



Reflect

Reconciliation Action Plan
for the Australian Health Practitioner
Regulation Agency

July 2018 to June 2019



Please direct enquiries about AHPRA's RAP to:

Anita Rivera

National Director Communications

Phone (03) 8708 9250

Email anita.rivera@ahpra.gov.au

Contents

Message from the Agency Chair and Chief Executive Officer	2	Pillars of our Reconciliation Action Plan	8
Our business	3	Relationships	8
Introduction	3	Respect	8
COAG Health Council	3	Opportunities	8
Australian Health Practitioner Regulation Agency	3	Reconciliation Action Plan governance working groups	9
Structure	3	Purpose	9
National Boards	3	National RAP working group	9
Accreditation authorities	3	Relationships	10
Sphere of influence	4	Respect	11
Number of employees	4	Opportunities	12
Number of Aboriginal and Torres Strait Islander staff	4	Governance, Tracking Progress and Reporting	13
Geographic reach and office locations	4	Appendix 1: Aboriginal and Torres Strait Islander Health Strategy for the National Registration and Accreditation Scheme	14
Core business and operations of AHPRA	4	References	15
Preamble: our journey so far	5		
Scope	5		
Acknowledgement of local Aboriginal and Torres Strait Islander Peoples	6		
Respect, culture, relationships and opportunity	6		
Adelaide	6		
Brisbane	6		
Canberra	6		
Darwin	6		
Hobart	6		
Melbourne	6		
Perth	7		
Sydney	7		

A Reflect RAP is for organisations just starting out on their reconciliation journey, and who need to build the foundations for relationships, respect and opportunities.

About the cover artwork



Paul Green
Bardi
When Saltwater Meets Freshwater

Beagle Bay in my country in Broome. It's where the ocean comes in. The tide goes out between 11 and 13 metres and, when it comes in, the saltwater meets the freshwater, filling up the creeks. We hunt there in this saltwater country for mud crab, stingray, shellfish, turtle, dugong, fish, crayfish and more.

This artwork was created through the Indigenous Arts in Prisons & Community program, which is run by The Torch (www.thetorch.org.au).

Message from the Agency Chair and Chief Executive Officer

This is AHPRA's first Reconciliation Action Plan (RAP). It is an important formal statement of our commitment to work in partnership with Aboriginal and Torres Strait Islander Peoples to achieve patient safety for all Australians.

The National Registration and Accreditation Scheme is uniquely placed in being able to directly contribute to, and significantly influence, real change to improve patient safety for Aboriginal and Torres Strait Islander Peoples in Australia's health system. This is also true for all of us working within the scheme, including AHPRA and our National Scheme partners the [15 National Boards](#) and accreditation authorities.

This RAP is an important part of the National Scheme's *Aboriginal and Torres Strait Islander health strategy* developed with our scheme partners and Aboriginal and Torres Strait Islander health sector leaders. Our RAP outlines what we, AHPRA, will do to start addressing the imbalance in health outcomes between Aboriginal and Torres Strait Islander Peoples and other Australians.

For our first RAP, which is a *Reflect* RAP, we start by finding out where we are up to, who our local Aboriginal and Torres Strait Islander communities are, and begin the work in procuring high-quality cultural safety training for all staff to provide solid foundations for our future work in this area. By doing this, we will be better placed to be well informed on what we can do to effect real, positive change through our future RAPs.

The National Boards, accreditation authorities and AHPRA are actively working towards influencing cultural safety, equity and health outcomes. We are grateful to our partners and are committed to the shared vision of patient safety for Aboriginal and Torres Strait Islander Peoples in Australia's health system as the norm, as defined by Aboriginal and Torres Strait Islander Peoples.

As we progress through our reconciliation journey, we welcome partnerships with the National Boards and accreditation authorities to develop future RAPs together.

There are opportunities for staff across all AHPRA offices in each state and territory to be directly involved in this work. We encourage you to put your hand up and be actively involved in this exciting and important work.



Martin Fletcher

Mr Martin Fletcher

Chief Executive Officer

Australian Health Practitioner
Regulation Agency



A handwritten signature in black ink, appearing to read 'Michael Gorton'.

Mr Michael Gorton AM

Chair

AHPRA Agency Management
Committee

Our business

Introduction

Since 2010, Australia has had a single, national scheme for regulating registered health practitioners across all the regulated professions – the National Registration and Accreditation Scheme (National Scheme).

Its main purpose is to protect the public.

Under the National Scheme, practitioners register once, renew yearly, can practise anywhere in Australia (within the scope of their registration) and must meet nationally consistent standards. The registration details of all registered practitioners are available to the public through the *Register of practitioners*, which allows anyone to look up individual practitioners.

Importantly, the National Scheme provides for concerns about the health, conduct or performance of registered practitioners to be raised by members of the public, employers and other practitioners.

The National Scheme and AHPRA's operations are governed by the Health Practitioner Regulation National Law, as in force in each state and territory (the National Law), which came into effect in July 2010 for all states and territories, except for Western Australia where it came in to effect in October 2010. The Agency Management Committee oversees the work of AHPRA.

COAG Health Council

The COAG Health Council comprises health ministers from each state and territory and the Commonwealth, and acting in its capacity as the Australian Health Workforce Ministerial Council has a function under the National Law to oversee the National Scheme.

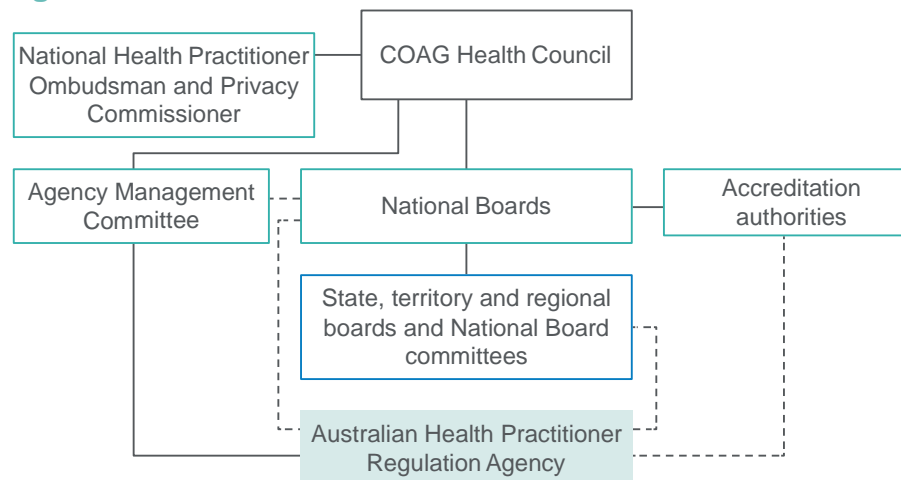
Australian Health Practitioner Regulation Agency

AHPRA is the statutory authority responsible for administering the National Scheme. It also provides support and advice to the National Boards. AHPRA is required to establish procedures for developing registration standards, accreditation standards and codes and guidelines to ensure they are developed in accordance with good regulatory practice. To inform regulatory decision-making, AHPRA also has worked with National Boards to develop a set of regulatory principles for the National Scheme.

Structure

Figure 1 below illustrates the National Scheme's governance structure.

Figure 1



National Boards

National Boards develop registration standards, professional codes and guidelines and are principally responsible for registering suitably qualified and competent practitioners and determining the necessary requirements for registration. National Boards also oversee the receipt, assessment and investigation of complaints (called 'notifications' under the National Law) about registered health practitioners in the registered professions. National Boards can take action in relation to registered health practitioners upon receipt of a notification, under provisions set out under the National Law.

Accreditation authorities

Accreditation authorities may be either an external accreditation council or an accreditation committee established by a National Board. AHPRA and the National Boards work with accreditation authorities to make sure the education and training

of registered health practitioners meet the requirements for registration in Australia.
There are accreditation entities for all health professions regulated under the National Scheme.

Sphere of influence

The National Scheme regulates more than 700,000 registered health practitioners and over 150,000 registered students across 16 health professions. It also accredits more than 740 approved programs of study delivered by over 330 education providers.

Through our work, we know that as at 30 June 2017, AHPRA regulated 678,938 registered health practitioners. Of these, 608 identified as Aboriginal and/or Torres Strait Islander – an increase of 3.6% from the previous year.

Growing Aboriginal and Torres Strait Islander participation in the registered health workforce is one of the objectives of the Aboriginal and Torres Strait Islander Health Strategy.

Number of employees

AHPRA employs over 900 staff.

Number of Aboriginal and Torres Strait Islander staff

At a recent staff survey, four of our 900 staff have identified as Aboriginal and/or Torres Strait Islander and 65 preferred not to say.

