

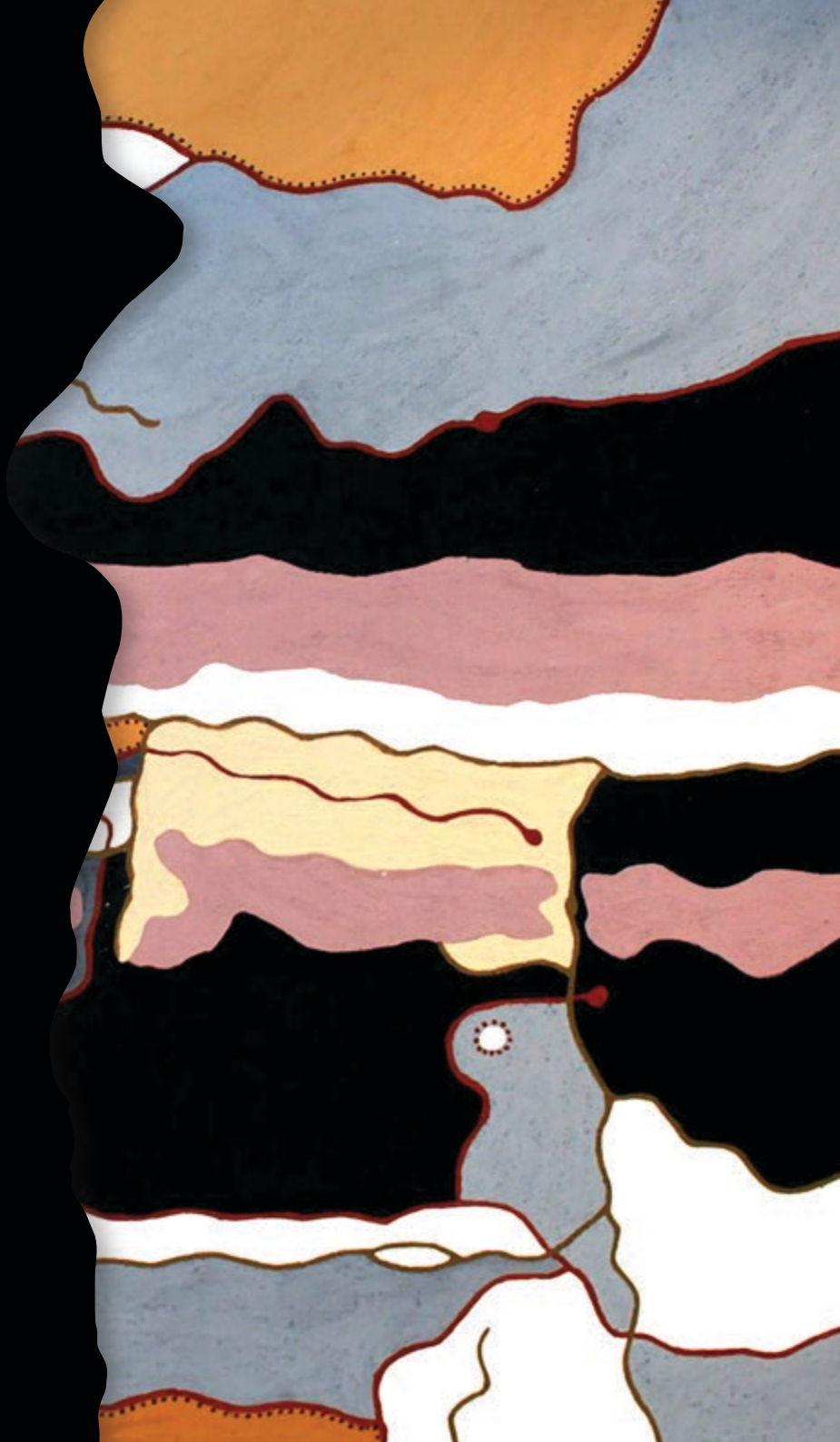



ST JOHN OF GOD
Health Care



INNOVATE RECONCILIATION ACTION PLAN

MARCH 2020 – MARCH 2022





Acknowledgement

St John of God Health Care acknowledges the Traditional Custodians of the land upon which we walk. We acknowledge their Elders, past, present and emerging. We celebrate their presence, their cultures and their continued involvement in creating a future full of hope. We also acknowledge the pain of history and commit to creating a path of healing and respectful partnerships.

