

Aboriginal Workforce Plan



the **childr^{en}'s** hospital at Westmead



Foreword

Over the past months, the critical state of Aboriginal children's health and wellbeing has become a regular media headline.

Oral health, ear, nose and throat conditions, respiratory disease, asthma, immunisation, safety and infectious diseases are challenges we need to address in partnership with Aboriginal families and communities.

Through the dedication and innovation of our staff, we are achieving excellence in many areas of clinical care, research and education. To attain those same levels of achievement for Aboriginal children and families, we need to utilise more innovative and Aboriginal informed development and delivery strategies.

The Hospital's Aboriginal Health Strategic Plan, Koori Kids, provides a map for a new era in the provision of health care to Aboriginal children. The Plan highlights numerous innovative strategies to deal with Aboriginal child health issues as well as providing the principles in which those strategies must be delivered.

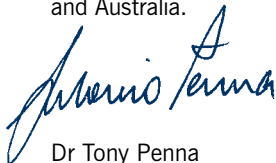
This Aboriginal Workforce Plan (AWP) supports our Aboriginal Health Strategic Plan by providing clear and measurable actions to attract, employ and retain Aboriginal people's skills, knowledge and experiences for the benefit of the Hospital.

As a major employer in Western Sydney, the Hospital is in a strong position to provide employment opportunities for Aboriginal people across Hospital support areas.

By utilising Aboriginal people's skills, knowledge and experience across all aspects of the Hospital's work, we can ensure the cultural appropriateness of our programs and services and through this, positively impact on the health and wellbeing of Aboriginal children.

I would like to formally acknowledge our key partner in developing and establishing The Children's Hospital at Westmead Aboriginal Workforce Plan, which is funded and supported by the Department of Education, Employment and Workplace Relations (DEWR). The Hospital, supported by DEWR, is in a strong position to provide employment opportunities for Aboriginal people as a major employer in Western Sydney and beyond.

I encourage all staff to work with the Aboriginal Health and Employment Unit so clinical care, research and education is informed by the family, cultural and community diversity of Aboriginal people in NSW and Australia.



Dr Tony Penna
Chief Executive



Why The Children's Hospital at Westmead Aboriginal Workforce Plan is important

A key to excellence in Aboriginal health care is positioning Aboriginal people across health services and programs to ensure cultural capacity and ability.

The Children's Hospital at Westmead is working towards excellence in Aboriginal child health. Our Aboriginal Strategic Health Plan, Koori Kids, provides the roadmap to this goal.

A fundamental goal of Koori Kids is building the Hospital's Aboriginal cultural capacity to ensure our services and programs are sensitive and responsive to the cultural and community needs of Aboriginal children, their families and their communities.

By positioning Aboriginal people across The Children's Hospital at Westmead services and programs, as well as providing support to staff working with Aboriginal children and families, we can reach our cultural capacity goals.

It is important to ensure Aboriginal representation in our workforce, with a particular focus on the areas where Aboriginal children and families come into contact with us.

To achieve this representation we have developed The Children's Hospital at Westmead Aboriginal Workforce Plan.

The Plan outlines strategies, actions and responsibilities for implementation over the next three years. However, the Plan is not a static document. As opportunities arise to better address Aboriginal child health priorities, we must ensure Aboriginal representation to ensure appropriate and responsive planning, delivery and evaluation.

The Hospital's Aboriginal Workforce Plan is an enabling strategy which gives effect to Aboriginal health priorities and commitments in the NSW State Plan; Two Ways Together – NSW Government Aboriginal Affairs Policy; NSW Health Strategic Directions; NSW Health Aboriginal Workforce Development Strategic Plan; and The Children's Hospital at Westmead's Workforce Plan and Aboriginal Health Plan, Koori Kids.



The Children’s Hospital at Westmead Aboriginal Staff Profile

According to the 2007 equal employment opportunity data, The Children’s Hospital at Westmead currently employs 25 Aboriginal people, representing 1% of the total Hospital workforce. Aboriginal staff are represented across the functional areas of:

Position	Number of Aboriginal Employees
General Administration	7
Nurse	8
Scientific and Technical Clinical Support Staff	5
Allied Health	3
Other Professionals and Para Professionals and Support Staff	2
Total	25

The Children’s Hospital at Westmead Aboriginal Workforce Plan Structure

The Plan enables development of a sustainable Aboriginal workforce in accordance with NSW Health Strategic Directions and the Hospital’s Workforce Plan objectives of:

