WA Aboriginal Health and Wellbeing Framework 2015-2030

**ABORIGINAL WORKFORCE POLICY REPORT TEMPLATE**

For Health Support Services and PathWest

For reporting period: July 2023 – June 2024

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

Under the *Aboriginal Workforce Policy*, Health Support Services and PathWest are required to complete a report for the previous financial year. The report must list the actions taken to address the policy requirements and indicate the results achieved against the specified measures.

This Aboriginal Workforce Policy Report template will assist Health Support Service and PathWest to demonstrate work towards the *WA* *Aboriginal Health and Wellbeing Framework 2015-2030* Strategic Direction 5 and performance measures and targets that relate to Aboriginal people. Using this template:

* Health Support Services must report on strategies 1 to 6 and 11
* PathWest must report on strategies 1 to 7 and 11.

The Aboriginal Workforce Policy Report is to be endorsed by the Health Service Provider’s (HSPs) Chief Executive and the endorsed report must be submitted to the Assistant Director General, Public and Aboriginal Health Division at the Department of Health by 31 August each year via Aboriginal.Health@health.wa.gov.au.

| **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* 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.
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| 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.
 |
| List other activities that relate to *Aboriginal Workforce Policy* requirements in this focus area. |  |

| **Strategic Direction 5 – *A strong, skilled and growing Aboriginal workforce*** |
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| **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.
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| 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, health science and public health fields in the 2023-2024 reporting period. For example, phlebotomist.
 |
| List other activities that relate to *Aboriginal Workforce Policy* requirements in this focus area. |  |

| **Strategic Direction 5 – *A strong, skilled and growing Aboriginal workforce*** |
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| **FOCUS AREA:** Workforce Design and Planning | **ACCOUNTABLE AREA:** |
| List activities that relate to *Aboriginal Workforce Policy* requirements in this focus area. |  |

| **Strategic Direction 5 – *A strong, skilled and growing Aboriginal workforce*** |
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| **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.
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| List other activities that relate to *Aboriginal Workforce Policy* requirements in this focus area. |  |



**ENDORSED BY CHIEF EXECUTIVE**:

Name:

Signature:

Date: