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COUNTRY SA

An Australian Government Initiative



RECONCILIATION
ACTION PLAN

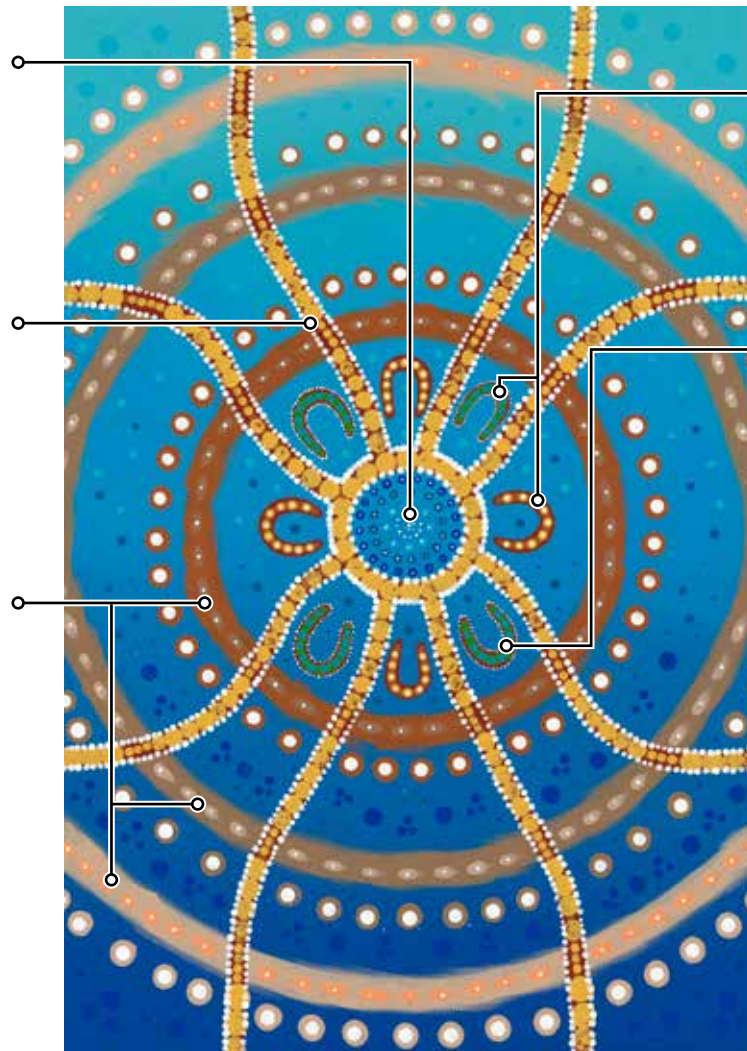
REFLECT

Reconciliation Action Plan

April 2020 – April 2021

Our RAP Artwork

- Central meeting place representing a place of reconciliation
- Journey lines connecting with meeting place to represent the connection between individuals, families, communities and the connection of health and wellbeing
- Three orange circle layers in background represent the different layers of support Country SA PHN offer the community



- The people sitting in a circle represent equal voices being heard and equality in the community
- The different colours used for the symbols that represent people, represent the community Elders who guide the community with knowledge, respect and care
- The background transitioning from dark blue to light blue represents movement in the same way time moves morning skies from dark to light

Artwork by Shane Cook



Shane Mankitya Cook also known as Kooka is a proud Wullli Wullli and Guwa (Koa) descendant from Queensland. Shane has been adopted by and was named Mankitya which translates to “the scarred one” by the local Aboriginal Kurna community in Adelaide, South Australia and more specifically mentored by Jack Buckskin of Kuma Kaaru, who Shane has had the opportunity to dance internationally with.