Artwork

Going Home
Lindsay Malay

The St John of God Health Care
Art Collection

Reproduced with permission.

“This painting represents my ancestral connection through my grandfather and grandmother. I want to share the story of where I belong. This story was told to me by older brother and sister, who learned it from our grandmother and grandfather.” - Lindsay Malay






OUR VISION FOR RECONCILIATION

Our vision for Reconciliation is that each person who identifies as Aboriginal and/or Torres Strait Islander is given the same respect and consideration as others in Australian society, with equal and equitable access to employment, health care and education.

At St John of God Health Care, we acknowledge and respect that our shared history has been complex and traumatic for First Peoples. We celebrate First Peoples as the oldest civilisation in the world and we value their cultures and contributions.

We commit to play our part in creating a society where the dignity and worth of every person in Australia is seen as important and that Aboriginal and Torres Strait Islander peoples are supported to make their unique contribution to a future that is full of hope.



DR SHANE KELLY

Group Chief Executive Officer

I am proud to present our Innovate Reconciliation Action Plan (RAP) for 2020 – 2022.

This plan outlines St John of God Health Care's continued commitment to playing our role in reconciliation and our intent to build on our meaningful partnerships and opportunities with Aboriginal and Torres Strait Islander peoples over the next two years and beyond.

We recognise that the cultures across the footprint of our organisation in Australia are diverse and we need to be responsive to local communities to meet their needs.

Through continued consultation and with their guidance, we aim to do our part to improve determinates of health of all Aboriginal and Torres Strait Islander peoples. Building on the strong relationships already forged, we also seek to increase employment opportunities, cultural safety and cultural understanding so that we can move

beyond aspirational goal setting to creating tangible demonstrations of outcomes that reflect mutual respect, understanding and best practice partnership.

As we move forward, we will continue to promote and celebrate Aboriginal and Torres Strait Islander cultures throughout St John of God Health Care. I look forward to continuing to work with our partners and communities to ensure we deliver the outcomes identified in this plan and fulfil our role in taking significant steps to make reconciliation a reality.



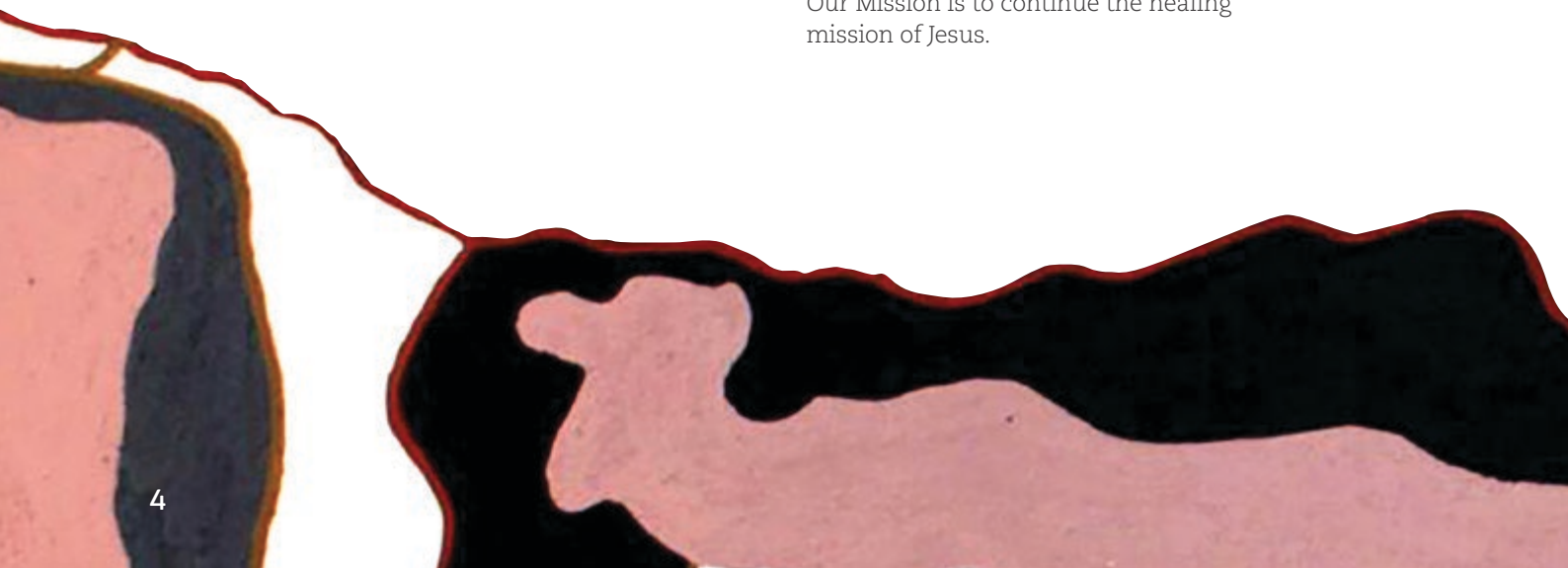
OUR MINISTRY

St John of God Health Care is one of the largest Catholic provider of health care services in Australia. Established in Western Australia in 1895, St John of God Health Care is a not-for-profit private health care group and a ministry of the Catholic Church. The organisation employs more than 14,000 staff across Australia, New Zealand and the wider Asia Pacific region, and operates 24 facilities comprising more than 3,400 hospital beds in Australia and New Zealand, as well as home nursing, disability services and social outreach programs. We currently employ 42 Aboriginal and/or Torres Strait Islanders.



OUR MISSION

Our Mission is to continue the healing mission of Jesus.





OUR VISION

Our Vision is that we are recognised for care that provides healing, hope and a greater sense of dignity, especially to those most in need.

OUR VALUES

Our Values guide our behaviour and reflect our heritage; Hospitality, Compassion, Respect, Justice, Excellence. In keeping with our Values of Respect, Compassion and Justice, we partner with Aboriginal and Torres Strait Islander people in the provision of services which will contribute to their health and wellbeing. We believe that true reconciliation includes overcoming the barriers that inhibit Aboriginal and Torres Strait Islander peoples from taking their rightful place as equal members in Australian society.

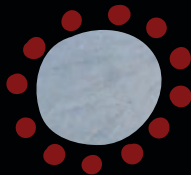
OUR RAP

Through our Innovate Reconciliation Action Plan, we will continue to build upon our organisation's rich heritage of engagement with Aboriginal and Torres Strait Islander peoples.

The Sisters of St John of God, the founders of St John of God Health Care, have a long history of serving Aboriginal and Torres Strait Islander peoples, particularly in the remote Kimberley and Goldfields regions of Western Australia.

In 1907 the Sisters of St John of God founded health care services for the Aboriginal and Torres Strait Islander community in Beagle Bay in the Kimberley region and subsequently expanded to other Kimberley communities and have served in the region ever since.

St John of God Health Care is inspired to build upon this great heritage and further our engagement with Aboriginal and Torres Strait Islander communities and organisations with effective partnerships which are mutually beneficial.



We see the creation and implementation of our Innovate Reconciliation Action Plan as a tangible continuation of the great work commenced by the Sisters of St John of God.

Our current RAP was developed through our past working group which consisted of eight caregivers who represented our organisation throughout Australia, from New South Wales, Western Australia and Victoria. Significant contributions were also made by Aboriginal caregivers and external Aboriginal consultants.