- Achieve self sufficiency in Aboriginal workforce supply
- Ensure Aboriginal workforce distribution matches Aboriginal community needs
- Become the industry and employer of choice for

Aboriginal people through effective leadership and governance

- Develop innovative approaches to Aboriginal child health education and training
- Employ best practice in Aboriginal workforce assessment and planning
- Work collaboratively at local, State, national and international levels



Skilled Motivated Staff Work In Safe, Innovative Environments

NSW Health Goals	Ensure NSW is an Employer of Choice		Ensure the health workforce is aligned with the health needs of the community and NSW Health strategic directions		Strengthen staff capability to provide patient focused care through a focus on workplace and professional cultures and through improving staff support	
The Children's Hospital at Westmead Workforce Action Plan	Achieve self sufficiency in workforce supply	Ensure workforce distribution matches community need	Become the industry and employer of choice through effective leadership and governance	Develop innovative approaches to health education and training	Employ best practice in workforce assessment and planning	Work collaboratively at local, State, national and international levels
The Children's Hospital at Westmead Aboriginal Workforce Action Plan	Achieve self sufficiency in Aboriginal workforce supply	Ensure Aboriginal workforce distribution matches Aboriginal community needs	Become the industry and employer of choice for Aboriginal people through effective leadership and governance	Develop innovative approaches to Aboriginal child health education and training	Employ best practice in Aboriginal workforce assessment and planning	Work collaboratively at local, state, national and international levels

In implementing the Plan, The Children's Hospital at Westmead will be guided by the Aboriginal health principles of:

- Cultural respect – ensuring that the cultural diversity, rights, views, values and expectations of Aboriginal and Torres Strait Islander people are respected in the delivery of culturally appropriate health services.
- A holistic approach – recognising that improvement of Aboriginal and Torres Strait Islander health status must include attention to physical, spiritual, cultural, emotional and social wellbeing, community capacity and governance.
- Health sector responsibility – improving the health of Aboriginal and Torres Strait Islander people is a core

responsibility and a high priority for the whole of the health sector. Making all services responsive to the needs of Aboriginal and Torres Strait Islander people will provide greater choice in the services they are able to use.

- Community control of primary health services – supporting the Aboriginal community controlled health sector in providing primary health care services to local Aboriginal communities.
- Working together – combining the efforts of government, non government and private organisations within and outside the health sector, and in partnership with the Aboriginal and Torres Strait Islander health sector, provides the best opportunity to improve the broader determinants of health.



- Localised decision making – health authorities devolving decision making capacity to local Aboriginal and Torres Strait Islander communities to define their health needs and priorities and arrange for them to be met in a culturally appropriate way in collaboration with Aboriginal and Torres Strait Islander health and health related services and mainstream services.
- Promoting good health – recognising that health promotion and illness prevention are fundamental components of comprehensive primary health care and must be a core activity for specific and mainstream health services.
- Building the capacity of health services and communities – strengthening health services and building community expertise to respond to health needs and take shared responsibility for health outcomes. This includes effectively equipping staff with appropriate cultural knowledge and clinical expertise, building physical, human and intellectual infrastructure, fostering leadership, governance and financial management.
- Accountability – including accountability for services provided and for effective use of funds by both community controlled and mainstream health services. Governments are accountable for effective resource application through long-term funding and meaningful planning and services development in genuine partnership with communities. Ultimately, government is responsible for ensuring that all Australians have access to appropriate and effective health care.

The Plan will also be implemented using the Hospital principles of:

- Health gain – to ensure that improving children's health and quality of life are the focus of our efforts.
- Concern for people – to care for our patients, their families, our staff and our supporters as individual people with their own needs.
- Doing it better – to provide the best possible patient care by the effective use of resources, recognising the need to continuously review and improve procedures and processes.
- A hub of paediatrics – to play a pivotal role in establishing with others a network to share our knowledge and skills in paediatrics for the health of children.
- Making the future better – to invest in and facilitate research that improves our understanding of how to prevent or treat disease in children and to work with government and community agencies to promote the health and wellbeing of all children.



The Children's Hospital at Westmead Aboriginal Workforce Planning Group

To drive and monitor implementation of the Plan, the Hospital has established the Aboriginal Workforce Planning Group, reporting to the Hospital's Workforce Leadership Group. The Aboriginal Workforce Planning Group terms of reference are:

Strategy, Performance and Policies

Drive implementation and further development of the The Children's Hospital at Westmead Aboriginal Workforce Plan and monitor performance against targets and policies.