Shane’s practice as an artist began from a young age learning traditional painting from his mother, his interests then developed further into graffiti culture, street art and tattooing as he got older. These art movements are hugely prominent in Shane’s unique contemporary style he has developed which has led him to becoming a nationally recognised artist. Shane’s works of art know no material boundaries from working on canvas, to participating in street art festivals, artist exchanges internationally and creating large scale murals. He has designed Indigenous Round football guernseys for AFL and multiple SANFL teams. Shane has painted over 50 player’s boots for the AFL Sir Douglas Nicholls Round and also created artwork for Anthony Mundine to be used for his boxing fight kit.

Since high school Shane has been an advocate for personal growth, practising culture through art and dance and played a key role in facilitating workshops in schools, the youth justice system and community-based events throughout the country. His sheer passion and drive has created numerous opportunities such as becoming a graduate of the Indigenous Marathon Project, finishing the New York Marathon, facilitating community projects in Kenya and travel for personal development – visiting places such as the Kluge-Ruhe Aboriginal Art Collection of the University of Virginia, America.

Shane won an Indigenous Marathon Foundation and Qantas Front Runners Grant and scholarship upon becoming a graduate of the Indigenous Marathon Project and is now studying a Bachelor of Arts Psychotherapy. He also was the winner of the 2020 7News Department of Human Services Aboriginal Achievement Award and the Young South Australian of the Year.

After numerous successes and achievements Shane decided to create Street Dreamz. To create a business that encompasses all of Shane’s passions including art, wellbeing and mentoring has been Shane’s most recent development as a professional and an artist.

Street Dreamz is Cultural and Identity Exploration, Wellbeing and Collaboration. Through catered programming to your school or business we offer commissioned works of art from murals to canvas work, workshops on art making, murals and material exploration. We also offer Cultural workshops in Traditional Dance, Language and Aboriginal Histories and Cultures through Kuma Kaaru Aboriginal Services. Also available are sessions based around Wellbeing and Fitness such as our Third to First running program.

Acknowledgements

CSAPHN would like to acknowledge the Traditional Custodians of the lands across Australia and pay respects to the Elders past, present and future. We recognise and respect the unique cultural and spiritual relationships to the land, waters and seas, which continue to be important to Aboriginal and Torres Strait Islander people living today.

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Message from our RAP Champions



As Board Chair of Country SA PHN, I am honoured to have a role supporting and promoting the Reconciliation Action Plan across the organisation and into our communities.

There is much work to be done across all facets of health and its social determinants to improve Aboriginal and Torres Strait Islander health outcomes. This needs buy-in at all levels and as an organisation we have capacity to continue to raise awareness and influence attitudes as well as support the amazing work done by and in Aboriginal communities across rural South Australia.

Country SA PHN has a close working relationship with each of the Aboriginal Community Controlled Health Organisations (ACCHOs) and commissions several programs focussed on improving Aboriginal and Torres Strait Islander health outcomes across the state. Our Reconciliation Action Plan will help us maintain the focus and help embed inclusive thinking in all aspects of our work.

I look forward to watching the RAP process gain momentum and gain traction in all our activities. I am very pleased to share the role to champion the RAP both internally and externally with my fellow Board Director Mr Wayne Oldfield who brings a wealth of lived experience and organisational involvement across the sector.

Dr Alison Edwards

Chair, Board of Directors

This needs buy-in at all levels and as an organisation we have capacity to continue to raise awareness and influence attitudes as well as support the amazing work done by and in Aboriginal communities across rural South Australia.



I'm pleased to be involved in reconciliation across our organisation, with our Chair of the Board of Directors, Dr Alison Edwards and look forward to working with Dr Edwards as we advance and promote the evolution of the Reconciliation Action Plan.

As the Aboriginal Consumer Representative on the Board of Directors, it is fantastic to be involved in a Reflect Plan that truly embraces Aboriginal and Torres Strait Islander peoples and the role we can all play in reconciliation.

The Reflect Plan provides us, as an organisation, with a framework to identify and address inequity in our systems. It enables us to form close relationships and continually evolve in our cultural awareness and understanding and how this impacts on our everyday actions.

CSAPHN aspires to continually improve the opportunities for employment, both within the CSAPHN and influencing our services to improve, enabling opportunities for Aboriginal and Torres Strait Islander peoples in country South Australia.