We are now in the process of restructuring the working group to the National RAP Working Group ensuring membership include caregivers who identify as Aboriginal and/or Torres Strait Islander people along with other caregivers from senior management and leadership and service delivery. To this end, all caregivers who identify as Aboriginal and/or Torres Strait Islander, will receive a formal invitation to become a member of the National RAP Working Group.

The National RAP Working Group is charged with ensuring that our Reconciliation Action Plan continues to be outcome focused and enables St John of God Health Care to realise its goals.

Our governance structure for our Innovate RAP consists of the National RAP Working Group, which will meet four times a year, comprise of representatives from the 17 hospital and services local reconciliation committees. The purpose of these committees (comprised of local caregivers working in their respective hospitals) is to ensure that the outcomes of the RAP are carried through at the local level. They will also meet four times a year. Each member of the local reconciliation committees and National RAP Working Group will serve as our organisational RAP champions.



VICKI THOM

My name is Vicki Thom. I am a proud Wiradjuri Woman from Peak Hill NSW. I live and work on Darug land.

I work as the Aboriginal Community Liaison Officer at Hawkesbury District Health Service. I have been in this position for 16 years now and have loved every day of it.

I live and work in my community. My position covers everything from before birth to after death, in all areas of life. I support the Aboriginal and Torres Strait Islander community members, patients and clients and fellow caregivers in the hospital and community health.

I assist and help facilitate Aboriginal Stepping On Programs, Sorry Day Ceremonies, Mana-Gumaal (Darug for Gathering Friends), Aboriginal Seniors Group and NAIDOC celebrations. I also sit on a number of community committees, including the Reconciliation Action Plan Committee for Hawkesbury City Council and St John of God Health Care. However, I always consult and ask permission from our Darug Elders, before proceeding with anything.

My role is very interesting and keeps me on my toes. Each day brings a new surprise and new challenges.

I have no social worker or university training. My training is from watching, listening and learning from our Elders and community members. All I have is life skills, and I believe with my mum, my Elders and my community, I am the person I am today.

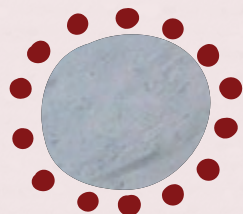
My mum is one of the Stolen Generation.

When mum was a young girl, the welfare man came to the house. He had been told there was a little dark girl living there with a white woman (my grandmother) and black man (my grandfather).

Each time the welfare man visited, my grandparents would show them a birth certificate. Mum said there were three birth certificates with three different names. My grandparents thought everything was fine until the welfare man came back and questioned the different birth certificates for the same child.

Mum was taken away from her parents and would stay in places with many children and sometimes she would stay with other people in their homes.

She saw her mother many years later but never found her father. My grandparents had separated because of what happened to her as a little girl.



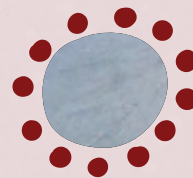
Mum used to hide my brother and me in the cupboard every time a stranger came to the house. She was scared someone would take us away, like they did her.

I didn't know this story until I was 13 years old. After understanding my mum's history, I finally felt a calmness come over me. I felt like I finally belonged. Proud of who I am, proud to be Aboriginal and very proud of my mum, for her strength.

To me, Reconciliation means acceptance and acknowledgement to all by all.

My hope for the future at Hawkesbury District Health Service and my community is to have an Aboriginal medical service for the area, to have an Aboriginal unit on site and to employ more Aboriginal community members.

And for all Australian people to celebrate our beautiful culture and to walk beside us.





KELLY REYNOLDS

I'm from Esperance, WA and am an Esperance Nyungar.

I have worked as a telephonist/receptionist for St John of God Subiaco Hospital for the past three and a half years. I love being the very first point of contact for many patients and visitors, and have been able to learn so much about the hospital in this role.

