

# ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH WORKFORCE WORKING GROUP

## WSF ACTION PLAN

The WSF (Workforce Strategic Framework) Action Plan has been developed to drive implementation of the strategies detailed in the National Aboriginal and Torres Strait Islander Health Workforce National Strategic Framework (the Workforce Strategic Framework) as endorsed by AHMAC on 30 May 2002. This Action Plan should be read in conjunction with the Workforce Strategic Framework, or "Yellow Book". The WSF Action Plan will enable the ATSIHWWG to monitor projects and activities and will act as the reporting mechanism to inform AHWOC and AHMAC of progress against workforce priorities. New projects and activities will be added to this living document as they arise. The WSF Action Plan will be reviewed every 12 months. For further information about the WSF Action Plan, please contact the ATSIHWWG Secretariat via e-mail to [atsihwwg@health.gov.au](mailto:atsihwwg@health.gov.au)

### WSF ACTION PLAN CLUSTERS AND ACTION AREAS

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Cluster	Action Area	Projects/Activities	Priority H,M,L	Key Performance Indicators	Achieve By	Driving Partners / Partners	Links	Action/Follow Up (include deadline)	Responsible
1 Planning, implementation and accountability	1 <b>Statements of principle</b> Strategies 1, 14, 38 and 42 are AHMAC statements of principle that underpin the implementation of the Framework's strategies	ATSIHWWG established (S1)	H	Active ATSIHWWG that meets at least four times per year  ATSIHWWG membership includes representation from AHMAC as Chair, AHWOC, SCATSIH, NACCHO, AIDA, CATSIN DEST and DEWR	Dec-02  Ongoing	<b>AHMAC</b> <b>OATSIH</b>	NSFATSIH AHWOC NATSIHC	Annual review of WSF Action Plan	ATSIHWWG
		AHMAC endorses Aboriginal and Torres Strait Islander Health Worker training programs delivered within the Australian Quality Training Framework or other quality assurance process (S14)	H	All funded training for AHWs and vocational streams is consistent with AQTF standards	Ongoing	<b>OATSIH</b> AHMAC CSHTA ANTA	S13 S15 S16 S17		
		Aboriginal and Torres Strait Islander representatives involved in the accountability framework for the WSF (S42)	H	Aboriginal and Torres Strait Islander stakeholders support workforce reform  Active ATSIHWWG representation by NACCHO, CATSIN and AIDA  NACCHO, AIDA, CATSIN and other groups represented on NATSIHC  NACCHO affiliates involved in S/T Forums in all jurisdictions  NACCHO continues as a member of NAGATSIHID	Ongoing  Ongoing  Ongoing  Ongoing  Ongoing	<b>ATSIHWWG</b> <b>S/T Forums</b> NACCHO CATSIN AIDA	NATSIHC		

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1 Planning, implementation and accountability	1 <b>Statements of principle</b> <i>continued</i>	Support for the National Advisory Group on Aboriginal and Torres Strait Islander Health Information and Data (NAGATSIHID) and SCATSIH (S38)	H	Workforce data gathered through WSF implementation meets NAGATSIHID national standards  Data methodologies improved and consistent with SCATSIH health performance process; all S/T collecting and using agreed data	Ongoing	<b>ATSIHWWG</b> <b>AHWOC</b> NAGATSIHID SCATSIH	NHIMG NSFATSIH		
		Ensure that Aboriginal health workforce issues are given a consistently high priority (S2)  Monitor progress against performance indicators (S39)	H	Annual report to AHWOC  Performance indicators developed for WSF and S/T Implementation Plans  Workforce indicators included in national performance indicators for the NSFATSIH	Ongoing  Feb-04  Feb-04	<b>AHWOC</b> <b>ATSIHWWG</b> S/T Forums  <b>ATSIHWWG</b> <b>OATSIH</b> S/T Forums	WSF Action Plan  NAGATSIH D NSFATSIH SCATSIH		
1 Planning, implementation and accountability	2 <b>Accountability framework</b>  Strategies 2, 39, 40 and 41 provide for accountability in the implementation of the Framework	Produce annual reports and undertake a mid-term report in 2005 and a review in 2007 (S40, S41)	M	Review process agreed  Annual reports produced by ATSIHWWG and S/T Forums and circulated on time  Annual reports record progress and outputs, are accurate and informative	June-04  Ongoing  Ongoing	<b>ATSIHWWG</b> S/T Forums <b>OATSIH</b> AHWOC SCATSIH	NSFATSIH		