I look forward to the journey.

Wayne Oldfield
Board Director

The Reflect Plan provides us, as an organisation, with a framework to identify and address inequity in our systems.

Our business

Country SA PHN (CSAPHN) is one of 31 Primary Health Networks (PHNs) which were established by the Australian Government across Australia in 2015. The key objectives of the PHNs are to:

- Increase the efficiency and effectiveness of medical services for patients, particularly those at risk of poor health outcomes; and
- Improve the coordination of care to ensure patients receive the right care in the right place at the right time.

Our mission is to bridge the gap of health inequity and access in rural South Australia by building a collaborative and responsive country SA health care system.

We are committed to improving the patient experience of the health system. We will do this by conducting population health planning (needs assessments/data analysis) including service gap identification; health care commissioning, particularly for vulnerable populations; implementing practice support services, including safety and quality; and eHealth, so that GPs are better placed to provide care.

These activities are centred around the six identified priorities for targeted work by PHNs, including mental health, Aboriginal and Torres Strait Islander health, population health, health workforce, digital health and aged care. CSAPHN wants to strengthen the local clinical and community voices, as they are critical to improving the health and wellbeing of rural communities. Our intent is to collaborate across the region to identify leading relevant responses and innovative solutions with a firm focus on establishing and addressing priorities at a local level.

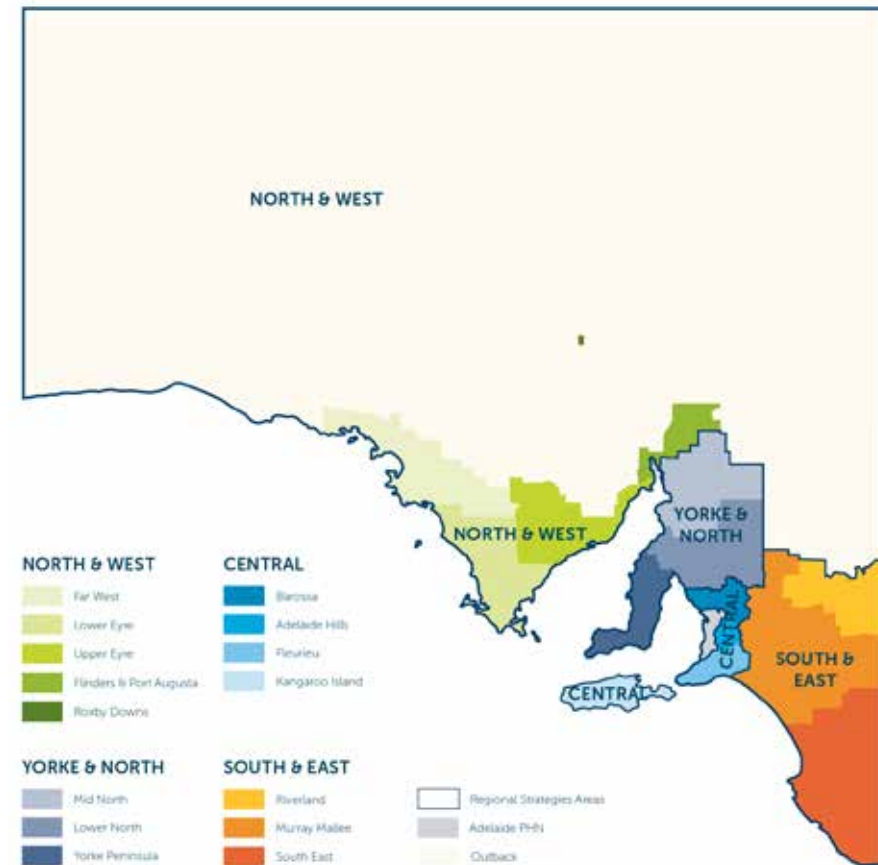
CSAPHN is a medium sized not for profit organisation which employs 59 people, 46 of whom are full time equivalent employees. Country SA PHN does not currently keep personnel statistics on employees; however, CSAPHN employs one Aboriginal person who has self-identified (1.7% of the total workforce).

As CSAPHN is about the country, our offices are predominantly located in the country regions of South Australia, however, retains space in metropolitan Adelaide. Our office locations include:

- Nuriootpa, Barossa (Head Office)
- Adelaide, Metropolitan Adelaide
- Mt Barker, Adelaide Hills
- Clare
- Kadina
- Port Augusta
- Whyalla
- Wudinna
- Port Lincoln

CSAPHN covers all South Australia, apart from the Adelaide metropolitan area. Our region covers 99.8% of the State geographically, incorporating approximately 30% of South Australia's total population. The ABS Census 2016 reports that the Aboriginal and Torres Strait Islander population of CSAPHN is 16,946 which is 3.5% of the total CSAPHN population. CSAPHN has about 49.5% of the Aboriginal and Torres Strait Islander population within South Australia. As a proportion of the total Aboriginal and Torres Strait Islander population within CSAPHN across the SA 3 regions this includes:

- 33% Outback - North and East
- 19% Eyre Peninsula and South
- 15% Murray and Mallee
- 7% Limestone Coast
- 5% Mid North
- 4% Fleurieu - Kangaroo Island
- 4% Yorke Peninsula
- 4% Gawler - Two Wells
- 3% Adelaide Hills
- 2% Barossa
- 2% Lower North



Our business

Within the CSAPHN service area there are many Aboriginal communities or nations (as preferred by different groups), which are diverse in language, culture and history. These include:

Buandig(k)	Kokatha	Yandruwandha	Kuyani	Karangura
Narungga	Arabunna	Meru	Nakako	Wiljali
Wirangu	Yawarawarka	Adnyamathanha	Ngamini	Kuarna
Antakaringa	Ngargad	Ngalea	Malyangaba	Nawu
Yarluyandi	Ngadjuri	Dieri	Peramangk	Yankunytjatjara
Bindjali	Mirning	Pirlatapa	Banggarla	Wangkungurru
Nukunu	Dhirari	Ngarrindjeri	Pitjantjatjara	Danggali

Identification of these communities or nations, was sourced through the Australian Institute of Aboriginal and Torres Strait Islander Studies Map of Indigenous Australia. This does not include a comprehensive list of groups within these communities/nations.



Our RAP

CSAPHN is committed to working together with Aboriginal and Torres Strait Islander communities, organisations and Aboriginal and Torres Strait Islander peoples to ensure a responsive, holistic and person-centred health system that contributes to closing the gap in health inequity.

A significant number of the Aboriginal and Torres Strait Islander population in South Australia resides within the CSAPHN service area.


Aboriginal and Torres Strait Islander peoples are an important part of the communities of country SA, each Aboriginal and Torres Strait Islander community enriched and enriching in different histories, cultures, languages and experiences that form part of our collective perspectives.

The exchange that occurs in terms of the learning and understanding of what health service needs and responses there are in our community, as well as what could be possible based on our context, contributes to effecting change in health outcomes and is key to a healthier country South Australia.

CSAPHN started the journey of Reconciliation at its inception through some key activities and priorities and have been committed to working with Aboriginal and Torres Strait Islander communities for better health outcomes. For example, Acknowledgement of Country is on every communication template such as Meeting Agendas and Power Point Presentation templates. Commissioning of Aboriginal Community Controlled Health Organisations (ACCHOs) to deliver Aboriginal and Torres Strait Islander specific Health Services and looking at opportunities within overall funding where Aboriginal and Torres Strait Islander specific services can be delivered or specifying within wider services to ensure Aboriginal and Torres Strait Islander peoples are considered in that health service or project.

For example, Cancer Screening Campaign with Cancer Council SA, incorporates Aboriginal and Torres Strait Islander specific health promotion materials.

Reconciliation and relationship building however, has not previously been structured and coordinated across the organisation, and now for the first time, we are able to put structure around the improvement of our relationships with our stakeholders as an organisation.