I was fortunate enough to intern with the gynaecology oncology research team at the hospital during the past two years of my biomedical science degree through a Career Trackers Indigenous Internship.

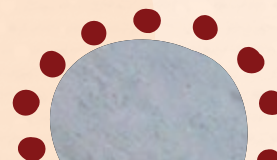
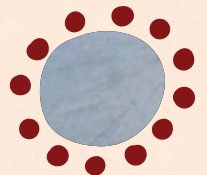
I am now a medical student studying at the University of Notre Dame Australia. Working with St John of God Subiaco Hospital inspired me to pursue medicine and I hope to work as a clinician and researcher at the hospital in the future.

To me, reconciliation means the coming together of Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians and cultures. It is recognising, understanding, respecting and appreciating Aboriginal and Torres Strait Islander cultures and histories, and integrating these in every aspect of society. With reconciliation comes unity, along with equal and equitable rights and greater opportunities.

Reconciliation in health care is especially important; it means creating a culturally secure space with safe and equitable care for Aboriginal and Torres Strait Islander peoples.

I would love to be a leader in the Aboriginal health space, working to improve their health outcomes.

I hope that every space, service, organisation in Australia will become a culturally safe space for Aboriginal and Torres Strait Islander peoples, that our history and culture will be taught, understood and respected and that we can have strong, united relationships with all of Australia.



OUR RECONCILIATION LEARNINGS TO DATE

A number of insights have informed our ongoing engagement with Aboriginal and Torres Strait Islander communities.

- Appreciation of regional cultural differences across the Aboriginal and Torres Strait Islander population of Australia. We recognise that there are significant variations of cultural identity and expression within Aboriginal and Torres Strait Islander communities which inform our understanding and engagement.
- To appreciate the importance of cross-cultural awareness understanding – for our Aboriginal and Torres Strait Islander caregivers and all our caregivers. This allows us to create a culturally welcoming environment within all facilities. Through this we can share stories of people and places, obligation and responsibility, which enables respectful relationships.
- The significance in creating employment opportunities for Aboriginal and Torres Strait Islander peoples as an invaluable component to supporting reconciliation. We have been told that if we wish to create lasting change increasing employment opportunities is foundational.
- To remain cognisant of the fact that for the majority of Aboriginal and Torres Strait Islander peoples the injustices of the past are a living reality of today. To purposefully move forward we are required to acknowledge the intergenerational trauma that colonialism has created.

OUR ACHIEVEMENTS

- We employ 42 caregivers who identify as Aboriginal and / or Torres Strait Islander. This number has been stable for a number of years which we hope will increase through the implementation of this Innovate RAP.
- An Indigenous Internship Program was implemented in 2014 through a partnership with Career Trackers, a national non-profit organisation that creates internship opportunities for Indigenous university students. In this time, we have hosted 16 interns into our services, working in pathology, workforce and hospitals in Western Australia and Victoria. Of these 16, one intern has chosen to take up the offer of employment with us.
- We sponsored a number of events in Victoria and Western Australia during National Reconciliation and NAIDOC weeks.
- We have developed meaningful relationships with local Elders and Aboriginal Health Officers within the communities in which we operate.
- Acknowledgement of Traditional Custodians and Welcome to Country are now established practice across the organisation.
- We have Memorandums of Understanding in the areas of ongoing formation and mental health support.
- We are members of Supply Nation, and purchased approximately \$250,000 of goods from Indigenous businesses.
- We have a Grant Agreement with the University of Notre Dame Australia financially supporting four Aboriginal medical students through their four-year course.
- In partnership with Australian Catholic University NSW, St John of God Health Care sponsors nursing scholarships for Aboriginal and Torres Strait Islander students.
- St John of God Frankston Rehabilitation Hospital has signed three collaboration agreements with local Aboriginal organisations supporting governance development and the employment of two Aboriginal youth workers.
- We celebrate a substantive three-year partnership with Reconciliation WA.



