

Aboriginal Employment Strategy

2021-2024

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Message from the Chief Executive

I am proud to introduce our third Peninsula Health Aboriginal Employment Strategy and our continuing commitment to closing the gap in health and economic outcomes, between Aboriginal and Torres Strait islander peoples and the wider Victorian Community. This strategy seeks to provide culturally safe and inclusive environments for Aboriginal and Torres Strait Islander (ATSI) employees and looks for ways to continually promote career opportunities and pathways for Aboriginal peoples within Peninsula Health. We know that proactively reaching out and supporting existing and prospective ATSI employees strengthens our links with the wider Aboriginal and Torres Strait islander communities and assists in breaking down cultural barriers.

During 2021, we have continued to expand our investment in Aboriginal Cultural Awareness training across Peninsula Health, to provide greater support and understanding of our Aboriginal workforce, their communities, their history and their journey. Since the launch of our previous employment strategy, we have also increased the numbers of Aboriginal staff from 16 to 22 employees. Our aim is to grow this further, as we continue to take action to explore other supportive health career initiatives and partnerships, to support the attraction and retention of the Aboriginal community.

We look forward to continuing to take steps to overcome Indigenous disadvantage and seek, encourage, support and engage Aboriginal and Torres Strait Islander peoples, to be part of our workforce and participate in a thriving, growing and agile health sector.

Felicity Topp
Chief Executive

Acknowledgement of Country

We pay our respects to the Traditional Owners of the lands on which we provide our health services. We acknowledge the impacts of dispossession and colonisation on Country and the health and wellbeing of Traditional Owners, and Aboriginal and Torres Strait Islander peoples who have made Frankston and the Mornington Peninsula their home.

This includes acknowledgement of the Stolen Generations people who were moved from homelands and families across Australia, and who now regard Frankston and the Mornington Peninsula as home.

We acknowledge that Aboriginal and Torres Strait Islander peoples were the first sovereign Nations of the Australian continent and possess their own laws, cultures, customs, medicines and approaches to health and wellbeing.

We also acknowledge that while Aboriginal and Torres Strait Islander peoples are diverse, they share a holistic view of health that includes not only the physical, but the social, emotional, spiritual and cultural wellbeing of individuals, families and the whole community.

Going forward we will acknowledge and embed in relationships, service delivery and decision-making, respect for Country and culture as part of planning and implementing culturally safe, quality health service provision.

Background: Peninsula Health has committed to delivering on a third Aboriginal Employment Strategy from 2021-2024 following the successful delivery of the second strategy in 2016-2019 and the inaugural strategy in 2012-2015.

Close the Gap

Peninsula Health is committed to improving the lives of Aboriginal and Torres Strait Islander people. In May 2012, Peninsula Health signed the 'Close the Gap Indigenous Health Equality Summit Statement of Intent'. As part of this statement, Peninsula Health declared a determination to close the fundamental divide between the health outcomes and life expectancy of the Aboriginal and Torres Strait Islander people of Australia and non-Indigenous Australians. In 2021 there is a new Federal Government arrangement for Closing the Gap program. The National Agreement on Closing the Gap will be built around four new Priority Reforms. They are formal partnerships and shared decision making; building the community controlled sector; transforming government organisations; and shared access to data and information at a regional level. Each state and territory parliament is now responsible for reporting on all targets for Close the Gap to the Commonwealth.

Kareeta Yirramboi

Kareeta Yirramboi is the Victorian Government's plan to improve public-sector employment and career development outcomes for Aboriginal people. Kareeta is the Gunditjmara word for "grow" and Yirramboi is the Taungurung word meaning "tomorrow". The plan was developed with an initial timeline of 2010-2015 in response to COAG's National Partnership Agreement in Indigenous Economic Participation and a commitment to halve the gap in employment outcomes between Indigenous and non-Indigenous people within a decade. Kareeta Yirramboi set an Aboriginal employment target of one percent for the Victorian public sector and required public-sector organisations with 500 or more employees to develop an Aboriginal Employment Strategy.

The public health sector plays an important part in the overall achievement of the one percent Aboriginal employment target. Thirty-two Victorian Public Health Services have a workforce over 500 employees, the aim was to develop individual Aboriginal employment

strategies that are tailored to the individual organisations' capacity and reflective of the communities in which they operate.