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1 Planning, implementation and accountability	3 Workforce planning Strategies 21, 22, 33, 34 and 37 recognise that further work is needed to define workforce requirements in Aboriginal and Torres Strait Islander health. Focus will be given to assisting Aboriginal Community Controlled Health Organisations and communities to recruit, support and retain health professionals	Develop and implement workforce strategy for allied health to increase the number of allied health professionals (S21, S22)	M	Needs assessments completed in all jurisdictions  Allied health workforce strategy developed	Feb-05  -	ATSIHWWG S/T Forums	S37  SARRAH		
		Research the impact of mainstream health workforce programs on primary health care services that provide services to Aboriginal and Torres Strait Islander people (S33)	H	Completed research available for ATSIHWWG  Options selected for improving the management of Aboriginal primary health care services providing mainstream health programs	Jan-04  -	OATSIH ATSIHWWG S/T Forums		Select tender issued Sep-03; work to be completed Jan-04	OATSIH
		Identify opportunities for workforce agencies to improve their role in supporting ACCHOs (S34)	H	Report commissioned and published  Recommendations implemented that support collaboration and enable access and maximisation of remote area medical and nursing staff  Structured incentive packages for nursing and allied health personnel in remote area services are developed	Jan-04  Ongoing  -	OATSIH RWAS NACCHO S/T Forums	ACCHOs	Select tender to be issued Sep-04; work to be completed Jan-05	OATSIH

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1 Planning, implementation and accountability	3 Workforce planning <i>continued</i>	Support development and potential use of nationally consistent indicative workforce ratio targets (S37)	M	Nationally consistent methodology for workforce ratio targets is developed  Workforce ratio targets developed	-  Nov-04	OATSIH S/T Forums ATSIHWG NACCHO AHMAC	RWA GP planning  AMWAC planning  GPPAC PHCAP		
1 Planning, implementation and accountability	4 Implementation support  Under Strategy 36, the Commonwealth has funded Workforce Information Policy Officers (WIPOs) to assist with implementation planning in each S/T	Develop implementation plans (S36)	M	S/T Implementation Plans completed  WIPO funding agreements in place  WIPO reports received	April-04  Ongoing  Annually	OATSIH S/T Forums NACCHO NACCHO affiliates		Draft Implementation Plans completed in three states  Funding agreements to 30 June 04 are in place in all S/T	

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2 Aboriginal Health Workers	5 Clarify roles Strategies 11, 12 and 13 aim to clarify the roles of health workers under the various vocational streams currently encompassed by the term AHW* (Aboriginal and Torres Strait Islander Health Workers)  * In this document, AHW refers inclusively to Aboriginal and Torres Strait Islander Health Workers	Develop a national competency-based training framework (S11)	M	Training framework completed	-	OATSIH ANTA CSHTA ATSIHWVG NACCHO S/T Health Non-govt employees AHW representativ es			
		Develop an "Indigenous Australian Health Training Package" (S13)	M	Indigenous Australian Health Training Package endorsed	-	OATSIH ANTA CSHTA ATSIHWVG NACCHO S/T Health Non-govt employees AHW representativ es	S14		
		Develop national competency standards and qualifications for AHWs (S12)	H	Funding contract established with CSHTA  Draft 1 national competency standards released  Draft 2 national competency standards released  AHW generalist competencies completed  Competencies for other vocational streams commenced  Agreement on implementation plan	June-03  Oct-03  Feb-04  Jun-04  Jun-04  Jun-04	CSHTA OATSIH ATSIHWVG NACCHO CSHITAB ACCHOs AHWs S/T Forums S/T ITABs	National Review of Aboriginal and Torres Strait Islander Health Worker Training		
		Coordinate implementation of national competencies and qualifications (S11, S12)							

