

WA Aboriginal Health and Wellbeing Framework 2015-2030

**ANNUAL REPORT TEMPLATE**

For reporting period: July 2023 – June 2024

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

Under the *Aboriginal Health and Wellbeing Policy*, Health Service Providers (HSP) Chief Executives must review their respective Health Service Provider Action Plan annually and provide a report to their Board on the progress of the Action Plan’s implementation.

The annual report must also be provided to the Department of Health Aboriginal Health Policy Directorate by 31 August each year via aboriginal.health@health.wa.gov.au.

This Aboriginal Health and Wellbeing (AHWB) Report template will assist HSPs to demonstrate work towards the *WA* *Aboriginal Health and Wellbeing Framework 2015-2030* six Strategic Directions and performance measures and targets that relate to Aboriginal people.

Deliverables and measures against each of the six Strategic Directions should be reported on in-line with the HSP’s Action Plan. An example is provided below.

HSPs must report on Aboriginal health mandatory policy requirements under the actions of the relevant strategic directions of the Action Plan.

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| **Strategic Direction 1 – *Promote good health across the life course*** |
| **FOCUS AREA: Maternal Health and Parenting** | **ACCOUNTABLE AREA: Armadale Kalamunda Health Group** **St John of God Midland Public Hospital** |
| **STRATEGY** | **ACTIONS) DELIVERED** | **CURRENT STATUS** | **TARGET(S) / PERFORMANCE MEASURE(S) ACHIEVED** |
| Provide access to culturally safe and responsive antenatal care, birth options and postnatal care to Aboriginal women and their families. | * Deliver Boodjari Yorgas Maternity Group Practice program to pregnant Aboriginal women and their families in the Armadale catchment
 | On-going | Performance measures aligned to supporting indicators for [Closing the Gap Socio-Economic Target 2](https://www.pc.gov.au/closing-the-gap-data/dashboard/socioeconomic/outcome-area2):* **X**% of clients participating in Boodjari Yorgas Maternity Group Practice (Armadale) program attended **five or more antenatal visits in the first trimester**
* **X%** of clients participating in Boodjari Yorgas Maternity Group Practice (Armadale) program attended **at least one antenatal visit in the first trimester**
* **X%** of clients participating in Moort Boodjari Mia (Midland) program attended **five or more antenatal visits**
* **X%** of clients participating in Moort Boodjari Mia (Midland) program attended **at least one antenatal visit**

Other key performance measures:* **X%** of clients participating in Boodjari Yorgas Maternity Group Practice (Armadale) program **accessed culturally safe antenatal screening**
* **X%** of clients participating in Moort Boodjari Mia (Midland) program **accessed culturally safe antenatal screening**
 |
| * Deliver Moort Boodjari Mia program to pregnant Aboriginal women and their families in the Midland catchment area
 | On-going |
| 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. | * Pilot Baby Coming You Ready with participating Aboriginal women and their families in the Armadale catchment
 | Complete |
| * Embed Baby Coming You Ready into Moort Boodjari Mia program service delivery to Aboriginal women and their families in the Midland catchment area
 | On-going |

***~ Example ~***

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| **Strategic Direction 1 – *Promote good health across the life course***  |
| **FOCUS AREA:** | **ACCOUNTABLE AREA:** |
| **STRATEGY** | **ACTION(S) DELIVERED** | **CURRENT STATUS** | **TARGET(S) / PERFORMANCE MEASURE(S) ACHIEVED** |
|  |  | Choose an item. |  |
| **FOCUS AREA:** | **ACCOUNTABLE AREA:** |
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|  |  | Choose an item. |  |

\*Add or delete Focus Area sections as required, in-line with Action Plan

| **Strategic Direction 2 – *Prevention and early intervention***  |
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| **FOCUS AREA:** | **ACCOUNTABLE AREA:** |
| **STRATEGY** | **ACTION(S) DELIVERED** | **CURRENT STATUS** | **TARGET(S) / PERFORMANCE MEASURE(S) ACHIEVED** |
|  |  | Choose an item. |  |
| **FOCUS AREA:** | **ACCOUNTABLE AREA:** |
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| **FOCUS AREA:** | **ACCOUNTABLE AREA:** |
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|  |  | Choose an item. |  |
| **FOCUS AREA:** | **ACCOUNTABLE AREA:** |
| **STRATEGY** | **ACTION(S) DELIVERED** | **CURRENT STATUS** | **TARGET(S) / PERFORMANCE MEASURE(S) ACHIEVED** |
|  |  | Choose an item. |  |