Geographic reach and office locations

The National Law gives AHPRA national reach. AHPRA staff are based in eight state and territory offices; Canberra, Sydney, Melbourne, Brisbane, Perth, Adelaide, Hobart and Darwin, as well as our national office in Melbourne.

Core business and operations of AHPRA

Our primary role is to protect the public.

We do this by working in partnership with the 15 National Boards that are responsible for regulating registered health practitioners in Australia, and the authorities that provide the accreditation function.

Specifically, AHPRA:

- supports the National Boards in their primary role of protecting the public
- publishes national registers of practitioners so important information about the registration of individual health practitioners is available to the public
- manages the registration and renewal processes for health practitioners and students around Australia
- has offices in each state and territory where the public can make a complaint about a registered health practitioner or student
- on behalf of the Boards, manages investigations into the professional conduct, performance or health of registered health practitioners, except in:
 - NSW where this is carried out by the Health Professional Councils Authority and the Health Care Complaints Commission, and
 - QLD where National Boards only deal with matters referred by the Queensland Health Ombudsman (from 1 July 2014 onwards)
- manages statutory offences under the National Law
- works with the Health Complaints Commissions in each state and territory to make sure the appropriate organisation deals with community concerns about individual, registered health practitioners
- supports the Boards in the development of registration standards, and codes and guidelines, and
- provides advice to the Ministerial Council about the administration of the National Registration and Accreditation Scheme.

Preamble: our journey so far

We are just starting out on our reconciliation journey. We need to begin by building the foundations for relationships, respect and opportunities, which is the purpose of this Reflect RAP.

Our RAP will give us the time and opportunity to raise awareness and support among AHPRA staff. It will also assist us to develop a solid RAP governance model and build our future commitments to cultural learning, and enable a culturally supportive and appropriate approach to employing more Aboriginal and Torres Strait Islander Peoples on staff.

We are privileged to have already started a rewarding relationship with The Torch Project – an Aboriginal and Torres Strait Islander arts in prisons and community program. This relationship encompasses good examples of relationships, respect and opportunities.

The Torch Project's focus is on the role of culture and cultural identity in the rehabilitation processes for Aboriginal and/or Torres Strait Islander prisoners. The program engages Aboriginal and/or Torres Strait Islander men and women who are, or have recently been, incarcerated in skill development opportunities that are socially and culturally relevant. This works to make a positive change to the disproportionately high rates of Aboriginal and Torres Strait Islander recidivism by increasing these artists' participation and confidence in the arts industry and their cultures.

At the time of printing, AHPRA has purchased ten artworks from The Torch Project, with 100% of the profit going to the artists and the family of the artists. The artworks are displayed in our offices and provide a strong visual symbol of this commitment for our visitors and staff.

Our relationship with The Torch Project is a great step in our commitment to reconciliation. It is based on shared values of local level engagement and the health and wellbeing of Aboriginal and Torres Strait Islander Peoples, as defined by Aboriginal and Torres Strait Islander Peoples.

It was important to us in choosing artworks for our offices that the artists were local to the area that the offices stand and that the supplier was transparent about the profits received by the purchase. In our relationship with The Torch Project, we were able to achieve this and much more.

In the rollout of our RAP, we will continue to develop relationships with local Aboriginal and Torres Strait Islander communities, organisations and suppliers.

We know from Reconciliation Australia's recent RAP *Impact measurement report* that people in organisations with a RAP have higher levels of trust and respect for Aboriginal and Torres Strait Islander Peoples, when compared to those in the broader Australian community.

We look forward to our first and subsequent RAPs having the same positive effects on our workplaces across Australia as has been experienced by over 933 organisations thus far.

Scope

At the start of our reconciliation journey, we want to build the foundations for relationships, respect and opportunities within our immediate sphere of influence.

This first RAP for AHPRA complements our Aboriginal and Torres Strait Islander Health Strategy for the National Scheme (see [Appendix 1](#)).

AHPRA is committed to working actively towards influencing cultural safety, equity in health outcomes for Aboriginal and Torres Strait Islander Peoples and other Australians. High levels of trust and respect for Aboriginal and Torres Strait Islander Peoples among all of our decision makers and stakeholders can strengthen our ability to achieve outcomes we have set ourselves in our overall Aboriginal and Torres Strait Islander Health Strategy (see [Appendix 1](#)).

Acknowledgement of local Aboriginal and Torres Strait Islander Peoples

Respect, culture, relationships and opportunity

AHPRA has offices in each capital city across Australia. This is where AHPRA's work takes place. In the spirit of respect, AHPRA acknowledges the Traditional Custodians of the land and seas of Australia. We pay our respects to the Elders past, present and future for they hold the memories, the traditions, the cultures and hopes of Aboriginal and Torres Strait Islander Peoples.

We also acknowledge our Aboriginal and/or Torres Strait Islander staff whose Countries are not listed below. We pay our respects to their Elders past, present and future.

Adelaide

The Kurna [*pronounced "Gar-na"*] are the Traditional Custodians of Adelaide and the Adelaide Plains. The area now occupied by the city and parklands – called by the Kurna Tarntanya (red kangaroo place) – is the heart of Kurna country. Before 1836, it was an open grassy plain with patches of trees and shrubs, the result of hundreds of generations of skilful land management. Kurna country encompasses the plains, which stretch north and south from Tarntanya and the wooded foothills of the range, which borders them to the east.¹

Brisbane

In terms of Aboriginal occupation and significance, Brisbane is a small part of a larger dynamic landscape that hosted not only the Brisbane-based group but also a diverse range of neighbouring groups involved in economic, subsistence, social, ritual and political activities. For thousands of years the Turrbal [*pronounced "Tur-a-bul"*] and Jagera [*pronounced differently according to accent: Both "Yug-er-a" and "Jug-er-a" are acceptable*] Peoples have been the Traditional Custodians of the Brisbane River and surrounding land.²³

Canberra

The Ngunawal [*pronounced "nana wall"*] are widely recognised as the Traditional Custodians of the area from Goulburn to the north, Gundagai to the west, Cooma to the south and Braidwood to the east. The Ngunawal Peoples consist of a number of different clans bounded by the broad language groups of Wiradjuri (to the west of Yass), Ngarigo (southeast of Canberra), Walgalu, Gundungurra (to the north) and Yuin (on the coast).

We also acknowledge that other groups have a connection to the land, including the Ngambri, the Ngarigu, and the Ngambri-Guumaal.^{4,5,6}

Darwin

The Larrakia People are the Traditional Owners of the Darwin region. Larrakia country runs from Cox Peninsula in the west to Gunn Point in the north, Adelaide River in the east and down to the Manton Dam area southwards. The Larrakia area is a vibrant Aboriginal Nation numbering around 2,000 people, and well recognised for their strengths in performance, music and art.^{7,8}

Hobart

The Mouheneenner [*pronounced "Moo-he-ne-nah"*] People are the Traditional Custodians of Hobart, in the area known as Nibberloonnee or Linghe. The Mouheneenner had a summer camp at Little Sandy Bay called Krewer.

Kunanyi (now known as Mount Wellington) is a major spiritual place. From this site many of the Aboriginal People from the southeast watched the first ships arrive and the construction of Hobart Town.⁹

Melbourne

The Wurundjeri People who speak Woiwurrung language are the Traditional Custodians of Melbourne. The Wurundjeri are part of the Kulin Nation, an alliance of five Aboriginal Nations, comprising the Wathaurong, Boon Wurrung, Taungurong, Dja Dja Wurrung, and the Wurundjeri.

For the Wurundjeri People, Melbourne has always been an important meeting place and location for social, educational, sporting and cultural events and activities. The Wurundjeri remain active in the community today – practising culture, performing ceremonies and passing on knowledge to younger generations.^{10,11}

Perth

The Noongar People are the Traditional Custodians of the greater Perth area, including Subiaco. The word Noongar means 'a person of the south-west of Western Australia'. While Noongar is identified as a single language, there are fourteen different dialects, and this is reflected in the fact that there are several ways of pronouncing and spelling Noongar, including: *Noongar, Nyungar, Nyoongar, Nyoongah, Nyungah, Nyugah, Yungar and Noonga*.

Noongar boodja (country) covers the entire southwestern portion of Western Australia. The boundary commences on the west coast at a point north of Jurien Bay, proceeds roughly easterly to a point approximately north of Moora and then roughly southeast to a point on the southern coast between Bremer Bay and Esperance.^{12,13,14}

Sydney

The Gadigal People of the Eora Nation are the Traditional Custodians of present-day inner city Sydney. There are about 29 clan groups of the Sydney metropolitan area, referred to collectively as the Eora Nation. The Gadigal are a clan of the Eora Nation. Their Traditional Land and Waters are south of Port Jackson, stretching from South Head to Petersham, and the western boundary is approximately the Balmain peninsula.^{15,16,17}

Pillars of our Reconciliation Action Plan

Our RAP supports activities in three key areas: relationships, respect and opportunities. These activities are summarised below.



Relationships

1. RAP Working Groups

- Operating in each of our state and territory offices.

2. Internal and external relationships

- Connected with Aboriginal and Torres Strait Islander Peoples, communities and organisations within our local area or sphere of influence.
- Connected with RAP organisations and other like-minded organisations.

3. National Reconciliation Week (NRW)

- Staff attending NRW events.
- Sharing Reconciliation Australia's NRW resources and reconciliation materials with staff.
- Participating in external events to recognise and celebrate NRW by our RAP Working Groups.

4. Internal awareness of our RAP

- Staff awareness of our RAP commitments.
- Key internal stakeholders engaged with their responsibilities within our RAP.



Respect

5. Aboriginal and Torres Strait Islander cultural learning and development

- Staff awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements increased.
- Capturing the data and measurement of our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.
- Assessing the cultural awareness training needs for staff.

6. NAIDOC Week

- Staff awareness of the meaning of NAIDOC Week, including information about the local Aboriginal and Torres Strait Islander Peoples and communities.
- Promoting community events for NAIDOC Week in our local areas.
- Participation by our RAP Working Groups in external NAIDOC Week events.

7. Aboriginal and Torres Strait Islander cultural protocols

- Understanding the cultural protocols of the Traditional Custodians and their lands and waters in our local areas.
- Aware of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).



Opportunities

8. Aboriginal and Torres Strait Islander employment

- Developing an employment strategy for attracting and retaining Aboriginal and Torres Strait Islander staff to AHPRA.
- Identifying current Aboriginal and Torres Strait Islander staff, and informing future employment and development opportunities.

9. Aboriginal and Torres Strait Islander supplier diversity

- Developing an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.
- Developing a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.

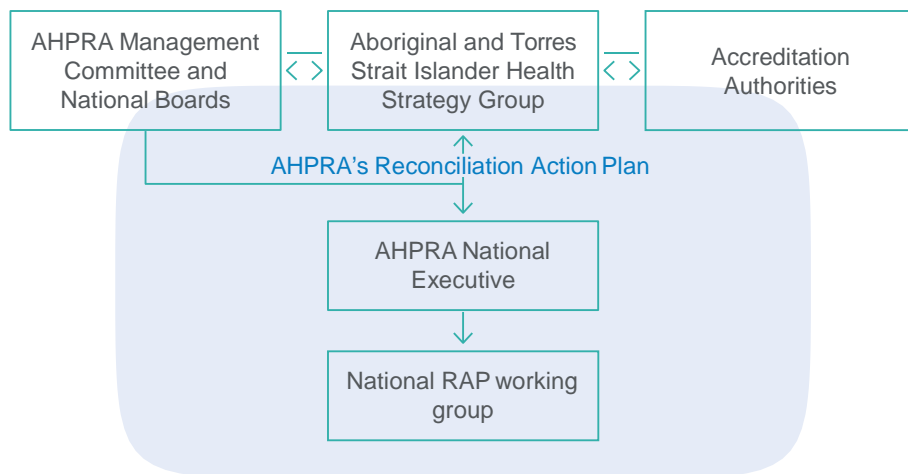
Full details are provided in the table at the end of this document.

Reconciliation Action Plan governance working groups

Purpose

With over 200 autonomous Aboriginal and Torres Strait Islander Nations, genuine engagement cannot be achieved only from a national perspective. We will begin to develop our RAP through a national RAP working group, and then develop local RAP working groups in our offices in each capital city across Australia. It's important that each AHPRA office builds a better understanding of the Aboriginal and Torres Strait Islander communities local to their location and that they engage with them in a culturally safe and appropriate way. Our RAP actions must be relevant to the Aboriginal and Torres Strait Islander communities in which we work.

