



Aboriginal Cultural eLearning Policy

1. Purpose

The purpose of the *Aboriginal Cultural eLearning Policy* is to build the cultural knowledge of the WA health system workforce and strengthen its capacity to provide culturally respectful and non-discriminatory healthcare. This policy also demonstrates a whole-of-organisation approach and an ongoing commitment to grow and sustain a culturally responsive WA health system.

Aboriginal Cultural eLearning training is one step towards developing the cultural responsiveness of the WA health system and improving cultural safety for Aboriginal patients and colleagues.

The [WA Aboriginal Health and Wellbeing Framework 2015-2030](#) (Framework) provides the guiding principles that underpin the requirements for this policy. Strategic Direction 3 of the Framework recognises a culturally respectful and non-discriminatory health system as a key strategic enabler for improving health outcomes for Aboriginal people.

This policy is a mandatory requirement under the *Employment Policy Framework* pursuant to section 26(2)(d) of the *Health Services Act 2016*.

This policy is also a mandatory requirement for the Department of Health pursuant to section 29 of the *Public Sector Management Act 1994*.

This policy must be read in conjunction with [MP 0071/17 Aboriginal Health and Wellbeing Policy](#).

2. Applicability

This policy is applicable to all WA health entities, as defined in this policy.

3. Policy Requirements

WA health entities must:

- Ensure that all staff complete the [Aboriginal Cultural eLearning – Aboriginal Health and Wellbeing training](#) (the Training).
- Ensure that new staff members and staff returning from extended leave with an incomplete training status, complete the Training within 90 days of their return to work date.
- Maintain a current record of staff progress towards completion of the Training through the health entities' My Learning System, including the number of staff

members who have commenced the training, completed the training, and have not completed the training but are within the compliance period.

- Health Service Providers must report on the completion of the Training under Strategic Direction 3 of the Health Service Provider's Aboriginal Health and Wellbeing Action Plan Annual Report (Annual Report) in accordance with the [MP 0071/17 Aboriginal Health and Wellbeing Policy](#).

4. Compliance Monitoring

The System Manager, through the Department of Health Aboriginal Health Policy Directorate, will review the endorsed Aboriginal Health and Wellbeing Action Plan and Annual Report to ensure compliance with this policy.

The System Manager may also:

- Carry out compliance audits, assurance and reporting including updates to the Director General and other relevant persons regarding the findings of compliance monitoring activities.
- Evaluate the effectiveness of this policy in improving the health and wellbeing of Aboriginal people in WA.
- Examine alignment to the *WA Aboriginal Health and Wellbeing Framework 2015-2030*.

The Department of Health Aboriginal Health Policy Directorate is responsible for monitoring and reporting the Department's compliance with this policy annually.

5. Related Documents

The following documents are mandatory pursuant to this policy:

- [Aboriginal Cultural e-Learning](#)

6. Supporting Information

The following information is not mandatory but informs and/or supports the implementation of this policy:

- [Implementation Guide for the WA Aboriginal Health and Wellbeing Framework 2015-2030](#)
- [Build the foundations: An evaluation of the first five years of the WA Aboriginal Health and Wellbeing Framework 2015–2030](#)
- [The Sustainable Health Review Final Report to the Western Australian Government](#)
- [National Aboriginal and Torres Strait Islander Health Plan 2021–2031](#)
- [Australian Commission on Safety and Quality in Health Care - National Safety and Quality Health Service Standards User Guide for Aboriginal and Torres Strait Islander Health](#)
- [Closing the Gap Implementation Plan 2023-2025 Western Australia](#)
- [The Aboriginal Empowerment Strategy 2021-2029](#)

7. Definitions

The following definition(s) are relevant to this policy.

Term	Definition
Aboriginal Cultural eLearning – Aboriginal Health and Wellbeing training	The Aboriginal Cultural eLearning - Aboriginal Health and Wellbeing training is the WA health system cultural learning course (released in 2021) to enable people to develop their cultural competency and to improve cultural safety for Aboriginal patients.
Commencement date	The date on which new staff members commence work at a WA health entity.
Compliance period	Compliance period refers to a period of 90 days duration from a staff member's commencement date or return to work date.
Extended leave	Extended leave includes any period of leave from a WA Health entity longer than 90 days including maternity leave, leave without pay, long service leave and secondment to positions outside the WA health system.
Health Service Provider	Health Service Provider means a Health Service Provider established under section 32 of the <i>Health Services Act 2016</i> . For this policy, it includes North Metropolitan Health Service, South Metropolitan Health Service, Child and Adolescent Health Service, WA Country Health Service, East Metropolitan Health Service.
Return to work date	The date on which a staff member recommences work with a WA health entity following extended leave.
Staff member	<p>For the purposes of this policy, staff member means persons employed</p> <p>(a) in a health service entity by an employing authority pursuant to the <i>Health Services Act 2016</i> and includes:</p> <ul style="list-style-type: none"> • the chief executive of the Health Service Provider • a health executive employed in the Health Service Provider • a person employed in the Health Service Provider under section 140 of the <i>Health Services Act 2016</i> • a person seconded to the Health Service Provider under section 136 or 142 of the <i>Health Services Act 2016</i> <p>(b) a person engaged under a contract for services by the Health Service Provider, including full-time and part-time employees whether employed on a permanent, fixed term, casual or sessional basis.</p>

WA health entities	<p>WA health entities include:</p> <p>(a) Health Service Providers as established by an order made under section 32 (1)(b) of the <i>Health Services Act 2016</i>.</p> <p>(b) Department of Health as an administrative division of the State of Western Australia pursuant to section 35 of the <i>Public Sector Management Act 1994</i>.</p>
WA health system	<p>The WA health system is comprised of:</p> <p>(i) the Department;</p> <p>(ii) Health Service Providers and</p> <p>(iii) to the extent that contracted health entities provide health services to the State, the contracted health entities.</p>

8. Policy Contact

Enquiries relating to this policy may be directed to:

Title: Director Aboriginal Health Policy

Directorate: Aboriginal Health Policy Directorate

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9. Document Control

Version	Published date	Effective from	Review date	Amendment(s)
MP 0065/17	6 September 2017	6 September 2017	February 2021	Original version
MP 0065/17 v 2.0	17 March 2021	17 March 2021	March 2023	Amendments as detailed below.
<ul style="list-style-type: none"> • Policy transitioned to the current mandatory policy template. • Clarification provided on those staff members that must complete training. • Amendment to clarify reporting requirements. • As a fully policy review was undertaken, a new review cycle to commence. 				
MP 0065/17 v 3.0	29 September 2023	29 September 2023	September 2026	Full policy review, amendments detailed below.
<ul style="list-style-type: none"> • The policy requirements section amended to include the completion of Aboriginal Cultural e-Learning amended from 6 months to 90 days. • Removed reference to staff completion of the previous Aboriginal Cultural e-Learning within policy requirements section. • Inclusion of new reporting requirements under Strategic Direction 3 of the Health Service Provider's Aboriginal Health and Wellbeing Action Plan Annual Report • Policy requirements and compliance monitoring sections refined to reflect reporting requirements. • Supporting information section refined. 				

MP 0065/17 v.3.1	27 October 2023	27 October 2023	September 2026	Minor amendment as listed below.
Supporting Information 'Closing the Gap Jurisdictional Implementation Plan Western Australia' removed and replaced with 'Closing the Gap Implementation Plan 2023-2025 Western Australia'.				

10. Approval

Approval by	Dr David Russell-Weisz, Director General, Department of Health
Approval date	28 August 2017

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