RELATIONSHIPS

Building relationships with Aboriginal and Torres Strait Islander Australians will enable St John of God Health Care to discern the most appropriate ways we can create effective partnerships and so bring about substantial and lasting change.

Action	Deliverable	Timeline	Responsibility
1. Engage in mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples and organisations within the local communities, supporting positive partnership outcomes	• Local Elders within the hospital and service geographical areas identified and invited to meet with hospital executive	Dec 2021	Chief Operating Officer Hospitals (on behalf of hospital CEOs)
	• Existing partnerships with key Aboriginal and Torres Strait Islander organisations reviewed and renewed	Mar 2020	
	• Hospital/service management committees host at least one consultation each year with local Aboriginal and Torres Strait Islander community organisations of mutual interest	Jul 2020/2021	
	• Meet with local Aboriginal health providers scheduled to identify current local health requirements with a view of creating purposeful and effective partnerships	Jun 2021	Chief Operating Officer Hospitals
	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles and engagement plans for future engagement	Jun 2021	

Action	Deliverable	Timeline	Responsibility
2. Promote reconciliation through the building of relationships within the local community including the celebration of National Reconciliation Week (NRW) to which National RAP Working Group members and Local Reconciliation Committee (RC) members attend	<ul style="list-style-type: none"> Reconciliation Australia's NRW resources and reconciliation materials circulated by all hospitals and services Reconciliation Committees to all their caregivers 	27 May- 3 Jun 2020, 2021	Chief Operating Officer Hospitals (on behalf of hospital CEOs) & Group Director Strategy (on behalf of service CEOs)
	<ul style="list-style-type: none"> Hospitals and services local RC members supported to participate in an external local NRW event including managers and executives 	27 May- 3 Jun 2020, 2021	
	<ul style="list-style-type: none"> All hospitals and services host a reconciliation event during NRW 	27 May- 3 Jun 2020, 2021	
	<ul style="list-style-type: none"> All our NRW events registered on Reconciliation Australia's NRW website two weeks prior 	27 May 2020, 2021	Group Director Strategy
	<ul style="list-style-type: none"> Our commitment to reconciliation communicated and marketed publicly via internal and local media outlets (including NRW) 	27 May 2020/2021	
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May – 3 Jun 2020, 2021	Chief Operating Officer Hospitals (on behalf of hospital CEOs) & Group Director Strategy (on behalf of service CEOs)
3. Promote positive race relations between Aboriginal and Torres Strait Islander peoples and the broader Australian community through anti-discrimination strategies.	<ul style="list-style-type: none"> All organisational policies and procedures reviewed to identify possible existing anti-discrimination provisions, and future needs as reflected in NSQHS Standard 2 Consumer Engagement 	Jun 2021	Group Director Workforce
	<ul style="list-style-type: none"> Established partnerships with Aboriginal and Torres Strait Islander caregivers and/or Aboriginal and Torres Strait Islander advisors to consult on an anti-discrimination policy 	Jun 2021	
	<ul style="list-style-type: none"> All senior leaders within the organisation aware of our anti-discrimination policy and strategies ensuring mitigation of any discrimination 	Jun 2021	
	<ul style="list-style-type: none"> Senior leaders educated on the impacts of racism for caregivers and all Aboriginal and Torres Strait Islander peoples 	Jun 2021	
	<ul style="list-style-type: none"> Investigate St John of God Health Care's signatory to the 'Racism: It stops with Me' campaign 	Jun 2021	
	<ul style="list-style-type: none"> Develop, implement and communicate an anti-discrimination policy for our organisation 	Jun 2021	
4. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Implement strategies to engage our staff in reconciliation. 	Nov 2021	Group Director Strategy
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	Nov 2021	
	<ul style="list-style-type: none"> Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. 	Nov 2021	



RESPECT

Respect is one of our five core Values which calls us to treasure the unique dignity of every person. Successful community engagement requires us to understand and respect Aboriginal and Torres Strait Islander peoples and cultures. We purposefully seek to invite Aboriginal and Torres Strait Islander peoples to access our culturally safe and responsive health care facilities.