The former Victoria Department of Health engaged with the Commonwealth Department of Education, Employment and Workforce Relations (DEEWR) to facilitate and coordinate the Aboriginal Employment Strategy project. The project was funded by DEEWR with the Department of Health taking responsibility for selecting the thirty-two organisations. Priority was given to Health Services with 500 or more employees. Peninsula Health was selected as one of four pilot sites at the commencement of the project.

Following on from Kareeta Yirrambool, in 2017 Barring Djinang a 5 year Aboriginal Employment Strategy was launched for the Victorian public sector. The Strategy includes 16 initiatives designed to enhance attract, recruit and retain Aboriginal staff.



Progress of the Aboriginal Employment Strategy 2016 - 2019

A number of initiatives were implemented under the Aboriginal Employment Strategy 2016-2019:

- Cultural Awareness E-Learning mandatory for all Peninsula Health staff and managers with minimum 90% participation.
- Marketing and promotion strategy for the 2016-2019 completed and successful.
- Ways to celebrate Aboriginal Culture within the organisation, such as NAIDOC Week, Reconciliation Week, Close the Gap Day etc promoted annually via the Peninsula Health events calendar.
- Regular engagement between Cultural Lead/ Elder with key stakeholders to strengthen networks with the local Aboriginal Community to increase the number of Aboriginal and Torres Strait Islander candidates.
- Workforce data that identifies Aboriginal and Torres Strait Islander participation to monitor

the current number of Aboriginal and Torres Strait Islander people employed included in bi-monthly People & Culture Board reporting.

- Facilitated clinical and non-clinical placements in Drug and Alcohol, Mental Health and Dental programs for Aboriginal and Torres Strait Islander candidates.
- Partnered with Monash University and Chisholm Institute to both promote career opportunities and identify areas of interest for Aboriginal and Torres Strait Islander candidates
- Implemented an informal mentoring program to provide ongoing support to Aboriginal and Torres Strait Islander employees at Peninsula Health
- Aboriginal and Torres Strait Islander candidate applications for positions tracked via and eRecruit application alerts with recruitment teams.

Objective of 2021-2024 Strategy

Peninsula Health has acknowledged that increasing the Aboriginal workforce is an essential aspect in successfully closing the gap between Aboriginal and non-Indigenous people.

The objective of this strategy remains to increase employment participation of Aboriginal people at Peninsula Health to 1% of the total workforce as at 2021. This will be achieved by implementing sustainable recruitment and retention initiatives and continuing to create a more culturally responsive environment for the Aboriginal community. Peninsula Health currently employs 22 Aboriginal employees representing 0.3% of the total workforce.

To fulfill the target, Peninsula Health requires a total of 67 Aboriginal employees. Through the process of increasing Aboriginal employment participation, greater understanding of cross-cultural requirements will be achieved to develop the environment and systems for long-term Aboriginal participation throughout the entire organisation.

Organisation Profile

Peninsula Health is committed to improving the lives of Aboriginal and Torres Strait Islander people. In May 2012, Peninsula Health signed the ‘Close the Gap Indigenous Health Equality Summit Statement of Intent’. As part of this statement, Peninsula Health declared a determination to close the fundamental divide between the health outcomes and life expectancy of the Aboriginal and Torres Strait Islander people of Australia and non-Indigenous Australians. In 2021 there is a new Federal Government arrangement for Closing the Gap program. The National Agreement on Closing the Gap will be built around four new Priority Reforms. They are formal partnerships and shared decision making; building the community controlled sector; transforming government organisations; and shared access to data and information at a regional level. Each state and territory parliament is now responsible for reporting on all targets for Close the Gap to the Commonwealth.

Aboriginal Community

The closest Aboriginal specific health service (Aboriginal Community Controlled Health Organisation – ACCHO) to Peninsula Health is located in Dandenong; a large city located more than 20 kilometres from Frankston and 50 kilometres from Rosebud on the Mornington Peninsula. There are two Gathering Places in our region, Nairm Marr Djambana located in Frankston and Willum Warrain in Hastings. The Gathering places to support Peninsula Health to deliver culturally appropriate services and supports to a number of our Community programs. The Aboriginal Hospital Liaison Officers regularly attend the Community events hosted at the Gathering places to provide a bridge for the Community to access services delivered by Peninsula Health. In the 2016 Census, there was a total population of 1983 Aboriginal and/or Torres Strait islander people in the Frankston and Mornington Peninsula Local Government Areas (LGA). The Indigenous population makes up 0.73% of the region’s population, compared with 2.55% Indigenous persons across Australia, and 0.5% within the Greater Melbourne Statistical Areas. The unemployment rate of the Indigenous population is 11.7% in Frankston LGA and 10.6% in the Mornington Peninsula LGA, compared to half this rate (5.05%) for non-Indigenous people. (Source: ABS, 2016 Census of Population and Housing).

Community Consultation

Due to ongoing Covid-19 restrictions, community consultation for the 2021-2024 Aboriginal Employment Strategy was through non-traditional methods based on our ongoing interactions with community.

Benchmarking activity was also undertaken with the other health services and organisations in comparing their Aboriginal Employment Plans with the proposed strategies and initiatives for Aboriginal health and employment within the 2021-2024 Aboriginal Employment Strategy for Peninsula Health.

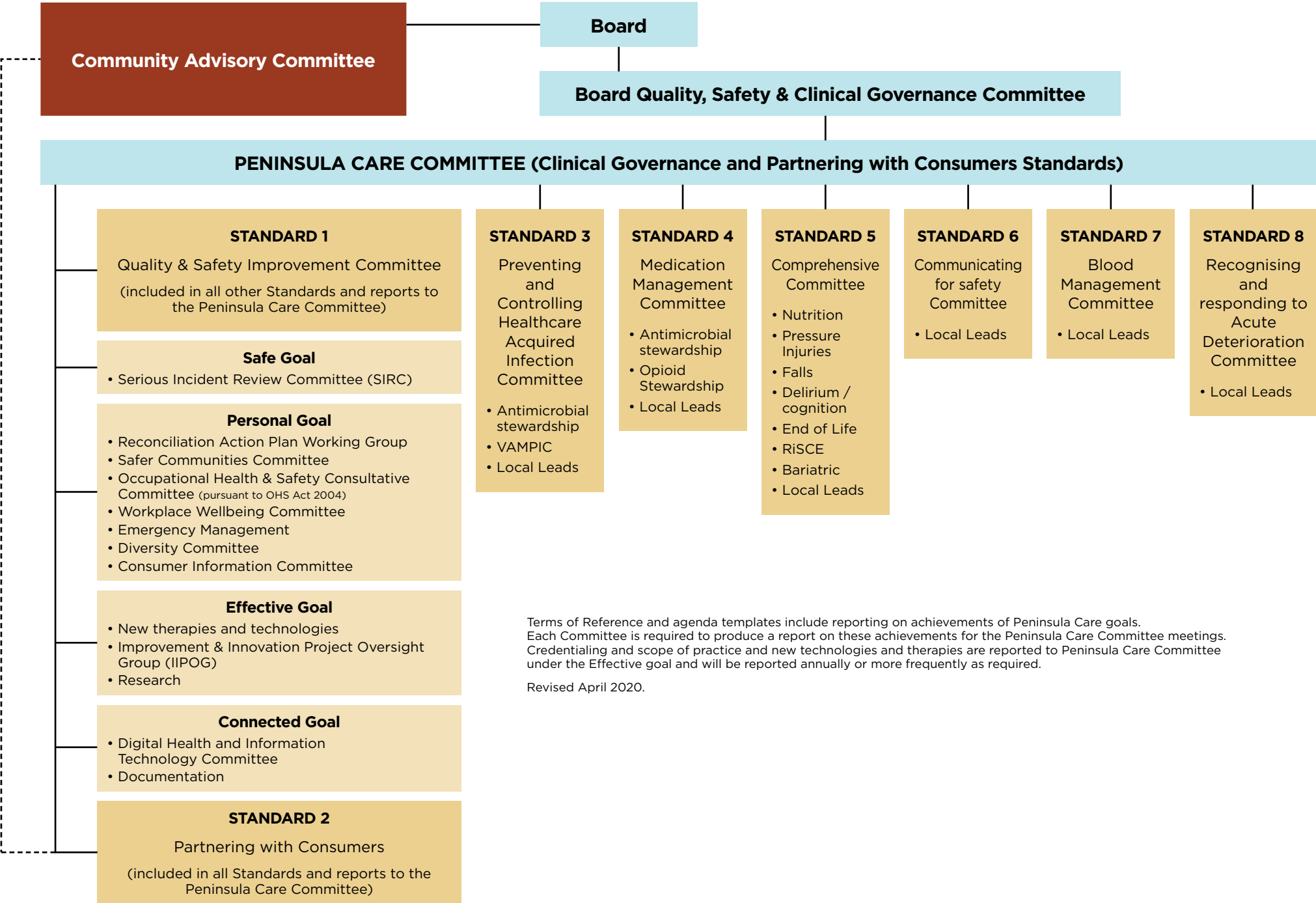
Communication Strategy

The 2021-2024 Aboriginal Employment Strategy will be promoted to the community and organisation through a range of formats and forums, including:

- Peninsula Health website
- Peninsula Health Aboriginal and Torres Strait Islander Website
- Peninsula Health Intranet
- Social Media
- Local Career Expos
- Cultural Events
- Publication of the strategy in booklet, poster and brochure format.

