

# Aboriginal Health Plan 2024–2034

## Summary

**Vision: Sharing power in system reform to achieve the highest levels of health and wellbeing for Aboriginal people**

### Priority Reform Areas



### Strategic Directions

Growing and supporting the Aboriginal health workforce

Providing holistic, integrated and person-centred care

Enhancing health promotion, prevention and early intervention

Addressing the social, cultural, economic, political, commercial and planetary determinants of health

Strengthening monitoring, evaluation, research and knowledge translation

### Commitments to ways of working



## Formal partnerships and shared decision-making

**Outcome statement:** NSW Health is engaged in and accountable to Aboriginal co-led and co-created formal partnership arrangements that are sustained, adequately resourced, trusted, impactful and committed to Aboriginal defined priority outcomes and strategies.

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### Reform Priority 1.1

#### Co-creation and shared decision-making

##### Objective

To increase the level of Aboriginal ownership and co-creation in commissioning, design, delivery, monitoring and evaluation across the health system.

##### What does success look like (outcome)?

Involvement of Aboriginal people and organisations in co-creation of the commissioning, design, delivery, monitoring and evaluation of health initiatives that impact on Aboriginal people is standard practice across the health system.

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##### How success will be achieved (strategies)

- RP1.1.1 Strengthen the capability of individuals across the health system for co-creation in commissioning, design, delivery, monitoring and evaluation.
  - RP1.1.2 Embed effective and sustainable co-creation into commissioning, design, delivery, monitoring and evaluation across the health system.
  - RP1.1.3 Identify and implement opportunities for continuous quality improvement in co-creation across the health system, including through monitoring and evaluating progress and successes.
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### Reform Priority 1.2

#### NSW Health governance and management

##### Objective

To strengthen investment of time and resources in formal co-creation and shared decision-making for meaningful outcomes in all State-level partnership arrangements with Aboriginal people and organisations.

##### What does success look like (outcome)?

Aboriginal people and organisations involved in State-level partnership arrangements report that partnerships operate in a culturally safe and accountable manner and are effective mechanisms for shared decision-making on Aboriginal health priorities, programs and resource allocations.

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##### How success will be achieved (strategies)

- RP1.2.1 Review Aboriginal representation and focus in NSW Health governance mechanisms in partnership with Aboriginal people and organisations, and implement the recommendations of the review.
  - RP1.2.2 Implement and embed relationship-building, shared decision-making processes and transparent communication in all State-level partnering and contracting arrangements.
  - RP1.2.3 Assess NSW health system needs and priorities and agree on resource allocations in partnership with Aboriginal people and organisations.
  - RP1.2.4 Establish and implement co-creation opportunities for monitoring and evaluating the cultural safety, accountability and effectiveness of State-level partnerships
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### Reform Priority 1.3

#### District-level governance and management

##### Objective

To strengthen investment of time and resources in formal co-creation and shared decision-making for meaningful outcomes in all District-level partnership arrangements with Aboriginal people and organisations.

##### What does success look like (outcome)?

Aboriginal people and organisations involved in District-level partnership arrangements report that partnerships operate in a culturally safe and accountable manner and are effective mechanisms for shared decision-making on Aboriginal health priorities, programs and resource allocations.

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##### How success will be achieved (strategies)

- RP1.3.1 Review Aboriginal representation in District governance mechanisms in partnership with Aboriginal people and organisations, and implement the review recommendations.
  - RP1.3.2 Implement and embed relationship building, shared decision-making processes and transparent communication in all District-level partnering and contracting arrangements.
  - RP1.3.3 Assess District health system needs and priorities and agree on resource allocations in partnership with Aboriginal people and organisations.
  - RP1.3.4 Establish and implement co-creation opportunities for monitoring and evaluating the cultural safety, accountability and effectiveness of District-level partnerships.
  - RP1.3.5 Explore and expand opportunities for cross-District partnerships and networking
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## Reform Priority 1.4

### Service-level governance and management

#### Objective

To strengthen investment of time and resources in formal co-creation and shared decision-making for meaningful outcomes in all service-level partnership arrangements with Aboriginal people and organisations.

#### What does success look like (outcome)?

Aboriginal people and organisations involved in service-level partnership arrangements report that partnerships operate in a culturally safe and accountable manner and are effective mechanisms for shared decision-making on Aboriginal health priorities, programs and resource allocations.

