



## About this plan

The commitment of the Australian Government and all State/Territory governments to closing the gap in health outcomes between Aboriginal and Torres Strait Islander people and other Australians is detailed in the *National Agreement on Closing the Gap 2020*. Complementing this is the Queensland Government’s commitment to achieving First Nations Health Equity by 2031 as articulated in the *Hospital and Health Boards Act 2011* and the *Hospital and Health Boards Regulation 2021*. This Plan ensures the valuable work already underway continues and strengthens, while comprehensive community consultation is undertaken to develop the Metro South Health Equity Implementation Plan (as a requirement of the Queensland Government’s commitment to achieving health equity).

As one of the largest public health services in Queensland, with a large Aboriginal and Torres Strait Islander population, Metro South Health has a responsibility for acknowledging and sustaining one of the world’s oldest living cultures.

We firmly believe that when Aboriginal and Torres Strait Islander people have a genuine say in the design and delivery of policies, programs and services that affect them, better life outcomes are achieved. This needs to be accomplished in culturally safe ways and in partnership with the community as well community controlled organisations and peak bodies, primary care, universities and other stakeholders who impact the lives and futures of First Nations peoples.



### Acknowledgement of Country

Metro South Health recognises and pays respect to the traditional custodians of the land and waters—the Yugambeh, Quandamooka, Jaggera, Ugarapul and Turrbal peoples—and to Elders, past, present and emerging.

## Our challenges

- + Rapidly growing Aboriginal and Torres Strait Islander population and the capacity of the health system to meet healthcare needs.
- + Silos that disrupt continuity of care and regional cohesion.
- + Funding and workforce availability to meet community needs.
- + Difficulty in harnessing reform aimed at closing the gap in key areas such as employment and housing.
- + Living and working with the COVID-19 pandemic.

## Our opportunities

- + New service delivery models that provide services closer to home.
- + A regional approach to data sharing, service planning, purchasing and performance monitoring across the service system.
- + Formal service delivery partnerships with mainstream providers.
- + New models to increase employment participation within the health service.
- + Strengthened regional governance and shared action.

### Our ICARE<sup>2</sup> Values:







We will respect, protect, and promote human rights in our decision-making and actions.

# Metro South Health | Aboriginal and Torres Strait Islander Closing the Gap the Plan 2021–2022

**Our vision** | To be Australia's exemplar public healthcare service  
**Our purpose** | Quality healthcare every day



Our Objectives	Inclusive systems and environments 	Leadership and Workforce 	Engagement and partnerships 	Healthy communities 
Our Strategies	<ul style="list-style-type: none"> <li>» Develop National Safety and Quality Health Standards (NSQHS) Aboriginal and Torres Strait Islander Action Plans and support Directorate implementation through increased service engagement.</li> <li>» Ensure the built environment within Metro South Health facilities include artwork and design which is conducive to culturally safe environments.</li> <li>» Maintain and grow research to improve health outcomes for Aboriginal and Torres Strait Islanders.</li> <li>» Develop implementation plans for the Aboriginal and Torres Strait Islander Cultural Capability Framework and Workforce Frameworks.</li> </ul>	<ul style="list-style-type: none"> <li>» Embed Metro South Health's values in orientation and induction processes to build awareness and understanding of issues impacting the Aboriginal and Torres Strait Community.</li> <li>» Finalise relevant organisational restructures to support the establishment of an Aboriginal and Torres Strait Islander Directorate reporting to the office of the Chief Operating Officer.</li> <li>» Implement trainee and graduate programs to increase Aboriginal and Torres Strait Islander participation.</li> <li>» Continue to provide cultural capability training to ensure staff are supported to provide culturally safe and responsive care.</li> <li>» Ensure the Aboriginal and Torres Strait Islander Workforce is supported by cultural models of supervision and mentoring, and peer support where needed.</li> </ul>	<ul style="list-style-type: none"> <li>» Establish a Metro South Health Aboriginal and Torres Strait Islander Health Equity Committee.</li> <li>» Improve local engagement and partnerships between Metro South Health, the community, and community controlled organisations and other stakeholders to address agreed priority areas.</li> <li>» Develop and embed Aboriginal and Torres Strait Islander communication protocols and guidelines within Metro South Health.</li> <li>» Increase representation of Aboriginal and/or Torres Strait Islander people on Metro South Health governance committees.</li> <li>» Build partnerships with educational organisations to develop career pathways into the health sector.</li> </ul>	<ul style="list-style-type: none"> <li>» Finalise the Metro South Health Needs Assessment to determine clinical priority areas and measures.</li> <li>» Continue to develop and enhance community midwifery models in partnership with the community and community organisations.</li> <li>» Identify opportunities to develop or enhance models of care targeted to improve health outcomes for Aboriginal and/or Torres Strait Islander People.</li> <li>» Work with the community and relevant organisations to ensure the Aboriginal and Torres Strait Islander Community are fully vaccinated, particularly against COVID-19.</li> </ul>
Our Measures	<ul style="list-style-type: none"> <li>» Increased completion rate of Aboriginal and Torres Strait Islander Status on admission to hospital.</li> <li>» Reduced gap in rates of discharge against medical advice between Indigenous and non-Indigenous people.</li> <li>» Reduced gap in fail to attend rates for outpatient appointments between Indigenous and Non-Indigenous people.</li> </ul>	<ul style="list-style-type: none"> <li>» Complete organisational restructures.</li> <li>» Increased participation rate of Aboriginal and/or Torres Strait Islander peoples within the Metro South Health workforce.</li> <li>» Increased cultural capability training completion rate by staff.</li> </ul>	<ul style="list-style-type: none"> <li>» Number and health of partnerships established.</li> <li>» Increased representation of Aboriginal and Torres Strait Islander peoples on Metro South Health governance committees.</li> <li>» Reduced gap in rates of potentially preventable hospitalisations between Indigenous and Non-Indigenous people.</li> </ul>	<ul style="list-style-type: none"> <li>» Increase in women accessing antenatal care and community-based midwifery clinics.</li> <li>» Increased vaccination rates.</li> <li>» Reduced gap in age-standardised mortality between Indigenous and Non-Indigenous people.</li> </ul>