Figure 2



National RAP working group

The national RAP working group will comprise of the following members:

<i>National Director, Communications</i>	Anita Rivera
<i>Northern Territory Manager</i>	Eliza Collier
<i>Executive Officer, Aboriginal and Torres Strait Islander Health Practice</i>	Jill Humphreys
<i>Program Manager, National Scheme Aboriginal and Torres Strait Islander Health Strategy</i>	Gilbert Hennequin
<i>Project Officer, Aboriginal and Torres Strait Islander Health Strategy</i>	<i>Position currently vacant</i>
<i>Representative of the AHPRA ACT office RAP working group</i>	Adam Young
<i>Representative of the AHPRA NSW office RAP working group</i>	Jane Eldridge
<i>Representative of the AHPRA Victoria office RAP working group</i>	Ben Keith
<i>Representative of the AHPRA Queensland office RAP working group</i>	Jilleta Mitchell
<i>Representative of the AHPRA Western Australia office RAP working group</i>	Tracey Annear
<i>Representative of the AHPRA South Australia office RAP working group</i>	Shona Dove
<i>Representative of the AHPRA Tasmania office RAP working group</i>	Tim Chiragakis
<i>Representative of the AHPRA Northern Territory office RAP working group</i>	Donna Murdock

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish a RAP Working Group	<p>A National RAP Working Group to oversee the launch of AHPRA's first Reflect RAP</p> <p>B Aboriginal and/or Torres Strait Islander staff to be encouraged to join the National RAP Working Group</p> <p>C The National and State/Territory Working Groups to meet at least six times per year to monitor and report on RAP implementation.</p> <p>D RAP champion to be nominated from the National Executive</p> <p>E RAP Working Group to oversee the development, endorsement and launch of the 2019 RAP</p>	<p>A 5 July 2018</p> <p>B From July 2018</p> <p>C July 2018</p> <p>D July 2018</p> <p>E May 2019</p>	<p>A National Director Communications</p> <p>B Program Manager Aboriginal and Torres Strait Islander Health Strategy (Program Manager)</p> <p>C Program Manager</p> <p>D CEO</p> <p>E Program Manager</p>
2. Build internal and external relationships	<p>A Develop a list of Aboriginal and Torres Strait Islander Peoples, communities and organisations within our local areas or sphere of influence that we could approach to connect with on our reconciliation journey.</p> <p>B Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.</p> <p>C Build partnerships with Aboriginal and Torres Strait Islander Peoples and organisations.</p> <p>D Support the recommendations outlined in the report delivered by the Referendum Council: https://www.referendumcouncil.org.au/final-report.</p> <p>E Support our state/territory based reconciliation council.</p>	<p>A September 2018</p> <p>B October 2018</p> <p>C October 2018</p> <p>D From October 2018</p> <p>E October 2018</p>	<p>A Program Manager</p> <p>B Program Manager</p> <p>C Program Manager</p> <p>D Program Manager</p> <p>E Program Manager</p>
3. Participate in and celebrate National Reconciliation Week (NRW)	<p>A Encourage our staff to participate at a NRW event.</p> <p>B Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</p> <p>C Ensure our national RAP working group participates in an external event to recognise and celebrate NRW.</p>	<p>In the week leading up to NRW, and during the week itself: 27 May – 3 June 2019</p>	<p>A CEO (via Senior Leaders' Forum and CEO Bulletin)</p> <p>B Program Manager</p> <p>C Program Manager</p>
4. Raise internal awareness of our RAP	<p>A Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.</p> <p>B Engage the Senior Leaders' Forum (SLF) in the delivery of RAP outcomes.</p> <p>C Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.</p> <p>D Raise external awareness of our RAP.</p>	<p>A July 2018</p> <p>B July 2018</p> <p>C August 2018</p> <p>D From July 2018</p>	<p>A Program Manager</p> <p>B National Director Communications</p> <p>C Program Manager</p> <p>D Program Manager</p>

Action	Deliverable	Timeline	Responsibility
5. Support the development of a culturally safe health workforce by enabling cultural safety to be included in relevant standards, codes and guidelines	A Investigate opportunities to support National Boards to include cultural safety in their relevant standards, codes and guidelines when these documents are reviewed and consulted on.	A Codes of conduct reviews for most professions – consultation expected before February 2019	A National Director Policy and Accreditation