#### How success will be achieved (strategies)

- RP1.4.1 Implement and embed relationship building, shared decision-making processes and transparent communication in all service-level partnering and contracting arrangements.
- RP1.4.2 Assess health service needs and priorities and agree on resource allocations in partnership with Aboriginal people and organisations.
- RP1.4.3 Establish and implement co-creation opportunities for monitoring and evaluating the cultural safety, accountability and effectiveness of service-level partnerships.

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## Reform Priority 1.5

### Cross-sector collaboration

#### Objective

To strengthen NSW Health leadership in facilitating cross-sector collaboration for better health and wellbeing outcomes for Aboriginal people.

#### What does success look like (outcome)?

NSW Health is recognised by Aboriginal people and organisations as taking a valuable lead role in facilitating cross-sector collaboration in the interest of better health and wellbeing outcomes.

#### How success will be achieved (strategies)

- RP1.5.1 Map and review existing forums and working groups for integrated cross-sector service planning and delivery and identify overlaps or gaps.
- RP1.5.2 Advocate for and/or lead the re-design of integrated cross-sector forums, working groups and initiatives.
- RP1.5.3 Advocate for and/or lead monitoring and evaluation of the effectiveness of redesigned cross-sector collaboration.
- RP1.5.4 Play an influential role in supporting and informing planning processes of other sectors that intersect with health

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## Priority Reform Area 2

# Building the Community Controlled sector

**Outcome statement:** NSW Health values and consistently invests in the ACCH sector as an essential partner for improving health and wellbeing outcomes for Aboriginal people.

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## Reform Priority 2.1

### The ACCH sector

#### Objective

To elevate how NSW Health values and invests in the ACCH sector.

#### What does success look like (outcome)?

NSW Health investment in the ACCH sector recognises the sector as a provider of high quality comprehensive primary healthcare services. It extends on Commonwealth funding and, in combination, is commensurate with need and complementary to NSW Health delivered health services..

#### How success will be achieved (strategies)

- RP2.1.1 Identify and address the power differential between NSW Health and the ACCH sector, along with the responsibilities to rebalance this at each level of the health system.
- RP2.1.2 Review and make recommendations in partnership with the ACCH sector on the sustainability, transparency and appropriateness relative to need of NSW Health and Commonwealth funding into the ACCH sector.
- RP2.1.3 Implement recommendations from the review of funding into the ACCH sector and evaluate the impact of investment.
- RP2.1.4 Identify and utilise opportunities to invest in and expand ACCH sector models of care and service delivery as best practice across the NSW health system.

## Transforming government organisations

**Outcome statement:** NSW Health promotes and provides accountable and culturally safe services, programs and working environments that are free of racism for Aboriginal people and inclusive of the needs of priority population groups.

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### Reform Priority 3.1

#### Accountability

##### Objective

To strengthen transparency and accountability of NSW Health for funding decisions and resource allocations affecting Aboriginal health, and for achieving improved health and wellbeing outcomes for Aboriginal people.

##### What does success look like (outcome)?

NSW Health is held accountable for how it works to improve the health and wellbeing of Aboriginal people, and the outcomes that are achieved.

##### How success will be achieved (strategies)

- RP3.1.1 Establish and implement a transparent system for identifying and reporting on funding decisions and resource allocations affecting Aboriginal health.
  - RP3.1.2 Map actions and indicators in existing NSW Health statewide plans against the Aboriginal Health Plan and identify gaps to be addressed in the Plan's implementation and accountability mechanisms.
  - RP3.1.3 Analyse the effectiveness of existing NSW Health internal systems and mechanisms in providing relevant information/data against performance indicators required for transparently monitoring, evaluating and reporting on Aboriginal health outcomes.
  - RP3.1.4 Develop and implement strategies for addressing gaps in information/data capture required for transparent monitoring, evaluating and reporting on Aboriginal health outcomes.
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### Reform Priority 3.2

#### Cultural safety and anti-racism

##### Objective

To ensure Aboriginal people experience cultural safety in all levels, areas and services of NSW Health.

##### What does success look like (outcome)?

Cultural safety is institutionally embedded so Aboriginal staff, clients, external colleagues and community members experience cultural safety in all levels, areas and services of NSW Health.