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| **Strategic Direction 3 – *A culturally respectful and non-discriminatory health system*** |
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| **FOCUS AREA:** Workforce development and training | **ACCOUNTABLE AREA:** |
| **STRATEGY** | **ACTION(S) DELIVERED** | **CURRENT STATUS** | **TARGET(S) / PERFORMANCE MEASURE(S) ACHIEVED** |
| 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 | *Please complete as relevant to your HSP* | Choose an item. | * 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*).
 |
| **FOCUS AREA:** Engagement and partnerships | **ACCOUNTABLE AREA:** |
| **STRATEGY** | **ACTION(S) DELIVERED** | **CURRENT STATUS** | **TARGET(S) / PERFORMANCE MEASURE(S) ACHIEVED** |
| Aboriginal Health Impact Statement Declaration Policy requirement:Promote and monitor the use of ISDs in the development of every new, revised or amended policy. | *Please complete as relevant to your HSP* | Choose an item. | 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”.
 |
| **FOCUS AREA:** | **ACCOUNTABLE AREA:** |
| **STRATEGY** | **ACTION(S) DELIVERED** | **CURRENT STATUS** | **TARGET(S) / PERFORMANCE MEASURE(S) ACHIEVED** |
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| **Strategic Direction 4 – *Individual, family and community wellbeing***  |
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| **FOCUS AREA:**  | **ACCOUNTABLE AREA:** |
| **STRATEGY** | **ACTION(S) DELIVERED** | **CURRENT STATUS** | **TARGET(S) / PERFORMANCE MEASURE(S) ACHIEVED** |
|  |  | Choose an item. |  |
| **FOCUS AREA:** | **ACCOUNTABLE AREA:** |
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|  |  | Choose an item. |  |
| **FOCUS AREA:** | **ACCOUNTABLE AREA:** |
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|  |  | Choose an item. |  |
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| **Strategic Direction 5 – *A strong, skilled and growing Aboriginal workforce*** |
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| **FOCUS AREA:**  Attraction and Recruitment | **ACCOUNTABLE AREA:** |
| **STRATEGY** | **ACTION(S) DELIVERED** | **CURRENT STATUS** | **TARGET(S) / PERFORMANCE MEASURE(S) ACHIEVED** |
| Aboriginal Workforce Policy requirement 3:Apply section 51 of the *Equal Opportunity Act 1984* (Act) to recruitment processes to increase employment opportunities for Aboriginal people. | *Please complete as relevant to your HSP* | Choose an item. | * Number of vacant positions advertised using section 51 of the Act in the 2023-2024 reporting period.
* Number of Aboriginal people appointed to vacant positions using section 51 of the Act in the 2023-2024 reporting period.
 |
| Aboriginal Workforce Policy requirement 4:Apply section 50d of the *Equal Opportunity Act 1984* when Aboriginality is a genuine occupational requirement for the position. | *Please complete as relevant to your HSP* | Choose an item. | * Number of vacant positions advertised using section 50d of the Act in the 2023-2024 reporting period.
* Number of vacant 50d positions as at 30 June 2024.
* Number of occupied 50d positions as at 30 June 2024.
 |
| Aboriginal Workforce Policy requirement 8: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*. | *Please complete as relevant to your HSP* | Choose an item. | *\*If applicable to your HSP:** Number of Aboriginal nurse and midwife applicants offered GradConnect graduate positions in the 2023-2024 reporting period.
 |
| Aboriginal Workforce Policy requirement 9:Offer Junior Medical Officer positions to applicant Aboriginal medical graduates. | *Please complete as relevant to your HSP* | Choose an item. | *\*If applicable to your HSP:** Number of Aboriginal medical graduates who applied for Junior Medical Officer (Intern, RMO and Registrar) positions in the 2023-2024 reporting period.
* Number of Aboriginal medical graduates appointed to Junior Medical Officer (Intern, RMO and Registrar) positions in the 2023-2024 reporting period.
 |
| List other activities that relate to *Aboriginal Workforce Policy* requirements in this focus area. |  |
| **FOCUS AREA:**  Workforce Development | **ACCOUNTABLE AREA:** |
| **STRATEGY** | **ACTION(S) DELIVERED** | **CURRENT STATUS** | **TARGET(S) / PERFORMANCE MEASURE(S) ACHIEVED** |
| Aboriginal Workforce Policy requirement 5:Improve the Aboriginal workforce pipeline by providing employment development pathways and programs for Aboriginal people, including but not limited to cadet, graduate, intern, and trainee programs.  | *Please complete as relevant to your HSP* | Choose an item. | * Number of Aboriginal cadets, interns, graduates and/or trainees employed in the 2023-2024 reporting period.
 |
| Aboriginal Workforce Policy requirement 7:Prioritise the development and employment of Aboriginal people in the allied health, health science and public health professions. | *Please complete as relevant to your HSP* | Choose an item. | *\*If applicable to your HSP:** Number of Aboriginal people employed in various professional disciplines in allied health and public health fields in the 2023-2024 reporting period. For example, speech therapist, occupational therapist, dietitian, physiotherapist, social worker.
 |
| List other activities that relate to *Aboriginal Workforce Policy* requirements in this focus area. |  |
| **FOCUS AREA:**  Workforce Design and Planning | **ACCOUNTABLE AREA:** |
| Aboriginal Workforce Policy requirement 10:Develop and grow the Aboriginal Health Practitioner pipeline and support implementation of the profession in clinical settings. This can be achieved through clinical training placements, professional development, and culturally safe supervision. | *Please complete as relevant to your HSP* | Choose an item. | *\*If applicable to your HSP:** Number of Aboriginal Health Practitioners (AHPs) employed in the 2023-2024 reporting period.
 |
| List other activities that relate to *Aboriginal Workforce Policy* requirements in this focus area. |  |
| **FOCUS AREA:**  Workforce Leadership | **ACCOUNTABLE AREA:** |
| Aboriginal Workforce Policy requirement 11:Upskill and build leadership capability of current Aboriginal employees in any discipline by providing access to education, training, career development, succession planning, mentoring and leadership opportunities. | *Please complete as relevant to your HSP* | Choose an item. | * Number of Aboriginal employees that completed the WA Health Aboriginal Leadership Excellence and Development Program (LEAD) in the 2023-2024 reporting period.
* Number of Aboriginal employees that completed the WA Health First Step Aboriginal Leadership Program in the 2023-2024 reporting period.
* Proportion (per cent) of management level roles occupied by Aboriginal employees as at 30 June 2024.
* Proportion (per cent) of executive level roles occupied by Aboriginal employees as at 30 June 2024.
 |
| List other activities that relate to *Aboriginal Workforce Policy* requirements in this focus area. |  |

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| **Strategic Direction 6 – *Equitable and timely access to the best quality and safe care***  |
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| **FOCUS AREA:** | **ACCOUNTABLE AREA:** |
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|  |  | Choose an item. |  |
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**ENDORSED BY CHIEF EXECUTIVE**:

Name:

Signature:

Date: