



**AHCWA**  
Aboriginal Health Council  
of Western Australia

# Aboriginal Health Council of Western Australia

Aboriginal Workforce  
Engagement & Development Strategy

**2018 / 2020**



## Introduction

The Aboriginal Health Council of Western Australia's (AHCWA) Aboriginal Workforce Engagement & Development Strategy 2018 – 2020 is supported by the organisation's Strategic Plan 2018-2020, predominantly, it's strategic goal is to enhance workforce capacity to improve the health, social and emotional wellbeing of Aboriginal people in Western Australia.

## Overview

AHCWA aims to build a sustainable, skilled and knowledgeable workforce and is committed to increasing and retaining its Aboriginal workforce despite the challenging fiscal environment.

To achieve this, AHCWA recognises that the promotion of equality and diversity in employment and recruitment practices are vital to attract candidates to the sector and to provide a supportive and culturally safe work environment that encourages the opportunity for professional development and career pathways for Aboriginal people.

## Key Priority Areas, Strategic Objectives and Actions

AHCWA is committed to 4 key priority areas to building a sustainable, skilled and knowledgeable workforce in its commitment to increase and retain its Aboriginal workforce, **these include:**

- Identify and promote Aboriginal workforce and employment opportunities
- Local community engagement and opportunities
- A commitment to building and sustaining a culturally safe workplace
- Creation of professional development, education and career pathways

## ABORIGINAL WORKFORCE AND EMPLOYMENT OPPORTUNITIES

### Objective

Increase the Aboriginal representation within the organisation's workforce and create employment opportunities.

### Actions

- Identify, where possible, positions where Aboriginality is considered an essential criteria and classified as per section 50(D) of the Equal Employment Opportunity Act 1984 (WA) and advertise accordingly.
- All positions (other than 50(D) identified positions) are classified as per section 51 of the Equal Employment Opportunity Act 1984 (WA).
- Adopt an affirmative action policy to promote equal employment opportunity for Aboriginal people. Aboriginal applicants will not need to meet all the essential skills & experience requirements.
- Implement a recruitment strategy that comprises of a number of different advertising methods, including utilising Aboriginal specific advertisement and engagement platforms, **such as:**
  - The Aboriginal Workforce Development Centre Job Board,
  - Seek (classification Indigenous and multicultural services),
  - Ethical Jobs (classification Indigenous),
  - All positions are advertised internally and distributed to all employees,
  - Employees are encouraged to share vacancies with their networks,
  - Job alert e-mails for registered candidates.
- Implement recruitment processes that are sensitive to cultural needs, including the use of relevant cultural interview questions and ensuring that someone of Aboriginal or Torres Strait Islander decent forms part of the selection and interview panel (where practicable).
- Reconciliation Action Plan (RAP) pledges a commitment to reconciliation, specifically relationships, opportunities and respect.
- Organisational values form part of the recruitment, selection and retention of Aboriginal employees and to become an employer of choice within the Aboriginal community and health sector.
- The creation of a casual pool of employees from the local community to call upon to provide support with ad hoc tasks and in peak periods.

## LOCAL COMMUNITY ENGAGEMENT AND OPPORTUNITIES

Objective	Actions
Create opportunities for the local Aboriginal community to develop skills valued by the Aboriginal Community Controlled Health Sector	<ul style="list-style-type: none"><li>• Design internship placements specifically tailored for Aboriginal and Torres Strait Islander students to expose them to the community controlled health sector and the opportunity to gain experience with the intent that they will work within the sector upon completion of their degree. This can include a number of faculties including health related disciplines, population health, business, policy, advocacy etc.</li><li>• Provide traineeship opportunities for youth that lead to a nationally recognised qualification and become a host employer of choice to those seeking to enter the workforce through a traineeship. The specific area of study will depend on the opportunities available in the organisation at the time of engagement, these could include administration, secretariat support, governance, youth work, human resources, finance and primary health care.</li><li>• The creation of a casual pool of employees from the local community to call upon to provide support with ad hoc tasks and in peak periods.</li><li>• Attend community events to promote and encourage employment within the Aboriginal Community Controlled Health Sector.</li><li>• Work with schools, universities and vocational education providers to promote and identify pathways for career opportunities within the Aboriginal Community Controlled Health Sector.</li></ul>

## BUILDING AND SUSTAINING A CULTURALLY SAFE WORKPLACE

Objective	Actions
A commitment to providing a culturally safe working environment that supports and validates the cultural beliefs, aspirations and practices of Aboriginal people.	<ul style="list-style-type: none"><li>• All employees of the organisation are required to attend face-to-face cultural safety training as soon as practicable upon commencement of employment.</li><li>• All formal meetings are to commence with an acknowledgment to country.</li><li>• Cultural Safety Policy and Cultural Mentors program are to be promoted during the induction process and upheld in day to day business.</li><li>• An employee legitimately required by indigenous tradition to be absent from work for Aboriginal or Torres Strait Islander ceremonial purposes is entitled to unpaid cultural leave.</li><li>• Adopt organisational values that promote and foster a culturally safe organisation to become an employer of choice within Aboriginal health.</li><li>• All employees are to participate and volunteer in local NAIDOC week celebrations and events.</li><li>• Utilise and build upon the skills within the workforce to promote sharing of Aboriginal cultural knowledge and skills in community engagement and liaison to promote the Aboriginal Community Controlled Health Sector and foster robust relationships with stakeholders.</li><li>• Promote and foster a cross-disciplinary organisational culture that collaborates a harmonious work environment that celebrates and promotes diversity.</li></ul>

Objective	Actions
<p>The Aboriginal workforce are provided with and have access to professional development activities, education and career pathways.</p>	<ul style="list-style-type: none"> <li>• All positions are advertised internally and everyone has the opportunity to apply and be considered for alternative employment within the organisation.</li> <li>• Where applicable promote and encourage secondments to different work areas and positions so employees are able to gain a diverse range of knowledge and skills across the organisation.</li> <li>• Opportunity and eligibility for financial assistance to attend and participate in professional development activities related to career progression.</li> <li>• Encourage employees to participate and complete appropriate professional development activities that promotes growth and career advancement.</li> <li>• Adopt an affirmative action policy for the development of Aboriginal employees, including the provision of support and pathways for career progression.</li> <li>• Undertake succession planning that creates and identifies opportunities for Aboriginal employees.</li> <li>• Identify and promote external scholarships for Aboriginal employees to attend professional development activities.</li> </ul>



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For more information,

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