Workforce Strategy and Planning

- Drive implementation of the Aboriginal Workforce Plan
- Monitor and evaluate Aboriginal employment and development of Aboriginal employees across the Hospital
- Lead development of initiatives to improve the attraction, retention and development of Aboriginal staff to the Hospital.

Workforce Performance and Reporting

- Review and report to the Workforce Leadership Group on functional group/divisional performance and results against The Children's Hospital at Westmead Aboriginal workforce targets and objectives

- Review the Hospital's Aboriginal Workforce performance results against externally established performance indicators/targets (EEO, TWT and NSW Health targets)
- Participate in developing Aboriginal workforce initiatives across NSW Health.

Workforce Policies and Procedures

- Review Workforce policies to ensure Aboriginal cultural consideration
- Develop, review and recommend all Aboriginal workforce policies, programs and procedures.

Committees and Activities

Ensures subcommittees are appropriately aligned with and are focused on achieving Aboriginal Workforce Plan targets, results and standards.

Management and Resource Allocation

Ensure resources are allocated to projects aimed at achieving the Aboriginal Workforce Plan targets, results and standards and are based on risk management assessments.

Professional Collaboration

Ensure collaboration between other professional groups located at The Children's Hospital at Westmead.



The Children's Hospital at Westmead Aboriginal Workforce Plan: Leadership Summary

Director	Action	Performance Measure	Aboriginal Workforce Recruitment Commitment
Chief Executive	3.1 3.3 3.4 3.5 3.6 3.7 4.6	Develop and promulgate statement of commitment to Aboriginal Workforce Plan Include AWP as a quarterly standing item at Executive meetings The Children's Hospital at Westmead Executive to assist in securing funding to support Aboriginal Child Health Worker and Aboriginal Child Health Nurse training initiatives Maintain Aboriginal representation within Hospital Executive Include accountabilities identified in Aboriginal Workforce Plan as performance measures in SES performance agreements Aboriginal Health Manager to be observer at Hospital Executive meetings Aboriginal employees are supported to attend meetings, conferences and training within their scope of work to ensure advocacy of Aboriginal child health issues and to build their skills, experience and networks	
Information Services and Planning	2.2 2.4 3.8 4.1 5.1 5.6	Develop performance standards for working with Aboriginal patients and families to inform development of Aboriginal Child Health Worker traineeship Develop policy on Aboriginal identification of positions for culturally responsive service delivery and good practice research practice Aboriginal Health Manager to attend Program and Clinical Chair meetings Establish an accredited traineeship program to recruit Aboriginal health workers specialising in Aboriginal child health Consider improved alignment between Aboriginal Health Unit and Aboriginal Liaison Officer positions through review of roles, strategy and outcomes Establish the Aboriginal Health Career Tour to promote careers in child health to Aboriginal school students from Year 8	
Finance and Corporate Services	1.3 1.4 1.8 1.10 2.6	Recruit three Aboriginal people in 2009 and three further Aboriginal people in 2010 to Hospital Assistant positions Recruit one Aboriginal person to position of Security Guard by 2010 Recruit one Aboriginal person to a position in Maintenance Department by 2010 Develop an Aboriginal employment requirement for inclusion in The Children's Hospital at Westmead contracts based on NSW Aboriginal Participation in Construction Policy and Guidelines Establish an Aboriginal identified traineeship in childcare by 2010	6 Hospital Assistants 1 Security Guard 1 Maintenance Officer 1 Trainee Child Care Worker 9 Positions
Community Relations and Marketing	6.1	In partnership with Aboriginal Health Unit, establish an Aboriginal brand/logo to promote Aboriginal specific programs and services, including workforce	



The Children's Hospital at Westmead Aboriginal Workforce Plan: Leadership Summary

