

performance

Improving Indigenous health: implement the Indigenous workforce strategy

strategy 10

Implement the Queensland Health Indigenous Workforce Strategy, which will increase the number of Indigenous people employed in the department, including the number in decision-making positions

Key achievements

- Participated in the Indigenous Allied Health Cadetship Program, funded by the Commonwealth Department of Employment and Workplace Relations. The program aims to improve employment and career prospects of Indigenous people in professional streams of employment. Cadets receive financial support, industry experience, permanent employment (terms and conditions apply) and a mentor to support them through the process. Two cadets were employed in the Southern Zone and two more are completing their studies
- Offered the Queensland Health Indigenous Education to Employment Scholarship Scheme, which encourages young Indigenous people to finish secondary education and consider tertiary studies. Six students – from Mount Isa, Roma, Toowoomba, Cleveland and Strathpine – received scholarships in 2002 and four students from Dirranbandi, Ipswich, Mossman and Thursday Island joined the scheme in 2003

- Provided traineeships for 47 Indigenous people throughout Queensland Health. Central Highlands Health Service District, for example, recruited two trainee Indigenous health workers, one of whom completed a Certificate III in Indigenous primary health care and was recruited to an Indigenous health worker position
- Offered the Moving into Management Training and Development Program. On successful completion of this program, participants receive a Certificate IV in Business Management. Six participants in the 2002 program graduated in March 2003. Southern Zone funded seven Indigenous employees in its districts to participate in the program, and funding was made available for 15 participants across Queensland for the 2003 intake
- Participated in the Tidda Bala Mentoring Program for Indigenous employees. Tidda Bala uses mentoring to enhance career progression and retain Indigenous staff. A resource has been developed to help health service

districts implement this program and it is now being trialled in Mount Isa, Townsville, Roma, West Moreton, Rockhampton and The Prince Charles Hospital Health Service Districts

- Contributed \$90,000 to rural health training units to conduct Indigenous careers and education expos as part of the high school Health Career Promotion program
- Implemented a 'buddy' system in Roma Health Service District, in which local Community Development Employment Program workers are partnered with Queensland Health employees for on-the-job training. All participants have achieved casual employment with Queensland Health through this process
- Offered the Health Worker Competency Assessment Program to recognise the skills of Queensland Health Indigenous health workers. Assessment tools have recently been developed for use in assessing health workers at the 002 and 003 level as part of the Queensland Health Aboriginal Health Workers and Torres Strait Islander Health Workers Competency Assessment Program

Outlook

- Sponsor three Indigenous employees in the Stepping Stone Program, a Department of Employment and Training initiative for A02-A03-level State Government employees. Stepping Stone encourages the career progression Indigenous employees. The program provides work placements, on-the-job experience, off-the-job accredited and non-accredited training and access to a mentoring program specific to Indigenous peoples
- Analyse the workforce needs of Indigenous sexual health workers and identify factors which inhibit their training and development