##### How success will be achieved (strategies)

- RP3.2.1 Plan and undertake continuous quality improvement on the NSW Health cultural training program and identify opportunities to evaluate, refresh, promote, and deliver the product in line with good practice in cultural safety training in partnership with Aboriginal people and organisations, including priority population groups.
  - RP3.2.2 Identify and act on opportunities to develop extension learning products that support cultural safety being institutionally embedded across NSW Health.
  - RP3.2.3 Review and assess the degree to which current services and programs are culturally safe, and the mechanisms for doing this, in partnership with Aboriginal people and organisations, including priority population groups.
  - RP3.2.4 Establish, implement and evaluate organisational cultural safety initiatives that address cultural safety gaps or priorities in partnership with Aboriginal people and organisations, including priority population groups.
  - RP3.2.5 Establish clear, consistent and easily accessible anti-racism policies and procedures across the health system, and monitor, evaluate and report on implementation progress in partnership with Aboriginal people and organisations, including priority population groups.
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## Reform Priority 3.3

### Equity

#### Objective

To elevate focus on how health justice and equity interact with the specific needs of priority population groups.

#### What does success look like (outcome)?

Health justice and equity are institutionally embedded so Aboriginal clients, community members, staff and external colleagues from priority population groups experience their needs being recognised and included.

#### How success will be achieved (strategies)

- RP3.3.1 Develop and/or source and provide capability strengthening initiatives for the health workforce on what health justice and equity is and how it can be addressed for Aboriginal people, including priority population groups.
- RP3.3.3 Review and assess the health justice and equity of health services, programs and initiatives in partnership with priority population groups.
- RP3.3.4 Establish, implement and evaluate organisational health justice and equity initiatives that address health justice and equity gaps or priorities, in partnership with priority population groups.

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## Priority Reform Area 4

# Shared access to data and information at a regional level

**Outcome statement:** NSW Health has a reformed data ecosystem that respects and upholds Indigenous Data Governance and Sovereignty principles and implements these as standard practice.

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## Reform Priority 4.1

### Indigenous Data Governance and Sovereignty

#### Objective

To improve the understanding and implementation of Indigenous Data Governance and Sovereignty principles across NSW Health.

#### What does success look like (outcome)?

Indigenous Data Governance and Sovereignty principles are implemented as standard practice across the health system.

#### How success will be achieved (strategies)

- RP4.1.1 Respond to and engage in the NSW CAPO's community-led design of a roadmap that sets out a shared understanding of what Indigenous Data Governance and Sovereignty means in practice in NSW.
- RP4.1.2 Develop and/or source and provide capability strengthening initiatives for the health workforce on Indigenous Data Governance and Sovereignty.
- RP4.1.3 Develop and support the implementation of an Indigenous Data Governance and Sovereignty policy with practical procedures or application documents for use within all NSW Health organisations.

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## Reform Priority 4.2

### Data accountability, transparency and useability

#### Objective

To improve accountability, transparency and useability of health data about Aboriginal people.

#### What does success look like (outcome)?

Aboriginal people and organisations can easily access Aboriginal health data in useable forms that facilitates their analysis of health outcomes and informs health care decision-making at both individual and collective levels.

#### How success will be achieved (strategies)

- RP4.2.1 Explore and agree with Aboriginal people and organisations what and how Aboriginal health data, information and insights are collected and used, and how they are shared in a useful form, including with priority population groups.
- RP4.2.2 Support the whole-of-government implementation and evaluation of data sharing initiatives and respond to findings so Aboriginal people can more easily find, access and use the government-held data they need.
- RP4.2.3 Support and contribute to whole-of-government data reforms that address systemic barriers to shared data access and implement findings in a health-specific context, including in Aboriginal health.
- RP4.2.4 Embed clear, meaningful targets and outcome measures in relevant health plans, programs and agreements, and ensure regular monitoring, evaluation and public reporting on equity of access for Aboriginal people.

## Employment, business growth and economic prosperity

**Outcome statement:** NSW Health plays a lead role in creating a strong, diverse and self-supporting Aboriginal business and Aboriginal Community Controlled sector.

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### Reform Priority 5.1

#### Addressing barriers

##### Objective

To reduce barriers that hinder the growth and success of Aboriginal businesses and Aboriginal Community Controlled organisations in working with NSW Health.