In terms of the process, as the Reflect Reconciliation Action Plan (RAP), developed by Reconciliation Australia, has detailed and specific actions within it to ensure that organisations have a solid platform moving forward for successive Reconciliation Action Plans, the CSAPHN were able to select a dynamic approach to implementation in areas that required slight resourcing, while undertaking the planning and consultation stages of the RAP. This approach was undertaken to ensure that a whole of organisation approach was implemented and each team within CSAPHN were able to contribute to the development and implementation of the RAP.

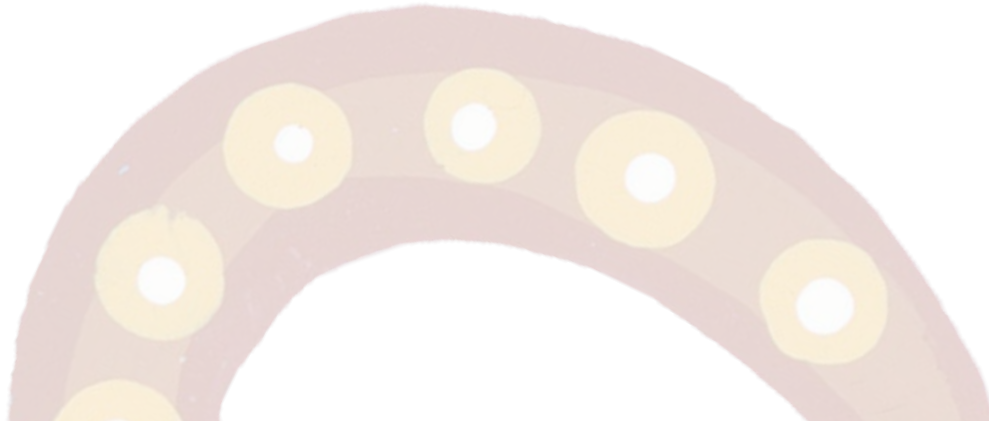
The first step undertaken was to obtain the requirements for the RAP from Reconciliation Australia. From this, approval was sought to undertake the Reconciliation Action Plan process detailing the requirements and considerations for the CSAPHN. The CSAPHN Board of Directors had endorsed undertaking the RAP process, including to proceed with formation of a Reconciliation Action Plan Working Group (RAP WG). Our two RAP Champions are from the Board of Directors, Dr Alison Edwards, Chair of the Board of Directors, and Wayne Oldfield, Board Director.

The RAP WG was formed including key membership across all areas of the CSAPHN and included an invitation to CSAPHN's Aboriginal staff member.

A Terms of Reference were drafted collaboratively, ensuring that the purpose, key functions and membership of the group were appropriate for our organisation and how we work together to achieve expectations under the Reconciliation Action Planning process and leading participation and change across the organisation.

A Planning Day was undertaken in September 2019 to collate the responses from the various areas on what is needed. Some areas of action were noted for future RAPs as they were outward facing or were part of outcomes of actions within the Reflect RAP such as the development of business cases.

The process enabled learning into what possible system requirements that staff would need to implement Reconciliation Action Plan actions and deliverables and provide a whole of organisation response to action items.



Our partnerships/current activities

CSAPHN have worked to establish and maintain relationships with Aboriginal and Torres Strait Islander organisations who are commissioned to deliver health services.

Aboriginal and Torres Strait Islander organisations include the Aboriginal Community Controlled Health Sector, where formal partnership arrangements have been completed to deliver specific services as according to needs of the communities. Some of these formal partnerships include; the Integrated Team Care activity; Chronic Disease Management services, including additional capacity support in securing health professional workforce ranging from Aboriginal Health Practitioners to nurses through to Allied Health services; Ngangkari Services to help support a wider understanding of health service delivery; Workforce Development Support; Mental Health and Drug and Alcohol services; Suicide Prevention Trial Projects and After Hours services.

The Aboriginal Community Controlled Health Organisations which we have funded include:

- Oak Valley Health Service
- Tullawon Health Service
- Ceduna Koonibba Aboriginal Health Service
- Port Lincoln Aboriginal Health Service
- Nunyara Aboriginal Health Service
- Pika Wiya Aboriginal Health Service
- Umoona Tjutagku Health Service
- Nganampa Health Council
- Moorundi Aboriginal Community Controlled Health Service
- Pangula Mannamurna
- Aboriginal Sobriety Group

In addition, ACCHOs in our service area can access the practice supports provided to General Practice in our service area. Practice support is tailored to the organisation and is a service support based on what the services request.

There are areas within our service region for which there are no ACCHOs that can be commissioned and then the most appropriate service provider is selected through approved commissioning processes.

CSAPHN is a partner in the South Australian Aboriginal Chronic Disease Consortium (The Consortium). The Consortium incorporates formal partnerships between:

Aboriginal Health Council of SA (AHCSA)

Six Regional LHNs, SA Health (Formerly the Aboriginal Health Directorate, Country Health SA LHN).

Adelaide Primary Health Network

The University of Adelaide

ANZ DATA – Australian & New Zealand Dialysis & Transplant Registry

Cancer Council SA

Ceduna Koonibba Aboriginal Health Service Aboriginal Corporation (CKAHSAC)

Central Adelaide Local Health Network (CALHN)

Commonwealth Government of Australia

Country Health SA – Integrated Cardiovascular Clinical Network (iCCnet)

Country Health SA Local Health Network (CHSALHN)

Country SA Primary Health Network (CSAPHN)

Diabetes SA
Flinders University – International Centre for Point-of-Care Testing
Health Consumers Alliance of South Australia
Heart Foundation
Northern Adelaide Local Health Network (NALHN)
Nunkawarrin Yunti
Pangula Mannamurna Aboriginal Corporation
Pika Wiya Health Service Aboriginal Corporation
Port Lincoln Aboriginal Health Service Incorporated (PLAHS)
Queen Elizabeth Hospital (QEH)
Royal Adelaide Hospital (RAH)
Royal Flying Doctor Service (RFDS)
Rural Doctors Workforce Agency (RDWA)

SA Aboriginal Health Partnership (SAAHP)
SA Ambulance Service (SAAS)
SA Health
SA Health – SA Cancer Service
SA Health – Transforming Health – Acute Coronary Syndrome (ACS) & Stroke
SA Health & Medical Research Institute – Translation Centre
SA Rheumatic Heart Disease Program
Sansom Institute, University of South Australia
Southern Adelaide Local Health Network (SALHN)
University of South Australia
University of South Australia – Podiatry
Women’s & Children’s Hospital Network (WCHN)

This consortium is spearheaded by the Community Reference Group which provide direction surrounding the health needs of Aboriginal communities in South Australia with respect to Diabetes, Cancer and Heart and Stroke. Three of the leading chronic diseases that significantly contribute to the overall burden of disease in South Australia for Aboriginal and Torres Strait Islander people. This is completed in partnership with research and health organisations across South Australia. The Consortium Coordinating Centre and Secretariat provide operational and executive support to the South Australian Aboriginal Chronic Disease Consortium provided by the SA Academic Health Science and Translation Centre and operating from the Wardliparringa Aboriginal Health Equity Research Theme in the South Australian Health and Medical Research Institute.

As part of the Consortium, CSAPHN contributes to the activities under the Aboriginal Chronic Disease Consortium Road Map for Action 2017-21.