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2 Aboriginal Health Workers	6 Improving educational opportunities Strategies 15, 16, 17 and 18 aim to improve training and educational opportunities to ensure AHWs have the required skills to deliver safe and effective health services	Coordinate funding for training new and existing AHWs  - OATSIH, DEST and ANTA to develop a strategy with S/T Training Authorities (S15)  - Establish a basis for ongoing funding for post-vocational and in-service training programs for AHWs (S18)	H	Submissions provide to all S/T Training Authorities  S/T Training Authorities to fund AHW training in three jurisdictions	-  Dec-04	OATSIH ANTA S/T Training Authorities DEST S/T Forums	S/T Health		
		VET sector industry plans to recognise training needs (S16)	H	Completed industry training plans in three jurisdictions  Completed industry training plans in remaining jurisdictions  Existing effective training maintained in environment of increased competition for training	Dec-04  Dec-05  -	OATSIH DEST ANTA S/T Training Authorities Training providers	S10 S11 S12 S13		
		Implement accreditation or other quality assurance processes to ensure that AHWs are appropriately trained (S17)	H	Agree process for encouraging S/T Training Authorities to fund AHW training  Development of Industry Plans that place AHW training in a priority list for the future	Apr-04  Jul-04	ANTA S/T Training Authorities S/T Forums NACCHO NACCHO affiliates	S12		

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2 Aboriginal Health Workers	7 Regulation and representation  Strategies 19 and 20 aim to improve recognition and regulation of the clinical role of AHWs and through appropriate establishment of independent AHW Associations	States and Territories establish Aboriginal Health Worker registration (S19)	H	S/T report on the feasibility of establishing registration procedures  Registration processes established in at least two jurisdictions (not including the NT)	Apr-04  Dec-05	OATSIH S/T Forums S/T Health			
		States and Territories establish Aboriginal Health Worker Associations (S20)  Support the establishment of a national Aboriginal Health Worker Association (S20)	M	Associations established for each S/T, as agreed by Aboriginal Health Forum partners  Feasibility to establish national AHW Association determined  National AHW Association established	Jul 05  Dec-05	S/T Forums S/T Health OATSIH			



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3 <b>Workforce Initiatives</b>	<b>8 Increasing numbers</b> Strategies 3, 4, 5, 6, 7, 8 and 9 focus on combining the existing evidence base and further research to inform programs that facilitate education, training, and recruitment of Aboriginal and Torres Strait Islander people working in the health sector	Engage tertiary sector medical, nursing and health science schools (S3)	H	Coordinated approach established with tertiary health sector  Tertiary sector actively targets increases in Aboriginal and Torres Strait Islander students in health courses  Tertiary sector develops Indigenous health and cultural curricula with health career support strategies	Nov-04  -  -	<b>OATSIH</b> <b>S/T Health</b> <b>S/T Forums</b> <b>DEST</b> Deans of medical, nursing and health science schools	S31 S32  Health sector professional bodies		
		Develop targets and incentives for Aboriginal and Torres Strait Islander completion of health courses (S4)	H	Baseline data gathered for Aboriginal and Torres Strait Islander health graduates  Incentives developed for courses where target graduate numbers are not achieved	Jun-04  -	<b>ATSIHWWG</b> <b>DEST</b> Tertiary sector	NAGATSIHI D S6 S5		
		Research issues affecting Aboriginal and Torres Strait Islander people's decisions to enter the health workforce (S6)	H	Research on choice of health discipline commissioned and completed  Strategies developed to increase recruitment to health courses, with sustainable approaches to retention and support  Aboriginal and Torres Strait Islander secondary school students targeted for health careers  Strategies developed to retain and support Aboriginal and Torres Strait Islander people in the health workforce	Feb-04  -  -	<b>OATSIH</b> <b>DEST</b> S/T Health DEWR NRHWA	S4	Tender approved for University of Newcastle	OATSIH

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<b>3</b> <b>Workforce Initiatives</b>	<b>8</b> <b>Increasing numbers</b> <i>continued</i>	Explore and create a variety of opportunities to facilitate increasing the number of Aboriginal and Torres Strait Islander students into health degree courses (S5)	H	A database of Aboriginal and Torres Strait Islander health scholarships and cadetships is developed and accessible  Course delivery methodology developed  Bridging courses available to enable Aboriginal and Torres Strait Islanders to move into health degrees  Health course curricula contains appropriate content  S/T nursing registration boards incorporate Aboriginal and Torres Strait Islander health studies as compulsory for initial registration	Nov-04  -  Nov-04  Mar-05  Mar-05	<b>OATSIH</b> <b>ATSIHWWG</b> <b>DEST</b> <b>S/T Health</b> <b>CATSIN</b> <b>INEWG</b> <b>AIDA</b> <b>CDAMS</b>	S31 S32 S6 S8			
		Structures developed for AIDA and CATSIN to provide advice, representation and advocacy (S7)	H	Contracts maintained with AIDA and CATSIN  AIDA and CATSIN provide active representation, advocacy and advice to members	Ongoing  Ongoing	<b>OATSIH</b> <b>AIDA</b> <b>CATSIN</b>	S8			
		All States and Territories respond to AIDA and CATSIN priorities (S8)		AIDA and CATSIN advise S/T governments of their workforce priorities  Workforce priorities included in S/T Implementation Plans, as appropriate	Dec-03  Apr-04	<b>AIDA</b> <b>CATSIN</b> <b>S/T Health</b> <b>S/T Forums</b> <b>ATSIHWWG</b>				

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3 Workforce Initiatives	8 Increasing numbers <i>continued</i>	State and Territory Implementation Plans map existing research on transition to post-secondary education for Aboriginal and Torres Strait Islander students (S9)	H	Mapping exercise undertaken in each jurisdiction  Each jurisdiction adopts and implements a strategy to address transitional needs	Apr-04	S/T Forums OATSIH DEST			
		9 Improving mainstream education  Strategies 23, 25, 31, 32 and 35 focus on improving the ability of the mainstream health workforce to meet the needs of Aboriginal and Torres Strait Islander people	H	Cultural Respect Framework outcomes included in course development (S23)  Improve public health training engagement with Aboriginal and Torres Strait Islander health (S25)  Undergraduate and post-graduate training increases its focus on a multidisciplinary team approach (S31, S32)  National approach to developing allied health support (S24)	Jan-05	ATSHWWG S/T Forums OATSIH SCATSIH Training providers	S35 SCATSIH Cultural Respect Framework		
3 Workforce Initiatives	9 Improving mainstream education  Strategies 23, 25, 31, 32 and 35 focus on improving the ability of the mainstream health workforce to meet the needs of Aboriginal and Torres Strait Islander people	Improve public health training engagement with Aboriginal and Torres Strait Islander health (S25)	H	Effectiveness of public health training courses reviewed  Improved public health training strategy finalised	Nov-04	OATSIH DEST			
		Undergraduate and post-graduate training increases its focus on a multidisciplinary team approach (S31, S32)  National approach to developing allied health support (S24)	H	Communication strategy with Deans and training providers is developed  Strategy developed to focus training towards multidisciplinary teams	Nov-04  Jan-05	OATSIH DEST Deans of medicine, nursing and allied health Training providers Aboriginal and Torres Strait Islander representative organisations	S3 S22 GPPAC ARHEN RWAs DGPs UDRH NACCHO RACGP		
3 Workforce Initiatives	9 Improving mainstream education  Strategies 23, 25, 31, 32 and 35 focus on improving the ability of the mainstream health workforce to meet the needs of Aboriginal and Torres Strait Islander people	Undergraduate and post-graduate training increases its focus on a multidisciplinary team approach (S31, S32)  National approach to developing allied health support (S24)	M	Strategy developed to focus training towards multidisciplinary teams	Jun-05				

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3	Workforce Initiatives	9	Improving mainstream education <i>continued</i>	Consider short courses for health personnel working in Aboriginal and Torres Strait Islander services (S35)	H	Discussion paper developed	Jan-05	OATSIH Deans of medicine, nursing and allied health DEST VET Sector S/T Forums	S23 SCATSIH Cultural Respect Framework	
3	Workforce Initiatives	10	Training, development and support of other health workforce groups Strategies 24, 26, 27, 28, 29 and 30 address the needs of other workforce groups in Aboriginal and Torres Strait Islander health; some of these are likely to be included in the competency development for Aboriginal Health Workers	Development of Aboriginal and Torres Strait Islander mental health training (S26)  Plan and develop strategies to support specific professional health sector training (S27)	M	AHW social health competencies developed Competency implementation strategy developed Review of Strategy 26 activities	Jan-05 Jul-05 Jul-05	OATSIH S/T Health ANTA CSHTA	Social and Emotional Wellbeing Strategic Framework	
					M	AHW competencies developed for men's health, women's health, and sexual health Competency implementation strategy developed Review of Strategy 27 activities	Jan-05 Jul-05 Jul-05	OATSIH S/T Health ANTA CSHTA	S12 S14 S17	