Action	Deliverable	Timeline	Responsibility
5. Provide opportunities for caregivers to develop an understanding, and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements and build an ethos of continuous cultural learning	• Ensure all hospital/services local RC members, HR managers and other key leadership staff access cultural learning opportunities within the first year of their membership	Nov 2020	Group Director Workforce
	• Implementation of a review of cultural learning needs within our organisation which will include hospital and service cultural audits ensuring that we reflect a culturally safe environment for the provision of care and employment to Aboriginal and Torres Strait Islander peoples	Jul 2021	
	• Create a comprehensive and strategic cultural learning strategy	Nov 2020	
	• Engagement with local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of formal cultural learning opportunities within each hospital and service as an aspect of the whole of organisation's continuous cultural learning strategy	Jul 2020	
	• Creation of an online cross-cultural awareness module accessible to all caregivers which informs cultural requirements for people who access our service and identify as Aboriginal and/or Torres Strait Islanders	Jul 2021	



Action	Deliverable	Timeline	Responsibility
6. Inform a culturally safe environment through the development of information resources for Aboriginal and Torres Strait Islander visitors and patients	<ul style="list-style-type: none"> Dedicated pamphlets displayed in the foyer of all hospitals and online informing Aboriginal and Torres Strait Islander people of: <ul style="list-style-type: none"> The admission processes Importance of declaring cultural identity Cultural supports offered Who to contact for further information 	Mar 2021	Group Director Mission Integration
	<ul style="list-style-type: none"> Engage an external consultant to complete a cultural safety assessment in each of our hospitals 	May 2021	
	<ul style="list-style-type: none"> Investigate opportunities to increase the visibility of Aboriginal and Torres Strait Islander peoples and cultures in each of our hospitals 	Nov 2020	
	<ul style="list-style-type: none"> Research best-practice principles in embedding cultural safety into hospitals 	Oct 2020	
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	<ul style="list-style-type: none"> Review, update and implement the cultural protocol document, in collaboration with local Aboriginal and/or Torres Strait Islander peoples 	Sep 2021	Group Director Mission Integration
	<ul style="list-style-type: none"> Increase caregivers understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country 	Aug 2020	
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating / acknowledging Aboriginal and Torres Strait Islander events including NAIDOC Week	<ul style="list-style-type: none"> Attendance of the National RWG in external NAIDOC Week events each year 	First week in Jul 2020/2021	Group Director Mission Integration
	<ul style="list-style-type: none"> Development of an event schedule for the whole year reflective of significant Aboriginal and Torres Strait Islander events accessible to whole of organisation 	Feb 2020/2021	Group Director Mission Integration
	<ul style="list-style-type: none"> Promotion and encouragement of participation in external events to Aboriginal and Torres Strait Islander caregivers and other caregivers including NAIDOC Week 	First week in Jul 2020/2021	Group Director Strategy
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	Oct 2020	Group Director Workforce

OPPORTUNITIES

The Gospel call to Justice is reflected in the Values of St John of God Health Care. Our Value of Justice, understood as balanced and fair relationships, underpins our organisational commitment to reconciliation. The employment of more Aboriginal and Torres Strait Islander people in St John of God Health Care will bring a richness of understanding, knowledge and diversity to our culture.