##### What does success look like (outcome)?

A greater number and diversity of Aboriginal businesses and Community Controlled organisations have opportunities to work consistently and successfully with NSW Health.

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##### How success will be achieved (strategies)

- RP5.1.1 In partnership with Aboriginal business and the Community Controlled sector, identify key barriers that hinder their involvement with NSW Health and develop and implement solutions.
  - RP5.1.2 Develop and implement sustainable initiatives within NSW Health that recognise and value an Aboriginal economic advancement approach.
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### Reform Priority 5.2

#### Targeted support

##### Objective

To improve access to relevant and culturally safe business support.

##### What does success look like (outcome)?

Aboriginal businesses and Aboriginal Community Controlled organisations value the business support they access through NSW Health.

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##### How success will be achieved (strategies)

- RP5.2.1 Map and review existing government services for Aboriginal businesses and the Community Controlled sector in the cross-sector environment and develop and implement business supports that are more effective, targeted and holistic.
  - RP5.2.2 Establish and implement clear, consistent, culturally safe and easily accessible capability strengthening initiatives and resources for Aboriginal businesses and the Community Controlled sector through NSW Health or through referrals to other relevant organisations.
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### Strategic Direction 1

## Growing and supporting the Aboriginal health workforce

**Outcome statement:** Aboriginal people are valued, culturally safe, well supported and working in all levels, health disciplines, roles and functions of the NSW health system.

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### Strategic Priority 1.1

#### Strategic workforce planning and investment

##### Objective

To expand and embed formal Aboriginal health strategic workforce planning at the State, District and service levels with consideration of current and future workforce roles and needs.

##### What does success look like (outcome)?

Regular Aboriginal health strategic workforce planning and progress reviews, informed by detailed and transparent health workforce data, are undertaken in genuine partnership with Aboriginal people and organisations as standard practice at State, District and service levels.

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##### How success will be achieved (strategies)

- SP1.1.1 Review existing workforce strategic planning processes and resource and embed formal partnerships and shared decision-making to support the assessment of current and future Aboriginal health workforce needs and priorities with Aboriginal people and organisations.
  - SP1.1.2 Identify and provide access to required data and information to support and inform strategic workforce planning and monitor changes in growth and retention over time.
  - SP1.1.3 Co-create and implement regional and local Aboriginal health strategic workforce plans based on agreed priorities.
  - SP1.1.4 Establish and implement co-creation opportunities for monitoring and evaluating the progress and effectiveness of regional and local Aboriginal health strategic workforce plans.
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## Strategic Priority 1.2

### Promotion of health careers

#### Objective

To increase the number and proportion of Aboriginal people considering or commencing a career in health.

#### What does success look like (outcome)?

There is a consistent flow of secondary and mature age students entering tertiary and vocational education and training courses across a diverse range of areas leading to health careers and the pipeline of people entering health careers is commensurate with need.

#### How success will be achieved (strategies)

- SP1.2.1 Partner within the NSW health system and across non-health sectors to resource and embed sustainable workforce promotional initiatives to facilitate Aboriginal people into health career pathways.
- SP1.2.2 Identify and implement flexible and place-based education pathways and workforce opportunities across the NSW health system that facilitate health career pathways, including into leadership, in partnership with Aboriginal people, organisations and non-health sectors.
- SP1.2.3 Identify key barriers to Aboriginal people entering health careers and develop any additional strategies required to address them.

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## Strategic Priority 1.3

### Growth and retention

#### Objective

To increase the number, proportion and cultural safety of Aboriginal people across all levels, health disciplines, roles and functions of NSW Health.

#### What does success look like (outcome)?

The number of Aboriginal people employed across NSW Health is equal to or greater than population parity in all health disciplines, levels of seniority, roles and functions of the health workforce.

Cultural safety is institutionally embedded so Aboriginal staff experience cultural safety in all levels, areas and services of NSW Health.

#### How success will be achieved (strategies)

- SP1.3.1 Develop and implement sustainable workforce initiatives that value and remunerate the cultural expertise of NSW Health Aboriginal staff and enable the formal inclusion and recognition of this expertise within their roles.
- SP1.3.2 Resource and embed sustainable workforce recruitment and retention initiatives for NSW Health Aboriginal staff into and within NSW Health, such as process navigation, peer support, mentoring, supervision, communities of practice, networking, and professional development.
- SP1.3.3 Recognise, respect and support implementation of the full scope of practice for Aboriginal identified roles and positions across NSW Health, including Aboriginal Health Workers and Aboriginal Health Practitioners.
- SP1.3.4 Identify, co-design and implement flexible and place-based initiatives that facilitate pathways into leadership roles across NSW Health.
- SP1.3.5 Identify key barriers to recruitment into and retention of Aboriginal people in NSW Health and develop any additional strategies required to address them.

