



# Aboriginal and Torres Strait Islander Respect Strategies

## Human Resources Policy

Effective Date: September 2008

### 1 PURPOSE

To ensure that Queensland Health managers and employees are aware of the following Queensland Health Cultural Respect Strategies:

- The Aboriginal and Torres Strait Islander Cultural Awareness Program
- The Reconciliation and Learning Circle Program.

### 2 APPLICATION

This HR policy applies to all Queensland Health employees.

### 3 GUIDELINES

Guidelines may be developed to facilitate implementation of this policy. The guidelines must be consistent with this policy.

### 4 DELEGATION

The “delegate” is as listed in the Queensland Health Human Resource Delegations Manual as amended from time to time.

### 5 REFERENCES

Nil

### 6 SUPERSEDES

- IRM 3.1-8 Aboriginal and Torres Strait Islander Cultural Respect Strategies

### 7 POLICY

#### 7.1 Reconciliation

Reconciliation is a fundamental step toward achieving Queensland Health’s strategic commitment to promoting a healthier Queensland. Queensland Health recognises that this cannot be achieved until the health inequities experienced by Aboriginal and Torres Strait Islander peoples are addressed. Reconciliation has no single definition but it is generally understood to be a process in which Indigenous and non-Indigenous people work together to share their experiences, values and beliefs in order to build a common understanding of the many factors that underpin the poor health status of Aboriginal and Torres Strait Islander peoples.

## **7.2 Aboriginal and Torres Strait Islander Cultural Awareness Program**

The Aboriginal and Torres Strait Islander Cultural Awareness Program is mandatory for all staff to attend. The Program aims to increase staff's awareness of Aboriginal and Torres Strait Islander peoples' culture, history and health issues. Through this increased awareness the Program aims to promote behavioural change amongst Queensland Health staff, which will in turn contribute to better service delivery and improved health outcomes for Aboriginal and Torres Strait Islander peoples in Queensland.

## **7.3 Reconciliation Learning Circle Program**

The Reconciliation Learning Circle Program is highly recommended (although not mandatory to attend) as the program has been designed to complement the Aboriginal and Torres Strait Islander Cultural Awareness Program. The Program provides participants with a deeper understanding of historical and contemporary issues affecting Aboriginal and Torres Strait Islander peoples.

# **8 APPLYING THE POLICY**

## **8.1 Coordination of Programs**

Health Service Districts, Statewide services and Corporate Divisions are responsible for nominating a central point of co-ordination for the delivery of the Aboriginal and Torres Strait Islander Cultural Awareness Program and the Reconciliation Learning Circle Programs.

## **8.2 Attendance at Programs**

Managers are to organise employee attendance at the programs.

# **9 HISTORY**

<b>September 2008</b>	Developed as a result of the HR Policy Consolidation Project.
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