Director	Action	Performance Measure	Aboriginal Workforce Recruitment Commitment
Clinical Operations	1.2	Recruit five Aboriginal people to Pathology Blood Collector positions by 2010	5 Pathology Blood Collectors
	1.5	Recruit one Aboriginal person to administrative position in Emergency Department by 2009	2 Administration Officers
	1.6	Establish position for Aboriginal person in Child Protection Unit by 2010	6 Assistants in Nursing
	1.9	Recruit three Aboriginal people in 2009 and a further three Aboriginal people in 2010 to traineeships as Assistant in Nursing	2 Cadetships, Audiology and Dentistry
	2.1	Survey Aboriginal families using Hospital services and programs	2 Traineeships, Audiometry and Dental Therapy
	2.5	Establish cadetships under the National Indigenous Cadetship Program in audiology, dentistry	
	2.6	Establish Aboriginal identified traineeship in audiometry and dental therapy	
	3.8	Aboriginal Health Manager to attend Program and Clinical Chair meetings	
	4.5	Develop a brochure on how Aboriginal parents can assist children to cope with the hospital experience	17 Positions
Nursing	4.2	Establish two cadetships for Aboriginal people studying nursing by 2010	2 Cadetships in Nursing
	4.3	Investigate a school-based traineeship to stream Aboriginal students into nursing careers	10 Registered Nurses
	4.7	Recruit ten Aboriginal people who are registered nurses to Aboriginal Child Health Nurse development program by 2010	12 Positions
Clinical Governance	1.7	Recruit Aboriginal person to administrative position in Endocrinology	1 Administration Officer 1 Position



The Children's Hospital at Westmead Aboriginal Workforce Plan: Leadership Summary

Director	Action	Performance Measure	Aboriginal Workforce Recruitment Commitment
Workforce Development	1.1	Appoint an Aboriginal Employment Coordinator	1 Aboriginal Employment Coordinator
	2.3	Provide Executive with six monthly updates on Aboriginal employment policy and program opportunities	
	3.2	Establish Aboriginal Workforce Advisory Group reporting to Workforce Leadership Group	
	3.9	Develop and include Aboriginal cultural competencies in the Managerial Competency Framework	
	3.10	Include information on Koori Kids and AWP in staff induction programs	
	3.11	Integrate information on Koori Kids and AWP in appropriate training programs for managers and supervisors	
	4.4	Develop and deliver Aboriginal cultural and community awareness training to staff delivering outreach services to Aboriginal people	
	5.2	Assess Aboriginal Employment Coordinator's performance every three months	
	5.3	Establish an Aboriginal employee career coaching program to support achievement of individual career goals	
	5.4	Contract Aboriginal STEPER provider to deliver Aboriginal attraction, selection and mentoring	
	5.5	Develop the Aboriginal Health Career Tour to promote careers in child health to Aboriginal school students from Year 8	
	5.6	In partnership with Volunteering Services, establish a structured program to build the workplace skills of Aboriginal people who are long-term unemployed	
	6.3	Develop an Aboriginal attraction, selection and recruitment checklist to ensure good practice standards are used across The Children's Hospital at Westmead	
	6.4	Establish e-mailing list to distribute information on Hospital services, projects and job opportunities	
	6.5	Conduct bi-annual meetings of Job Network, Structured Training and Employment Related Services providers, Aboriginal Education Assistants and Aboriginal organisations to promote The Children's Hospital at Westmead job opportunities and practices	
	6.6	Promote the Hospital as EoC at TAFE Colleges, universities and schools in areas with high Aboriginal populations	
	6.7	The Hospital is represented at Aboriginal career markets	
	6.8	Develop and deliver Aboriginal careers flyer	
	6.9	Engage Aboriginal staff to promote The Children's Hospital at Westmead as an employer of choice for Aboriginal people	
		Register the Hospital as an employer with Australian Job Search website	1 Position
TOTAL Aboriginal Workforce Recruitment Commitments			40 Positions



The Children's Hospital at Westmead Aboriginal Workforce Plan

1. Achieve self sufficiency in Aboriginal workforce supply

Initiative/Project	Details/Actions	Resource Requirements	Timeframe	Responsibility
1.1 Recruitment Initiatives	Appoint Aboriginal Employment Coordinator	Within existing resources	March 2009	Director, Workforce Development
1.2	Recruit Aboriginal people to Pathology Blood Collector positions	Within existing resources	2009 x 1 2009/2010 x 2 2010/2011 x 2	Director, Clinical Operations
1.3	Recruit Aboriginal people to Hospital Assistant positions	Within existing resources	2009 x 2 2009/2010 x2 2010/2011 x2	Director, Corporate Services
1.4	Recruit Aboriginal person to security guard position	Within existing resources	2009/2010 x 1 2010/2011 x 1	Director, Corporate Services
1.5	Recruit an Aboriginal person to administrative position in the Emergency Department	Within existing resources	2009/2010 x 1	Director, Allied Health
1.6	Establish an Aboriginal identified position and recruit an Aboriginal person in Child Protection Unit	Within existing resources	2009/2010 x 1	Director, Allied Health
1.7	Recruit Aboriginal person to administrative position in Endocrinology	Within existing resources	2009/2010 x 1	Director, Institute of Endocrinology & Diabetes
1.8	Recruit Aboriginal people to positions in Maintenance Department	Within existing resources	2009/2010 x 3 2010/2011 x 4	Director, Corporate Services
1.9	Recruit Aboriginal people to traineeships as Assistant in Nursing	Within existing resources	2009/2010 x 2 2010/2011 x 2 2011/2012 x 2	Director, Clinical Operations
1.10 Contracting Initiative	Develop an Aboriginal employment requirement for inclusion in The Children's Hospital at Westmead contracts	Within existing resources	2009/2010	Director, Corporate Services



The Children's Hospital at Westmead Aboriginal Workforce Plan

2. Ensure Aboriginal workforce distribution matches Aboriginal community needs

Initiative/Project	Details/Actions	Resource Requirements	Timeframe	Responsibility
2.1 Understand Aboriginal patient/family service and support needs	Survey Aboriginal families using The Children's Hospital at Westmead services and programs	Within existing resources	2009	Director, Allied Health
2.2	Develop performance standards for working with Aboriginal patients and families to inform development of Aboriginal Child Health worker traineeship	Within existing resources	2009	Director Information Services and Planning
2.3 Directors have the information required on Aboriginal policy and program changes and opportunities	Provide Director's with annual six monthly update on Aboriginal employment policy and program changes and opportunities	Within existing resources	January and June 2009 January and June 2010 January and June 2011	Director, Information Services and Planning
2.4	Develop policy on Aboriginal identification of positions for culturally responsive service delivery and good practice research	Within existing resources	Ongoing	Director, Information Services and Planning
2.5 Cadetship initiatives	Establish cadetships under the National Indigenous Cadetship Program in: <ul style="list-style-type: none"> • Nursing • Audiology • Dentist • Dental Therapist 	National Indigenous Cadetship Program	2009 – x 2 2009/1010 – x 3 2010/2011 – 4	Director, Nursing Director, Clinical Operations
2.6 Traineeship initiatives	Establish traineeships in: Audiometry Child Care	Within existing resources	2009/2010 x 2	Director, Clinical Operations
2.7	Recruit ten newly registered nurses	Within existing resources	2009 – x 2 2010 – x 4 2011 – x 4	Director, Nursing



The Children's Hospital at Westmead Aboriginal Workforce Plan

3. Become the industry and employer of choice for Aboriginal people through effective leadership and governance

Initiative/Project	Details/Actions	Resource Requirements	Timeframe	Responsibility
3.1 AWP leadership	Develop and promulgate statement of commitment to Aboriginal Workforce Plan	Within existing resources	2009	Chief Executive
3.2	Establish Aboriginal Workforce Advisory Group reporting to Workforce Leadership Group	Within existing resources	2009	Director, Workforce
3.3	Include AWP as a quarterly standing item on Executive meetings	Within existing resources	2009	Director, Workforce
3.4	The Children's Hospital at Westmead Executive will assist in securing funding to support Aboriginal Child Health Worker and Aboriginal Child Health Nurse initiatives	Within existing resources	2009	Chief Executive
3.5	Maintain Aboriginal representation within the Hospital Executive	Within existing resources	Ongoing	Chief Executive
3.6	Include accountabilities identified in Aboriginal Workforce Plan as performance measures in SES performance agreements	Within existing resources	2009	Chief Executive
3.7	Aboriginal Health Manager to be observer at the Hospital's Executive meetings	Within existing resources	Ongoing	Chief Executive
3.8	Aboriginal Health Manager to attend Program and Clinical Chair meetings	Within existing resources	Ongoing	Associate Director, Education and Learning
3.9	Develop and include Aboriginal competencies in the Managerial Competency Framework	Within existing resources	2010/2011	Associate Director, Education and Learning
3.10 Build staff capacity to deliver AWP		Within existing resources	2009	Associate Director, Education and Learning
3.11	Integrate information on Koori Kids and AWP in training programs for managers and supervisors	Within existing resources	Ongoing	Associate Director, Education and Learning