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## Strategic Direction 2

### Providing holistic, integrated and person-centred care

**Outcome statement:** Aboriginal people have access to health care that is timely, high quality, effective, culturally safe, considers local context, and is responsive to and commensurate with their needs.

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## Strategic Priority 2.1

### Health literacy

#### Objective

To improve the resourcing and inclusiveness of health literacy initiatives.

#### What does success look like (outcome)?

Health literacy initiatives are resourced commensurate with need, reflect priorities that are determined by Aboriginal people and are inclusive in their representation of and reach into priority population groups.

#### How success will be achieved (strategies)

- SP2.1.1 Identify priority health literacy initiatives in partnership with Aboriginal people and organisations, including priority population groups.
- SP2.1.2 Establish and implement co-creation opportunities for commissioning, developing and delivering health literacy initiatives for individuals, families and communities, including with priority population groups.
- SP2.1.3 Establish and implement co-creation opportunities for monitoring and evaluating health literacy initiatives, including with priority population groups.

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## Strategic Priority 2.2

### Whole-of-health system care

#### Objective

To enhance integration and linkages between primary, secondary and tertiary care for continuity and coordination of holistic care, including follow-up care and support services.

#### What does success look like (outcome)?

Aboriginal people experience well-coordinated healthcare journeys, with smooth transitions within, and continuity of care between primary, secondary and tertiary health journeys.

#### How success will be achieved (strategies)

- SP2.2.1 Investigate, identify and prioritise opportunities for enhancing service linkages and care integration across the health system in partnership with Aboriginal people and organisations, including priority population groups.
- SP2.2.2 Design and implement prioritised service linkage and care integration enhancement initiatives in partnership with Aboriginal people and organisations, including priority population groups.
- SP2.2.3 Establish and implement co-creation opportunities for monitoring and evaluating service linkage and care integration enhancement initiatives, including with priority population groups.
- SP2.2.4 Identify and address coordinated care, transfer of care and discharge planning issues through existing or new partnerships between LHDs/ Specialty Health Networks and ACCHOs and other primary care providers.

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## Strategic Priority 2.3

### Person-centred care

#### Objective

To increase the availability of flexible, culturally safe, place-based and person-centred health care at any stage of life across primary, secondary and tertiary care settings.

#### What does success look like (outcome)?

Easy access to culturally safe, place-based and person-centred health care for Aboriginal people is standard practice across primary, secondary and tertiary healthcare settings in NSW.

#### How success will be achieved (strategies)

- SP2.3.1 Investigate and address any barriers to Aboriginal people easily accessing and using their health records at any point in their health journey.
- SP2.3.2 Identify, implement and embed opportunities for Aboriginal people to be involved in determining their own health priorities and care pathways.
- SP2.3.3 Investigate and implement options for expanding investment in policies, practices and positions that support health system navigation and access for Aboriginal people.
- SP2.3.4 Recognise, identify and implement opportunities for integrating culturally embedded models of care across NSW Health.

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## Strategic Direction 3

# Enhancing health promotion, prevention and early intervention

**Outcome statement:** NSW Health resources health promotion, prevention and early intervention initiatives that address Aboriginal-determined priorities and are delivered by or in partnership with the ACCH sector.

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## Strategic Priority 3.1

### Health promotion, prevention and early intervention

#### Objective

To increase investment in health promotion, prevention and early intervention Aboriginal health initiatives.

#### What does success look like (outcome)?

Health promotion, prevention and early intervention initiatives are resourced commensurate with need and reflect priorities and implementation approaches that are determined by Aboriginal people.

#### How success will be achieved (strategies)

- SP3.1.1 Identify priority health promotion, prevention and early intervention initiatives in partnership with Aboriginal people and organisations, including priority population groups.
- SP3.1.2 Establish and implement co-creation opportunities for commissioning, developing and delivering health promotion, prevention and early intervention initiatives for individuals, families and communities, including with priority population groups.
- SP3.1.3 Establish and implement co-creation opportunities for monitoring and evaluating health promotion, prevention and early intervention initiatives, including with priority population groups.