Respect

Action	Deliverable	Timeline	Responsibility
6. Investigate Aboriginal and Torres Strait Islander cultural learning and development	<p>A As part of the National Scheme's Aboriginal and Torres Strait Islander health strategy group's agreed approach of securing high-quality cultural safety training, a formal evaluation panel will recommend suppliers of cultural safety training for consideration of the AHPRA CEO. The evaluation panel will include members of the Aboriginal and Torres Strait Islander Health Strategy Group. All approved suppliers must have met the requirements of the Request for Proposal, including an evaluation framework that measures outcomes.</p> <p>B Approve a supplier or suppliers who have met the requirements</p> <p>C Develop an implementation plan for how and when to implement training for AHPRA staff.</p> <p>D Conduct a review of cultural awareness training needs within our organisation.</p> <p>E Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievement.</p> <p>F Share the list of approved training providers with National Boards and accreditation authorities.</p> <p>G Help coordinate the implementation of training to National Boards.</p> <p>H Communicate and encourage staff to use Reconciliation Australia's <i>Share Our Pride</i> online tool.</p> <p>I Support greater awareness and understanding of Aboriginal and Torres Strait Islander cultures by purchasing and displaying Aboriginal and Torres Strait Islander artworks for three more state and territory offices.</p>	<p>A July 2018</p> <p>B August 2018</p> <p>C August 2018</p> <p>D September 2018</p> <p>E October 2018</p> <p>F September 2018</p> <p>G From September 2018</p> <p>H From July 2018</p> <p>I By June 2019</p>	<p>A Program Manager</p> <p>B CEO</p> <p>C Program Manager</p> <p>D Program Manager</p> <p>E Program Manager</p> <p>F Program Manager</p> <p>G Program Manager</p> <p>H Program Manager</p> <p>I Program Manager</p>

Action	Deliverable	Timeline	Responsibility
7. Participate in and celebrate NAIDOC Week	<p>A Raise awareness and share information amongst our staff of the meaning of NAIDOC Week, which includes information about the local Aboriginal and Torres Strait Islander Peoples and communities.</p> <p>B Introduce our staff to NAIDOC Week by promoting community events in our local areas.</p> <p>C Ensure our national RAP working group participates in an external NAIDOC Week event.</p>	8-15 July 2018	<p>A CEO (via Communications team)</p> <p>B Program Manager</p> <p>C Program Manager</p>
8. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<p>A Explore who the Traditional Custodians are of the lands and waters in our local area.</p> <p>B Scope and develop a list of local Traditional Custodians of the lands and waters within our organisation's sphere of influence.</p> <p>C Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).</p>	<p>A September 2018</p> <p>B October 2018</p> <p>C March 2019</p>	<p>A Program Manager</p> <p>B Program Manager</p> <p>C Program Manager</p>
9. Celebrate/recognise Aboriginal and Torres Strait Islander dates of significance	<p>A Create and communicate a calendar of Aboriginal and Torres Strait Islander dates of significance to all staff</p> <p>B Share Aboriginal and Torres Strait Islander dates of significance in the CEO bulletin</p>	<p>A January 2019</p> <p>B From July 2019</p>	<p>A Program Manager</p> <p>B Program Manager</p>

Opportunities

Action	Deliverable	Timeline	Responsibility
10. Investigate Aboriginal and Torres Strait Islander employment	<p>A Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy for AHPRA.</p> <p>B Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.</p> <p>C Support Aboriginal and Torres Strait Islander leadership within AHPRA by establishing an internal Aboriginal and Torres Strait Islander professional mentoring network</p> <p>D Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships).</p>	<p>A November 2018</p> <p>B October 2018</p> <p>C November 2018</p> <p>D November 2018</p>	<p>A Executive Director, People and Culture</p> <p>B Executive Director, People and Culture</p> <p>C Executive Director, People and Culture</p> <p>D Executive Director, People and Culture</p>
11. Investigate Aboriginal and Torres Strait Islander supplier diversity	<p>A Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.</p> <p>B Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</p> <p>C Investigate opportunities to become a member of Supply Nation.</p>	<p>A October 2018</p> <p>B December 2018</p> <p>C February 2019</p>	<p>A Procurement and Strategy Manager</p> <p>B Procurement and Strategy Manager</p> <p>C Procurement and Strategy Manager</p>