Governance

The Aboriginal Employment Strategy is governed by the Reconciliation Action Plan (RAP) Steering Committee who will oversee the implementation and progress towards the Aboriginal Employment Strategy, as a key component of engaging with the local Aboriginal community, and supporting employment as a health and wellbeing determinant. Reporting on the Aboriginal Employment Strategy will take place through the RAP Steering Committee as well as to Reconciliation Australia via progress reports on the fulfilment of the 2020-2024 RAP. Regular updates and engagement will also occur through the Aboriginal and Torres Strait Islander Community Advisory Group when these recommence.



Peninsula Health Goals

Goal 1

Expand support structures to provide culturally inclusive employment opportunities, positive outcomes and increased cultural safety for Aboriginal and Torres Strait Islander employees.

Strategies

1. Develop and launch inclusive recruitment strategies and guidance materials for Aboriginal and Torres Strait Islander employees.
2. Implement manager cultural safety training for recruitment and retention of Aboriginal and Torres Strait Islander employees.
3. Internal education programs about health and wellbeing for Aboriginal and Torres Strait Islander employees.

Goal 2

Maintain local Aboriginal and Torres Strait Islander community engagement and continue to promote career opportunities and pathways within Peninsula Health.

Strategies

1. Continue to promote career pathways for local Aboriginal and Torres Strait Islander community members through marketing and promotional activities at expos and conferences.
2. Partner with local education providers such as secondary schools, vocational and tertiary institutions to promote job readiness, Peninsula Health career opportunities and identify areas of interest for Aboriginal and Torres Strait Islander candidates.
3. Expand clinical and non-clinical placements, traineeships and/or cadetships in nursing, allied health and administration for Aboriginal and Torres Strait Islander candidates and support continuing permanent employment with Peninsula Health via strong mentoring and support.

Goal 3

Consolidate programs and partnerships to effectively engage the Aboriginal and Torres Strait Islander community.

Strategies

1. Explore funding and partnership opportunities for Aboriginal and Torres Strait Islander cadetships.
2. Develop inclusive retention and career development strategies with and for Aboriginal and Torres Strait Islander workforce.
3. Establish the Peninsula Health Graduate Employment Program.

Proposed Timeframe and Resources

The timeframe for achieving the objective to increase the workforce to one percent Aboriginal employment participation target is 2024. To achieve the one per cent target, the strategy actions will be delivered in accordance with this action plan.

Goal	Strategies	Lead	Timeline
1. Expand support structures to provide culturally inclusive employment opportunities, positive outcomes and increased cultural safety for Aboriginal and Torres Strait Islander employees.	Develop and launch inclusive recruitment strategies and guidance materials for Aboriginal and Torres Strait Islander employees	Director, People Experience and Administration (PEA)	September 2022
	Implement manager cultural safety training for recruitment and retention of Aboriginal and Torres Strait Islander employees	Lead, Capability & Engagement	September 2022
	Internal education programs about health and wellbeing for Aboriginal and Torres Strait Islander employees	Lead, Organisational Health & Wellbeing	October 2022
2. Maintain local Aboriginal and Torres Strait Islander community engagement and continue to promote career opportunities and pathways within Peninsula Health.	Continue to promote career pathways for local Aboriginal and Torres Strait Islander community members through marketing and promotional activities at expos and conferences	Cultural Lead/ Elder	June 2022
	Partner with local education providers such as secondary schools, vocational and tertiary institutions to promote job readiness, Peninsula Health career opportunities and identify areas of interest for Aboriginal and Torres Strait Islander candidates	Cultural Lead/ Elder	June 2022
	Expand clinical and non-clinical placements, traineeships and/or cadetships in nursing, allied health and administration for Aboriginal and Torres Strait Islander candidates and support continuing permanent employment with Peninsula Health via strong mentoring and support	Lead Capability and Engagement/ Director Education and Training	September 2022
3. Consolidate programs and partnerships to effectively engage the Aboriginal and Torres Strait Islander community.	Explore funding and partnership opportunities for Aboriginal and Torres Strait Islander	Director, Complex Services	June 2022
	Develop inclusive retention and career development strategies with and for Aboriginal and Torres Strait Islander workforce	Director, PEA	July 2022
	Establish the Peninsula Health Graduate Employment Program	Lead Capability and Engagement	October 2022



Partnerships and Alliances

The success of this strategy heavily relies on the strength of key partnerships and alliances. This table summarises the identified partnerships and alliances which will be useful in implementing this strategy. The key goals of this strategy have been tested with the following organisations and all have responded positively to engaging with Peninsula Health in implementing the strategies.

Organisation	Connection
Frankston Mornington Peninsula Local Learning and Employment Network (LLEN) (phone number, website)	Phone: 03 8679 3422 Email: info@fmpllen.com.au Website: https://www.fmpllen.com.au
Victorian Aboriginal Community Controlled Health Organisation (VACCHO) (phone number, website)	Phone: 03 9411 9411 Email: enquiries@vaccho.org.au Website: https://www.vaccho.org.au
Chisholm Institute (phone number, website)	Phone:1300 244 746 Email: enquiries@chisholm.edu.au Website: https://www.chisholm.edu.au
Monash University (phone number, website)	Phone:03 9902 6000 Email: https://www.monash.edu/about/contact-us Website: https://www.monash.edu
Victorian Employer Chamber of Commerce and Industry (VECCI) (phone number, website)	Phone: 0386625333 Email: https://www.victorianchamber.com.au/contact-us Website: https://www.victorianchamber.com.au
Peninsula Health ACCESS Services (phone number, website)	Phone: 1300 665 781 Website: https://www.peninsulahealth.org.au/services/services-a-e/aged-care/access-service/

Labour Force Statistics

Statistical Area

The following Labour Force and Population Statistics have been sourced from the 2016 Census of Population and Housing data and are based on surrounding Local Government Areas.

The Local Government Areas used for Peninsula Health are:

- Frankton (C)
- Mornington Peninsula (S)
- Casey (C)
- Greater Dandenong(C)
- Kingston (C)

It's important to note that some degree of statistical variation may exist in the following population statistics due to randomly adjusted data by <http://www.censusdata.abs.gov.au>

The data is adjusted to avoid the release of confidential information. This may affect some results proportionately, in particular where smaller populations are involved.



Aboriginal and/or Torres Strait Islander Population

The following Labour Force and Population Statistics have been sourced from the 2016 Census of Population and Housing data (<http://www.censusdata.abs.gov.au>) and are based on surrounding Local Government Areas. It's important to note that some degree of statistical variation may exist in the following population statistics due to randomly adjusted data by <http://www.censusdata.abs.gov.au>. The data is adjusted to avoid the release of confidential information. This may affect some results proportionately, in particular where smaller populations are involved.

Area	Total Population	Aboriginal and/or Torres Strait Islander Population	
Australia	23,401,892	649,171	2.8%
Victoria	5,926,624	47,788	0.8%

Local Government Area	Total Population	Aboriginal and/or Torres Strait Islander Population	
Frankston (C)	134,143	1,338	1%
Mornington Peninsula (S)	154,999	1,305	0.84%
Casey (C)	299,301	1,615	0.54%
Greater Dandenong (C)	152,050	517	0.34%
Kingston (C)	151,389	575	0.37%
TOTAL	891,882	5,350	

Age	Aboriginal and/or Torres Strait Islander Population	Local Government Area				
		Frankston (C)	Mornington Peninsula (S)	Casey (C)	Greater Dandenong (C)	Kingston (C)
0-4	563	136	134	177	61	55
5-9	603	147	157	204	45	50
10-14	567	135	129	192	58	53
15-19	550	132	151	169	46	52
20-24	471	115	94	154	51	57
25-29	359	93	88	106	36	36
30-34	290	76	59	97	18	40
35-39	317	81	80	90	29	37
40-44	340	92	78	99	38	33
45-49	324	101	69	83	26	45
50-54	248	63	59	64	27	35
55-59	227	54	53	48	23	19
60-64	192	41	69	39	23	20
65+	329	74	86	81	47	41
TOTAL	5,050	1,338	1,305	1615	517	575

Employed - Full Time

Age	Aboriginal and/ or Torres Strait Islander Population	Local Government Area									
		Frankston (C)		Mornington Peninsula (S)		Casey (C)		Greater Dandenong (C)		Kingston (C)	
15-24	222	41	2.76%	66	5.14%	73	2.38%	16	1.47%	26	2.07%
25-34	273	70	2.01%	54	2.32%	86	1.10%	21	0.50%	42	0.91%
35-44	263	58	2.01%	51	2.07%	97	1.36%	21	0.7%	36	0.91%
45-54	235	62	2.15%	45	1.21%	73	0.99%	15	0.55%	40	0.90%
55-64	118	30	1.44%	35	1.52%	29	0.77%	7	0.44%	17	0.68%
65+	16	3	1.17%	3	0.82%	7	1.92%	0	NA	3	0.90%
TOTAL	1,133	274		263		362		73		161	

Employed - Part Time

Age	Aboriginal and/ or Torres Strait Islander Population	Local Government Area									
		Frankston (C)		Mornington Peninsula (S)		Casey (C)		Greater Dandenong (C)		Kingston (C)	
15-24	216	56	1.89%	53	1.78%	61	0.96%	16	0.63%	30	0.94%
25-34	101	28	1.11%	30	1.37%	32	0.57%	3	0.12%	8	0.35%
35-44	122	36	1.11%	36	0.91%	29	0.42%	7	0.31%	14	0.34%
45-54	104	32	1.03%	31	0.81%	18	0.31%	6	0.33%	14	0.38%
55-64	66	14	0.62%	25	0.74%	10	0.27%	4	0.30%	13	0.51%
65+	22	0	NA	10	0.81%	9	1.22%	3	0.80%	0	NA
TOTAL	632	171		182		164		38		77	

Unemployed

Age	Aboriginal and/ or Torres Strait Islander Population	Local Government Area									
		Frankston (C)		Mornington Peninsula (S)		Casey (C)		Greater Dandenong (C)		Kingston (C)	
15-24	127	33	4.28%	24	4.47%	43	2.20%	18	1.85%	9	1.48%
25-34	41	11	2.84%	12	5.31%	13	1.16%	5	0.61%	0	NA
35-44	53	17	4.23%	10	3.26%	16	1.50%	10	1.74%	0	NA
45-54	38	10	2.88%	8	2.54%	9	1.24%	4	0.84%	7	2.05%
55-64	12	8	3.33%	4	1.50%	0	NA	0	NA	0	NA
65+	0	0	NA	0	NA	0	NA	0	NA	0	NA
TOTAL	266	79		58		81		33		15	

Not in the Labour Force

Age	Aboriginal and/ or Torres Strait Islander Population	Local Government Area									
		Frankston (C)		Mornington Peninsula (S)		Casey (C)		Greater Dandenong (C)		Kingston (C)	
15-24	397	110	4.70%	92	4.09%	119	1.65%	42	0.96%	34	1.36%
25-34	158	48	2.42%	30	2.03%	52	0.85%	12	0.30%	16	0.90%
35-44	186	45	2.28%	51	2.69%	48	0.86%	27	0.82%	15	0.73%
45-54	180	51	2.68%	36	1.82%	42	0.91%	30	1.01%	21	1.11%
55-64	156	30	1.00%	44	1.06%	45	0.72%	29	0.68%	8	0.25%
65+	250	64	0.69%	64	0.38%	55	0.39%	33	0.32%	34	0.28%
TOTAL	1,336	350		317		361		171		137	

Useful References and Resources

Resources	Location
Peninsula Health's Reconciliation Action Plan	https://www.peninsulahealth.org.au/wp-content/uploads/PH-RAP-2020-2022-A4-FINAL-WEB.pdf
Barring Djinang	https://vpssc.vic.gov.au/aboriginal-employment/barring-djinang/
Department of Human Services Aboriginal Employment Strategy 2021- 2023	https://dhs.sa.gov.au/about-us/key-strategies-and-plans/dhs-aboriginal-workforce-strategy-20212023
Closing the Gap Annual data Compilation Report	https://www.pc.gov.au/closing-the-gap-data/annual-data-report/2021/closing-the-gap-annual-data-compilation-report-july2021.pdf
Targeted Recruitment for Aboriginal and Torres Strait Islander people	https://humanrights.gov.au/our-work/aboriginal-and-torres-strait-islander-social-justice/publications/targeted-recruitment
Peninsula Health Aboriginal and Torres Strait Islander Health website	https://www.peninsulahealth.org.au/services/peninsula-health-community-health/atsihealth/
Peninsula Health Statement of Priorities 2020-21	https://www.health.vic.gov.au/statements-of-priorities/peninsula-health-statement-of-priorities-2020-21





We are proudly inclusive.