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### Strategic Priority 3.2

## Social and emotional wellbeing and trauma-informed approaches

### Objective

To strengthen how social and emotional wellbeing promotion and care systems respect cultural determinants of health, lived experience expertise and community-driven trauma informed solutions.

### What does success look like (outcome)?

Aboriginal cultural determinants of health and lived experience expertise are institutionally embedded in social and emotional wellbeing promotion and care systems, which deliver community-driven trauma informed solutions in responding to social and emotional wellbeing priorities determined by Aboriginal people.

### How success will be achieved (strategies)

- SP3.2.1 Review if and how social and emotional wellbeing programs and services reflect Aboriginal concepts of health and wellbeing, lived experience expertise and community-driven trauma informed solutions.
- SP3.2.2 Engage with Aboriginal people and organisations in co-creation processes that address social and emotional wellbeing gaps or priorities through program and service re-design, including with priority population groups.
- SP3.2.3 Establish and implement co-creation opportunities for monitoring and evaluating re-designed social and emotional wellbeing programs and services, including with priority population groups.

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### Strategic Priority 3.3

## Environmental health

### Objective

To strengthen collaboration in the co-creation and delivery of environmental health responses focused on Aboriginal determined needs.

### What does success look like (outcome)?

Involvement of Aboriginal people and organisations in the co-creation and delivery of environmental health responses focused on priorities that are determined by Aboriginal people is standard practice across the health system.

### How success will be achieved (strategies)

- SP3.3.1 Utilise mapping of current and future environmental health needs and prioritise for action in partnership with Aboriginal people and organisations, and non-health sectors.
- SP3.3.2 Establish and implement co-creation opportunities for commissioning, developing and delivering environmental health initiatives.
- SP3.3.3 Establish and implement co-creation opportunities for monitoring and evaluating solutions that address environmental health needs.

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### Strategic Direction 4

## Addressing the social, cultural, economic, political, commercial and planetary determinants of health

**Outcome statement:** NSW Health is a leader in the elevation and application of social, cultural, economic, political, commercial and planetary determinants of Aboriginal health in the pursuit of improved health and wellbeing outcomes.

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### Strategic Priority 4.1

## Social and cultural determinants of health

### Objective

To increase knowledge, understanding and application of the social and cultural determinants of health in health policy and services that involve and/or impact Aboriginal people.

### What does success look like (outcome)?

Consideration and application of the social and cultural determinants of health are institutionally embedded in health policy and services that involve and/or impact Aboriginal people across the health system.

### How success will be achieved (strategies)

- SP4.1.1 Develop and/or source and provide capability strengthening initiatives for the health workforce on social and cultural determinants and how they relate to health impacts.
- SP4.1.2 Identify social and cultural determinants priorities in partnership with Aboriginal people and organisations, including priority population groups.
- SP4.1.3 Establish and implement co-creation opportunities for commissioning, developing and delivering social and cultural determinant initiatives, involving relevant non-health services and sectors.
- SP4.1.4 Establish and implement co-creation opportunities for monitoring and evaluating social and cultural determinant initiatives, including with priority population groups.

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## Strategic Priority 4.2

### Economic, political and commercial determinants of health

#### Objective

To increase knowledge, understanding and application of the economic, political and commercial determinants of health in health policy and services that involve and/or impact Aboriginal people.

#### What does success look like (outcome)?

Consideration and application of the economic, political and commercial determinants of health are institutionally embedded in health policy and services that involve and/or impact Aboriginal people across the health system.

#### How success will be achieved (strategies)

- SP4.2.1** Develop and/or source and provide capability strengthening initiatives for the health workforce on economic, political and commercial determinants and how they relate to health impacts.
- SP4.2.2** Identify economic, political and commercial determinants priorities in partnership with Aboriginal people and organisations, including priority population groups.
- SP4.2.3** Establish and implement co-creation opportunities for commissioning, developing and delivering economic, political and commercial determinant initiatives, involving relevant non-health services and sectors.

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## Strategic Priority 4.3

### Planetary determinants of health and climate change

#### Objective

To increase knowledge, understanding and application of the planetary determinants of health and climate change in health policy and services that involve and/or impact Aboriginal people.