The Children's Hospital at Westmead Aboriginal Workforce Plan

4. Develop innovative approaches to Aboriginal child health education and training

Initiative/Project	Details/Actions	Resource Requirements	Timeframe	Responsibility
4.1 Aboriginal Child Health Worker traineeship	Establish an accredited traineeship program to recruit Aboriginal people specialising in Aboriginal child health	Seek external funding	2009/2010 Recruitment to commence 2010/2011	Director, Information Services and Planning
4.2 Aboriginal Child Health Nurse cadetship	Establish two cadetships for Aboriginal people studying nursing	Seek external funding Department of Health Indigenous Cadetship Program	2009/2010 Recruitment to commence 2010/2011	Director, Nursing
4.3	Investigate a school based traineeship to stream Aboriginal students into nursing careers	Within existing resources	2009/2010	Director, Nursing
4.4	Deliver Aboriginal cultural and community awareness training to staff delivering outreach services to Aboriginal people	Within existing resources	2009	Associate Director, Education and Learning
4.5 Build the capacity of staff to work with Aboriginal patients and families	Develop brochure on how Aboriginal parents can assist their children cope with the hospital experience	Within existing resources	2009 and ongoing	Director, Allied Health
4.6 Develop the careers of Aboriginal staff	Aboriginal staff are supported to attend meetings, conferences and training within their scope of work to ensure advocacy of Aboriginal child health issues and to build staff skills and experience	Within existing resources	Ongoing	All Directors
4.7	Recruit ten newly graduated registered nurses who are Aboriginal people to Aboriginal Child Health Nursing development program	Within existing resources	Ongoing	Director, Nursing



The Children's Hospital at Westmead Aboriginal Workforce Plan

5. Employ best practice in Aboriginal workforce assessment and planning

Initiative/Project	Details/Actions	Resource Requirements	Timeframe	Responsibility
5.1 Appropriately resource Aboriginal employment action	Consider improved alignment between Aboriginal Health Unit and Aboriginal Liaison Officer position through review of roles, strategy and outcomes	Within existing resources	December 2009	Director, Information Services and Planning
5.2	Assess Aboriginal Employment Coordinator's performance every three months	Within existing resources	Ongoing	Director, Workforce Development
5.3	Establish an Aboriginal staff mentoring program	Within existing resources	2009/2010	Associate Director, Education and Learning
5.4	Contract Aboriginal STEPER provider to deliver Aboriginal attraction, selection and mentoring	Within existing resources	Ongoing	Director, Workforce and Development
5.5	Develop Aboriginal child health career tour to promote careers in child health to Aboriginal school students from Year 8	Within existing resources	2009/2010	Director, Information Services and Planning
5.6 Workforce planning initiatives	In partnership with Volunteering Services, develop and implement structured work experience program for Aboriginal people who are long-term unemployed	Within existing resources	2009/2010	Director, Volunteering Services



The Children's Hospital at Westmead Aboriginal Workforce Plan

6. Work collaboratively at local, State, national and international levels

Initiative/Project	Details/Actions	Resource Requirements	Timeframe	Responsibility
6.1 Promote The Children's Hospital at Westmead to Aboriginal people and communities	In partnership with Aboriginal Health Unit, establish an Aboriginal brand/logo to promote Aboriginal specific programs and services including workforce	Within existing resources	2009	Director, Community Relations
6.2 Ensure good practice in Aboriginal employment	Develop an Aboriginal attraction, selection and recruitment checklist to ensure good practice standards are met	Within existing resources	2009	Director, Information Services and Planning
6.3	Establish e-mailing list to distribute information on The Children's Hospital at Westmead projects and job opportunities	Within existing resources	2009	Director, Information Services and Planning
6.4 Promote The Children's Hospital at Westmead as EoC	Conduct biannual meetings of Job Network Providers, STEPERS, Aboriginal Education Assistants/Career Advisors and Aboriginal organisations to promote job opportunities	Within existing resources	Ongoing	Director, Workforce Development
6.5	Promote the Hospital as EoC at TAFE Colleges, universities and schools in areas with high Aboriginal populations	Within existing resources	Ongoing	Director, Workforce Development
6.6 Promote The Children's Hospital at Westmead as EoC	The Hospital is represented at Aboriginal career markets	Within existing resources	Ongoing	Director, Workforce Development
6.7	Develop and deliver Aboriginal careers flyer	Within existing resources	2009	Director, Workforce Development
6.8	Engage Aboriginal staff to promote the Hospital as an employer of choice for Aboriginal people	Within existing resources	Ongoing	Ongoing

Acknowledgements

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- Commonwealth Department of Education, Employment and Workplace Relations
- The Children's Hospital at Westmead Executive, Program Chairs and staff
- Ms Deb Nelson, Yarn'n



Australian Government

Department of Education, Employment and Workplace Relations

Further Information

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