Relationships

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none">Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April 2020	Assistant Manager, Aboriginal Health RAP WG
	<ul style="list-style-type: none">Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations and engage staff in knowing and understanding these principles.	April 2021	Assistant Manager, Aboriginal Health RAP WG
	<ul style="list-style-type: none">Research and create appropriate forums where relationships can be strengthened	April 2021	Manager, Aboriginal Health RAP WG
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none">Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2020	Communications Officer RAP WG
	<ul style="list-style-type: none">RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2020	Chair, RAP WG
	<ul style="list-style-type: none">Encourage and support CSAPHN staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2020	Board Chair

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation with all staff and encouraging full engagement in all activities. 	April 2020 November 2020 April 2021	Board Chair
	<ul style="list-style-type: none"> Involve a greater cross section of the employee group to participate in events promoting health and well-being initiatives for Aboriginal and Torres Strait Islander populations 	April 2020	Director, Corporate Services RAP WG
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	April 2021	Manager, Aboriginal Health RAP WG
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	April 2020	Director, Corporate Services RAP WG
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	April 2020	Director, Corporate Services RAP WG
	<ul style="list-style-type: none"> Include statements of the need for cultural sensitivity in all policies affecting the desired behaviours of employee of CSAPHN 	April 2020	Director, Corporate Services RAP WG



Respect

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	April 2020	Manager, Aboriginal Health RAP WG
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	May 2020	Manager, Aboriginal Health RAP WG
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	April 2020	Manager, Aboriginal Health RAP WG
	<ul style="list-style-type: none"> Review and improve staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	December 2020	Manager, Aboriginal Health RAP WG
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July 2020	Communications Officer RAP WG
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June 2020	Regional Manager - North & West RAP WG
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2020	RAP WG

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> • Increase visibility of staff attending NAIDOC Week events by: <ul style="list-style-type: none"> o Ensure planned approach to staff attendance and ensure promotion of events externally to networks o Ensure adequate reporting of staff attendance o Ensure internal communication of staff attendance through internal staff communication avenues o Ensure external communication of staff attendance through social media and CSAPHN newsletters 	First week in July 2020	Communications Officer RAP WG



Opportunities

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	November 2020	Director, Health Policy RAP WG
	<ul style="list-style-type: none"> In all advertising include a statement of encouragement which seeks to attract Aboriginal and Torres Strait Islander people to apply for advertised roles within the CSAPHN. 	April 2020	Director, Corporate Services RAPWG
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	April 2020	Manager, Aboriginal Health RAP WG
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	April 2020	Director, Corporate Services RAP WG
	<ul style="list-style-type: none"> Use the site Aboriginal Business Connect – SA (sa.aboriginalbusinessconnect.com.au) to promote to businesses that may be interested in registering on Tenderlink to be able to tender for available projects or programmes. 	April 2020	Director, Corporate Services RAP WG
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	April 2020	Assistant Manager, Aboriginal Health RAP WG
	<ul style="list-style-type: none"> Investigate and attend Aboriginal Business Expos, and local Aboriginal Community Expos to increase knowledge on local Aboriginal and Torres Strait Islander suppliers in Country South Australia 	June 2020	Regional Manager, North & West RAP WG

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
10. Continue support of the Aboriginal Community Controlled Health Organisation sector to support improved health and wellbeing outcomes	<ul style="list-style-type: none"> Ensure continued preference in engaging Aboriginal Community Controlled Health Organisations in the commissioning process for the delivery of health services 	June 2020	Director Mental Health and Alcohol and Other Drugs RAP WG





Governance

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Continue the RWG to govern RAP implementation.	April 2021	Board Chair
	• Ensure Terms of Reference for the RWG are reviewed and remain relevant to the RWG	April 2021	Board Chair
	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	April 2021	Board Chair
12. Provide appropriate support for effective implementation of RAP commitments.	• Review resource needs for RAP implementation.	April 2021	Board Chair
	• Continue to engage senior leaders in the delivery of RAP commitments.	April 2021	Board Chair
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2020	Board Chair

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Set up an internal bi-annual progress report on activities for staff 	April 2020 November 2020	Chair, RAP WG
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September 2020	Board Chair
14. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Realign Reconciliation Action Plan process to coincide with CSAPHN commissioning cycle 	October 2020	Chair, RAP WG
	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	January 2021	Chair, RAP WG



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Contact details

Name: Anthea Kemp

Position: Assistant Manager, Aboriginal Health

Phone: 8821 6708

Email: akemp@countrysaphn.com.au