#### What does success look like (outcome)?

Consideration and application of the planetary determinants of health and implications of climate change are institutionally embedded in health policy and services that involve and/or impact Aboriginal people across the health system.

#### How success will be achieved (strategies)

- SP4.3.1** Develop and/or source and provide capability strengthening initiatives for the health workforce on planetary determinants and climate change and how this relates to health impacts.
  - SP4.3.2** Identify planetary determinants and climate change priorities in partnership with Aboriginal people and organisations, including priority population groups.
  - SP4.3.3** Establish and implement co-creation opportunities for commissioning, developing and delivering planetary determinants of health and climate change initiatives, involving relevant non-health services and sectors.
  - SP4.3.4** Establish and implement co-creation opportunities for monitoring and evaluating planetary determinants of health and climate change initiatives, including with priority population groups.
  - SP4.3.5** Implement disaster planning and preparedness initiatives that address current and future needs in partnership with Aboriginal people and organisations.
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## Strengthening monitoring, evaluation, research and knowledge translation determinants of health

**Outcome statement:** Aboriginal health monitoring, evaluation and research activities reflect Aboriginal identified priorities, align with good practice in Indigenous Data Governance and Sovereignty, and inform policy and program funding decisions through effective knowledge translation.

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### Strategic Priority 5.1

#### Monitoring, evaluation and research

##### Objective

To embed Aboriginal leadership and participation in all elements of Aboriginal health monitoring, evaluation and research undertaken or supported by NSW Health.

##### What does success look like (outcome)?

Aboriginal health monitoring, evaluation and research is led, governed and undertaken by Aboriginal people, with the involvement of non-Aboriginal people as determined by Aboriginal people, and is experienced as culturally safe.

##### How success will be achieved (strategies)

- SP5.1.1** Identify and implement collaborative opportunities across the health system for Aboriginal people and organisations, including priority population groups, to determine:
- priorities for monitoring, evaluation and research
  - the design of monitoring, evaluation and research
  - who is funded to undertake monitoring, evaluation and research.
- SP5.1.2** Develop and/or source and provide capability strengthening initiatives for the Aboriginal health workforce on monitoring, evaluation and research.
- SP5.1.3** Develop and/or source and provide capability strengthening initiatives for the health workforce on what is culturally safe monitoring, evaluation and research.
- SP5.1.4** Identify and provide opportunities for Aboriginal staff across the health workforce, and Aboriginal organisations, to lead and/or participate in monitoring, evaluation and research teams.
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### Strategic Priority 5.2

#### Knowledge translation

##### Objective

To increase the quality and consistency of knowledge translation for Aboriginal health monitoring, evaluation and research across the NSW health system.

##### What does success look like (outcome)?

Knowledge translation of Aboriginal health monitoring, evaluation and research outcomes occurs regularly, reflects priorities determined by Aboriginal people and contributes to improved health policy and services that involve or impact Aboriginal people.

##### How success will be achieved (strategies)

- SP5.2.1** Review existing and recent knowledge translation activity and identify how knowledge translation strategies are funded, developed and implemented and with whom.
- SP5.2.2** Co-develop and implement practice standards about knowledge translation of monitoring, evaluation and research outcomes into policy and services, in partnership with Aboriginal people and organisations, including priority population groups.
- SP5.2.3** Establish and implement co-creation opportunities for reviewing whether and how Aboriginal people benefit from knowledge translation of monitoring, evaluation and research outcomes, and what actions are required to ensure benefit occurs.
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# Commitments to ways of working



## Culture at the centre

Recognising, respecting and elevating the cultural determinants of health and wellbeing and their restorative impact in the lives of Aboriginal people.

## Self-determination

Recognising, respecting and supporting the principles and practice of self-determination, including collective decision-making for the future of Aboriginal people in NSW.

## Cultural safety

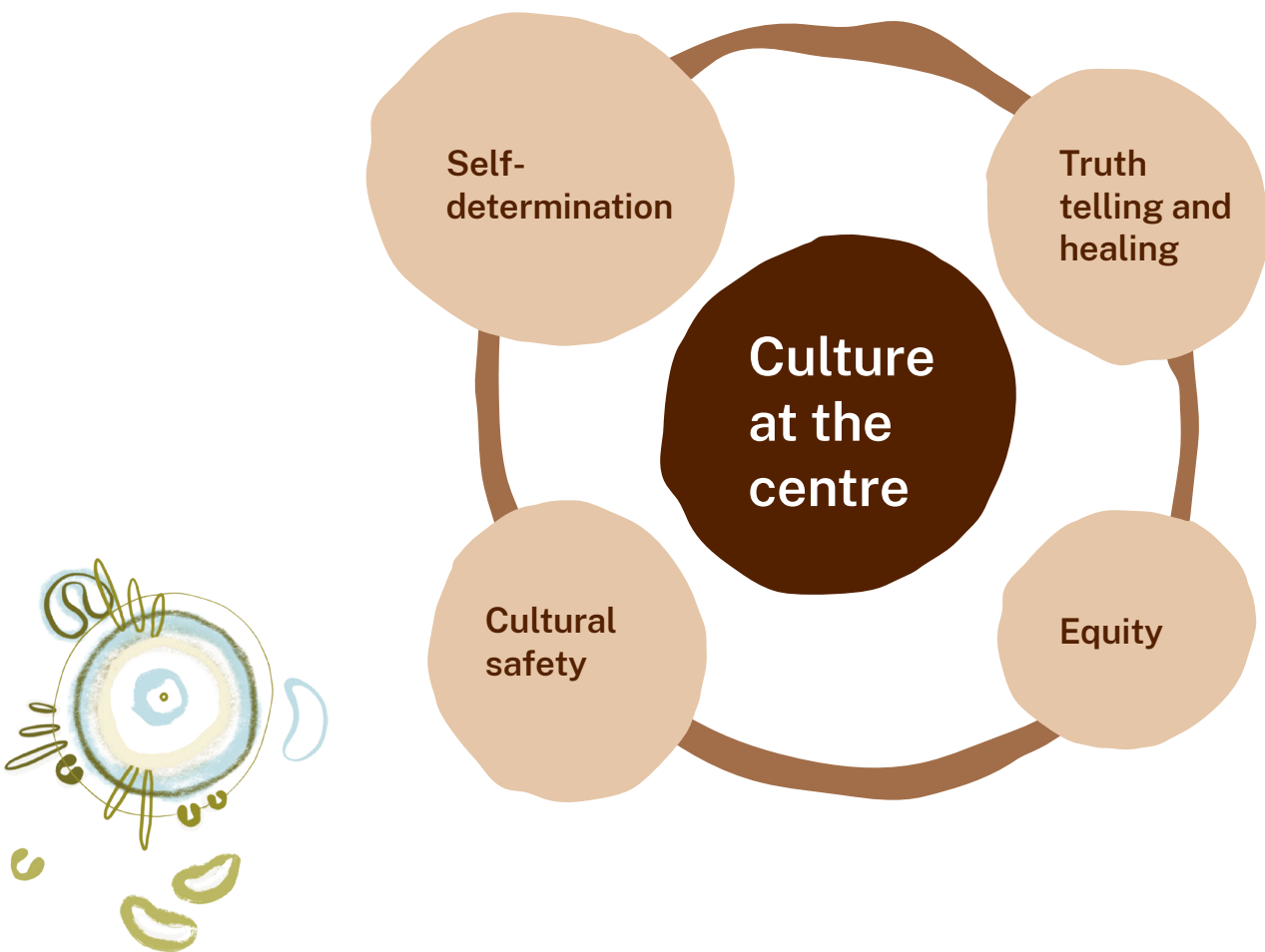
Embedding cultural safety and addressing racism across all levels of the health system.

## Truth telling and healing

Recognising and respecting the need for truth-telling by naming the reality and impact of colonisation, including both historical and current trauma, and supporting healing through trauma-informed care, allowing us to move forward together.

## Equity

Recognising and addressing inequities that Aboriginal people and communities have experienced, and continue to experience, as a result of racism and other acts of marginalisation.\*



\* Ben, J., Elias, A., Sharples, R., Dunn, K., Truong, M., Mansouri, F., Denson, N., Walton, J., and Paradies, Y. 2024, 'Racism Data in Australia: A Review of Quantitative Studies and Directions for Future Research', *Journal of Intercultural Studies*, vol. 45, no.2, 228–257. DOI:10.1080/07256868.2023.2254725