

Aboriginal Cultural eLearning Policy

1. Purpose

The purpose of the *Aboriginal Cultural eLearning Policy* is to build the cultural knowledge of the WA health system workforce and strengthen its capacity to provide healthcare that is culturally respectful and non-discriminatory.

Aboriginal Cultural eLearning training is one step towards developing the cultural competence of the WA health system and improving cultural safety for Aboriginal patients and colleagues.

The *WA Aboriginal Health and Wellbeing Framework 2015-2030* (Framework) provides the guiding principles that underpin the requirement for this Policy. The Framework recognises a culturally respectful and non-discriminatory health system is a key strategic enabler for improving health outcomes for Aboriginal people.

This Policy demonstrates a whole-of-organisation approach and an ongoing commitment to grow and sustain a culturally responsive WA health system.

This Policy is a mandatory requirement under the *Employment Policy Framework* pursuant to section 26(2)(d) of the *Health Services Act 2016*.

This Policy is also a mandatory requirement for the Department of Health pursuant to section 29 of the *Public Sector Management Act 1994*.

This Policy supersedes OD 0599/15 *Aboriginal Cultural eLearning – "A Healthier Future"*.

2. Applicability

This Policy is applicable to all WA health system entities, as defined in this Policy.

3. Policy requirements

WA health system entities must ensure that new Staff Members complete Aboriginal Cultural eLearning – Aboriginal Health and Wellbeing training within six months of their commencement date.

WA health system entities must ensure that Staff Members who have completed the previous Aboriginal Cultural eLearning – A Healthier Future training, complete the new Aboriginal Cultural eLearning – Aboriginal Health and Wellbeing training within a two year period of the date that this Policy comes into effect.

WA health system entities must ensure that Staff Members returning to employment after terminating their employment for a period of 12 months or more (not including maternity leave, Leave Without Pay, Long Service Leave), complete the Aboriginal Cultural eLearning – Aboriginal Health and Wellbeing training within six months of their commencement date.

4. Compliance monitoring

WA health system entities are responsible for ensuring compliance with this Policy. Compliance for Aboriginal Cultural eLearning training is measured through the preparation of an annual report, which is made available to the System Manager.

Department of Health is responsible for ensuring compliance with the requirements of this Policy. The Department of Health (Aboriginal Health Policy Directorate), as a Department of State, is responsible for monitoring and reporting Department of Health compliance with this Policy annually.

The System Manager, through the Public and Aboriginal Health Division, Department of Health, may carry out compliance audits to ascertain the level of Health Service Provider compliance with this Policy and will provide updates to the Director General and other relevant persons regarding the findings of compliance monitoring activities.

5. Related documents

The following documents are mandatory pursuant to this Policy:

- N/A

6. Supporting information

The following information is not mandatory but informs and/or supports the implementation of this Policy:

- [Sustainable Health Review Final Report to the Western Australian Government](#)
- [WA Aboriginal Health and Wellbeing Framework 2015-2030](#)
- [Implementation Guide for the WA Aboriginal Health and Wellbeing Framework 2015-2030](#)
- [National Aboriginal and Torres Strait Islander Health Plan 2013-2023](#)
- [Implementation Guide for the National Aboriginal and Torres Strait Islander Health Plan 2013 - 2023](#)
- [Cultural Respect Framework 2016-2026 for Aboriginal and Torres Strait Islander Health](#)
- [Australian Commission on Safety and Quality in Health Care - National Safety and Quality Health Service Standards User Guide for Aboriginal and Torres Strait Islander Health](#)

7. Definitions

The following definition(s) are relevant to this Policy.

| Term | Definition |
|-------------------------------|--|
| Aboriginal cultural eLearning | The acquisition of knowledge and awareness via electronic media to improve an understanding and respect for Aboriginal culture, customs, heritage and protocols. |
| WA health system entities | <ul style="list-style-type: none">All Health Service Providers as established by an order made under section 32(1)(b) of the <i>Health Services Act 2016</i>Department of Health as an administrative division of the State of Western Australia pursuant to section 35 of the <i>Public Sector Management Act 1994</i>. Note: Contracted health entities are not considered WA health system entities. |
| Staff member | As stated in the <i>Health Services Act 2016</i> , a Staff Member of a Health Service Provider, means – (a) An employee in a health service provider; (b) A person engaged under a contract for services by the health service provider. |

8. Policy contact

Enquiries relating to this Policy may be directed to:

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9. Document control

| Version | Published date | Effective from | Review date | Effective to | Amendment(s) |
|---|------------------|------------------|---------------|---------------|---------------------------------|
| MP 0065/17 | 6 September 2017 | 6 September 2017 | February 2021 | 17 March 2021 | Original version |
| MP 0065/17 v 2.0 | 17 March 2021 | 17 March 2021 | March 2023 | Current | Major Amendment (details below) |
| <ul style="list-style-type: none">Policy transitioned to the current Policy template.Clarification provided on those Staff Members that must complete training.Amendment to clarify reporting requirements.As a full Policy review was undertaken, a new review cycle will now commence. | | | | | |

10. Approval

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| Initial approval | Dr David Russell-Weisz, Director General, Department of Health |
| | 28 August 2017 |
| Current version approved | Nicole O’Keefe, Assistant Director General, Strategy and Governance Division, