

# HEALTHQ32 — First Nations First Strategy 2032

Imagine a health system that has been redesigned by First Nations people, with First Nations people. A health system where culture wraps around consumers at all stages of the health continuum, from prevention through to diagnosis, care planning, treatment and/or transition. The *First Nations First Strategy 2032* strives for exactly that.

Eliminate racism



Re-shape the system







Transform care



Strengthen the workforce



# First Nations First Strategy 2032

Focus areas	Our objectives	What we heard
 <p><b>Focus area 1: Eliminate racism</b></p>	<p><b>By 2032, First Nations people will receive care from a system free of racism.</b></p> <p>Care will be delivered through a transformed, shared understanding of how all forms of racism contribute to poorer health outcomes for First Nations peoples. This shared understanding will be developed by providing access to contemporary education about race, racism in healthcare and culturally capable practice. The system will be responsive because it will have mechanisms to identify, measure and report experiences of racism.</p> <p>The healthcare system will deliver equitable care in welcoming spaces where First Nations cultures are celebrated and acknowledged and is respectful of First Nations peoples sovereignty over all aspects of their health journey.</p>	<p><i>“Racism continues to be one of the most significant barriers impacting health equity for First Nations people. Any framework and approach must measure more than just the individual. There needs to be transparency of how the HHS processes and actions are changing, and how it deals with racism when it occurs...”</i></p> <p>Aboriginal and Torres Strait Islander Community Controlled Health Organisation, North West HHS</p>
 <p><b>Focus area 2: Re-shape the system</b></p>	<p><b>By 2032, the healthcare system will have re-shaped the enabling environment to meet the needs of First Nations people.</b></p> <p>We will prioritise First Nations partnerships, leadership and governance to co-design, co-implement and evaluate community-led, locally relevant solutions. These models will be enabled by adaptable and sustainable funding and commissioning and planning that considers the needs of First Nations people at each step along the way. Digital and capital infrastructure will support equitable care closer to home.</p> <p>First Nations peoples will be able to access locally relevant, data-informed and timely care wherever they are. There will be accountability across the system for delivering equitable access and outcomes for First Nations peoples.</p>	<p><i>“Establish and embed cultural governance. Developing roles that link with strategic planning, procurement, policy, planning and procedure development.”</i></p> <p>Metro North HHS consultation</p>
 <p><b>Focus area 3: Transform care</b></p>	<p><b>By 2032, we will have a connected health system that First Nations peoples will access, their way.</b></p> <p>We will co-design person and family-centred care with communities and respect the self-determined right of First Nations peoples to have sovereignty over their health decisions. Our services will be world-class in clinical and cultural care.</p> <p>We will respond to the needs of the community, adapting delivery of care to where and how it is needed, including virtually or in person, closer to home and/or on Country.</p> <p>We will deliver holistic, sustainable, culturally safe and responsive care. We will proactively support health and wellbeing across the life-course and care continuum.</p>	<p><i>“We should be bringing care into the community instead of taking people out of community.”</i></p> <p>Traditional Owner, Townsville HHS consultation</p>
 <p><b>Focus area 4: Strengthen the workforce</b></p>	<p><b>By 2032, the First Nations workforce will be empowered to flexibly deliver the care that First Nations people need, including across service boundaries.</b></p> <p>The size and distribution of the First Nations workforce will be commensurate with need, and represented across all roles, disciplines, and levels in our health system.</p> <p>The workforce will be equipped with the support and skills they need and want throughout their career pathway.</p> <p>We will recognise the value of cultural authority and lived experience in the design of service models and throughout recruitment and retention processes.</p> <p>Our workplaces will be culturally safe, embracing a holistic approach to social and emotional wellbeing.</p>	<p><i>“We want the Aboriginal and Torres Strait Islander staff that provide us with care to feel like they are valued and supported at their workplace.”</i></p> <p>Community, Children's Health Queensland HHS consultation</p>