Action	Deliverable	Timeline	Responsibility
12. Support greater participation of Aboriginal and Torres Strait Islander Peoples in the registered health workforce	<p>A Explore how AHPRA and National Boards can support greater participation of Aboriginal and Torres Strait Islander Peoples in the registered health workforce.</p> <p>B Develop a plan for increasing participation of Aboriginal and Torres Strait Islander Peoples in the registered health workforce.</p>	<p>A April 2019</p> <p>B June 2019</p>	<p>A Program Manager</p> <p>B Program Manager</p>
13. Support education outcomes and opportunities for Aboriginal and Torres Strait Islander students	<p>A Investigate what scholarships support Aboriginal and Torres Strait Islander students to further their studies and/or careers in a registered health profession.</p> <p>B Create a business case for AHPRA supporting a scholarship for Aboriginal and Torres Strait Islander students to enter or further their studies and/or careers in a registered health profession.</p>	<p>A November 2018</p> <p>B May 2019</p>	<p>A Program Manager</p> <p>B Program Manager</p>

Governance, Tracking Progress and Reporting

Action	Deliverable	Timeline	Responsibility
14. Build support for the RAP	<p>A Define resource needs for RAP development and implementation.</p> <p>B Define systems and capability needs to track, measure and report on RAP activities.</p> <p>C Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.</p>	<p>A August 2018</p> <p>B August 2018</p> <p>C September 2019</p>	<p>A Program Manager</p> <p>B Program Manager</p> <p>C Program Manager</p>
15. Review and Refresh RAP	<p>A Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.</p> <p>B Submit draft RAP to Reconciliation Australia for review</p> <p>C Submit draft RAP to Reconciliation Australia for formal endorsement.</p>	<p>A April 2019</p> <p>B April 2019</p> <p>C June 2019</p>	<p>A Program Manager</p> <p>B Program Manager</p> <p>C Program Manager</p>

Appendix 1: Aboriginal and Torres Strait Islander Health Strategy for the National Registration and Accreditation Scheme

Vision

Patient safety for Aboriginal and Torres Strait Islander Peoples is the norm. We recognise that:

- patient safety includes the inextricably linked elements of clinical and cultural safety, and
- this link must be defined by Aboriginal and Torres Strait Islander Peoples.

Themes

We commit using our leadership and influence to realising our vision, including through our application of the National Law, to ensure:

- a culturally safe health workforce supported by nationally consistent standards, codes and guidelines across all professions within the National Scheme
- Using our leadership and influence to achieve reciprocal goals
- increased Aboriginal and Torres Strait Islander People's participation in the registered health workforce
- greater access for Aboriginal and Torres Strait Islander Peoples to culturally safe services of health professions regulated under the National Scheme, and
- increased participation across all levels of the National Scheme.

Values

- Commitment, accountability, shared priorities, collaboration and high level participation.
- Aboriginal and Torres Strait Islander leadership and voices within the National Scheme.
- Reciprocity, which is two-way learning and the benefit of our work and outcomes.
- Self-determination for Aboriginal and Torres Strait Islander Peoples.

References

Kurna People

1. <http://adelaide.sa.gov.au/subjects/kaurna-people>

Turrbal and Jagera Peoples

2. http://www.ogh.qut.edu.au/visiting/educational/downloads/OGH_factsheet_A+.pdf
3. <http://eisdocs.dsdip.qld.gov.au/Completed%20Projects/Cross%20River%20Rail/EIS/EIS%2030%20Aug%202011/03%20Volume%203/Technical%20Report%209%20Cultural%20Heritage%20%20Part%20A.pdf>

Ngunawal People

4. http://www.communityservices.act.gov.au/_data/assets/pdf_file/0005/394385/CSD_GSR_web.pdf
5. <http://www.ngunawal.com.au/>
6. <http://www.act.gov.au/ngunnawal-country>

Larrakia People

7. www.darwin.nt.gov.au/live/welcome-to-darwin/about-darwin/overview
8. <http://larrakia.com/>

Mouheneenner People

9. <https://www.hobartcity.com.au/Community/Community-Programs/Multicultural-Hobart/Tasmanian-Aboriginals>

Wurundjeri People

10. <http://aboriginalhistoryofyarra.com.au/>
11. <http://www.melbourne.vic.gov.au/about-melbourne/melbourne-profile/aboriginal-culture/Pages/aboriginal-culture.aspx>

Noongar People

12. www.noongar.org.au/
13. <https://web.archive.org/web/20060218224828/http://www.noongar.org.au/files/knowledge/history.pdf>
14. <https://www.noongarculture.org.au/>

Gadigal People

15. www.historyofaboriginalsydney.edu.au/
16. www.cityofsydney.nsw.gov.au/learn/sydneys-history/aboriginal-history
17. www.sydneybarani.com.au