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3 Workforce Initiatives	10 Training, development and support of other health workforce groups  <i>continued</i>	Nationally consistent approach to environmental health worker training (S28)	H	Environmental health AHW competencies developed  Competencies endorsed  Competencies adopted in each jurisdiction  ATSIHWWG to monitor implementation	Sep-03  Mar-04  Jun-04  -	<b>enHealth Council</b> <b>IEHW Forum</b> <b>SA Health</b> OATSIH/PHD ATSIHWWG DEST DEWR ANTA CSHTA ATSIC S/T Forums S/T Health ITABs	Final report of the NPHP review	Establish links with enHealth Council	SA Health
		Support the implementation of the Oral Health Workshop Action Plan (S29)	H	Discussion paper developed	Jul-04	<b>ATSIHWWG</b> <b>AHMAC</b> OATSIH S/T Forums	National Aboriginal and Torres Strait Islander Oral Health Workshop Report and Action Plan		
		Develop strategies to support management and governance of Aboriginal and Torres Strait Islander Primary Health Care services (S30)	H	Strategies adopted in jurisdictions to develop options for health service managers	Feb-04	<b>OATSIH</b> <b>NACCHO</b> S/T Forums ANTA S/T ITABs AHMAC			

## GLOSSARY

ACCHO	Aboriginal Community Controlled Health Organisation	NACCHO	National Aboriginal Community Controlled Health Organisation
ACCCHS	Aboriginal Community Controlled Health Service	NATSIHC	National Aboriginal and Torres Strait Islander Health Council
AHMAC	Aboriginal Health Ministers Advisory Council	NAGATSIHID	National Advisory Group on Aboriginal and Torres Strait Islander Health Information and Data
AHW	Aboriginal and Torres Strait Islander Health Worker	NHIMG	National Health Information Management Group
AHWOC	Australian Health Workforce Officials Committee	NPHP	National Public Health Partnership
AIDA	Australian Indigenous Doctors' Association	NRHWA	National Rural Health Workforce Agencies
AMWAC	Australian Ministers' Workforce Advisory Committee	NSFATSIH	National Strategic Framework for Aboriginal and Torres Strait Islander Health
ANTA	Australian National Training Authority	NT	Northern Territory
ARHEN	Australian Rural Health Education Network	OATSIH	Office of Aboriginal and Torres Strait Islander Health
ATSIHWWG	Aboriginal and Torres Strait Islander Health Workforce Working Group	PHCAP	Primary Health Care Access Program
CATSIN	Congress of Aboriginal and Torres Strait Islander Nurses	RACGP	Royal Australian College of General Practitioners
CDAMS	Committee of Deans of Australian Medical Schools	RWA	Rural Workforce Agency
CSHTA	Community Services Health Training Australia	SA	South Australia
CSHITAB	Community Services and Health Industry Training Advisory Board	SARRAH	Services for Australian Rural and Remote Allied Health
DEST	Department of Employment, Science and Training	SCATSIH	Standing Committee on Aboriginal and Torres Strait Islander Health
DEWR	Department of Employment and Workplace Relations	S/T	State and Territory or States and Territories
DGP	Division of General Practice	UDRH	University Department of Rural Health
EHW	Environmental Health Worker	VET	Vocational Education and Training
GPPAC	General Practice Partnership Advisory Council	WIPO	Workforce Information Policy Officer
H,M,L	High, Medium, Low (priorities)	WSF	Aboriginal and Torres Strait Islander Health Workforce National Strategic Framework
INEWG	Indigenous Nursing Education Working Group		
ITAB	Industry Training Advisory Board		