moopi Moopi</li> </ul>	complete
		December 2017	Develop a Charter for Aboriginal and Torres Strait Islander health	on track
<b>4. Supply diversity</b> Increase Aboriginal and Torres Strait Islander supplier diversity within SVHA	Director Finance & Shared Services	June 2018	Award 2% of SVHA procurement contracts to Aboriginal and Torres Strait Islander businesses and suppliers	on track
		December 2015	Add requirement to procurement contracts stating that organisations must have a RAP and employ Aboriginal and Torres Strait Islander staff	on track
		December 2017	Review supplier contracts to ensure that 80% of SVHA expenditure is either with First Australian businesses or RAP organisations	on track

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# Tracking progress and reporting

ACTION	RESPONSIBILITY	TIMELINE	TARGET	STATUS*
1. Track progress and report on progress to internal and external stakeholders	Group Mission Leader	December 2015, June and December 2016, 2017, 2018	RWG to update staff on RAP progress via Group CEO newsletter twice per year	on track
		October 2016, 2017, 2018	Continue to provide updates on RAP achievements and key learnings in the SVHA annual report	on track
2. Report achievements, challenges and learning's to Reconciliation Australia for inclusion in the Annual Impact Measurement Report	Group Mission Leader	September 2016, 2017, 2018	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	on track
3. Report achievements, challenges and learning's to Board and Group Executive Committee	Group Mission Leader	December 2015	RAP to be included as a standing item on the SVHA Board agenda	complete
		September 2016, 2017,2018	Complete RAP Impact statement on an annual basis outlining progress towards targets	on track
		December 2015, 2016, 2017, 2018	RWG to report on RAP updates to the Board	on track
4. Review, refresh, and update SVHA RAP	Group Mission Leader	February 2018	Liaise with Reconciliation Australia to draft a new RAP for NPS MedicineWise based on learnings, challenges, and achievements from this RAP	on track
		July 2018	Submit the draft RAP to Reconciliation Australia for formal endorsement	on track

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