Action	Deliverable	Timeline	Responsibility
9. Ensure that all our hospitals and services are responsive to the health and cultural needs of the local Aboriginal and Torres Strait Islander community	• Determine and implement a method of capturing, consolidating and reporting RAP activities (as reflected in the National Quality and Safety Hospital Standards) across St John of God Health Care	Jul 2020	Group Director Strategy
	• Aboriginal and Torres Strait Islander health peak bodies formally partnered with identifying current health pressure points within the states St John of God Health Care is located	Jul 2021	
	• Strategy rolled out and reported on at the end of each financial year	Feb 2022	

Action	Deliverable	Timeline	Responsibility
10. Improve and increase employment opportunities for Aboriginal and/or Torres Strait Islander peoples including recruitment and retention professional development and training, and career progression and secondments	<ul style="list-style-type: none"> Capture and learn from opinion and understanding of caregivers (including Aboriginal and Torres Strait Islander caregivers) experience to inform future employment and professional development opportunities 	Sep 2020	Group Director Workforce
	<ul style="list-style-type: none"> Creation of an organisational Aboriginal and Torres Strait Islander employment framework which can be adopted and adapted by each hospital and service, reflective of their local employment opportunities 	Jul 2021	
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace 	Jul 2021	
	<ul style="list-style-type: none"> At the end of year two of the RAP agree on a benchmark percentage for increasing the percentage of Aboriginal and Torres Strait Islander caregivers employed by our organisation and report achievement at the end of financial year 2021 	Oct 2021	
	<ul style="list-style-type: none"> Identify and utilise national and local organisations who specialise in advertising job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders 	Nov 2020	
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	Sep 2020	
11 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	<ul style="list-style-type: none"> Renew Supply Nations membership 	Dec 2020	Chief Procurement and Supply Chain Officer
	<ul style="list-style-type: none"> Become a member of and engage with the Noongar Chamber of Commerce and Industry 	Dec 2020	
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	Jun 2021	
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	Jun 2020	
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	Jun 2020	
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses 	Jun 2020	



GOVERNANCE

Action	Deliverable	Timeline	Responsibility
12 Establish and maintain an effective National RAP Working Group (NRWG) to drive governance of the RAP	• Maintain Aboriginal and Torres Strait Islander representation on the RWG	Jun 2020, 2021	Group Director Mission Integration
	• Establish and apply a Terms of Reference for the RWG	Jun 2020	
	• Meet at least four times per year to drive and monitor RAP implementation	Feb, Apr, Aug, Dec 2020, 2021	
13 Provide appropriate support for effective implementation of RAP commitments	• Define resource needs for RAP implementation	Jul 2020	Group Director Strategy
	• Engage our senior leaders and other staff in the delivery of RAP commitments	Jun 2020	Group Chief Executive Officer
	• Define and maintain appropriate systems to track, measure and report on RAP commitments	May 2020	Group Director Governance
	• Appoint and maintain an internal RAP Champion from senior management	Feb 2020	Chief Operating Officer Hospitals
14 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	30 Sep 2020, 2021	Group Director Mission Integration & Group Director GOVERNANCE
	• Report RAP progress to all staff and senior leaders	Mar, Jun, Sep, Dec 2020 and 2021	
	• Publicly report our RAP achievements, challenges and learnings, annually (Annual Report)	Oct 2020, 2021	
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	Apr 2020	Group Director Workforce
15 Continue our reconciliation journey by developing our next RAP	• Register via Reconciliation Australia's website to begin developing our next RAP	Aug 2021	Group Director Mission Integration
16 All hospitals and services establish a Local Reconciliation Committee (RC) that actively monitors progress against the local reconciliation agenda and the RAP	• Local RCs established drawing membership from the hospital, and where possible, local community	Jul 2020	Chief Operating Officer Hospitals (on behalf of hospital CEOs) & Group Director Strategy (on behalf of service CEOs)
	• Endorse Terms of Reference including – Defining standard agenda items for the National RAP Working Group – Responsibility for implementation of actions and tracking progress – Reports to Hospital Management Committees	Jul 2020	
	• Scheduled meetings and events to advance the RAP agenda	Mar 2020	
	• RAP introduced to the hospital and services leadership group via presentations	Feb 2020	
	• Each Local Reconciliation Committee to have one representative to sit on the National Reconciliation Action Plan Working Group	Jul 2020	Group Director Mission Integration



CONTACT DETAILS

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ST JOHN OF GOD
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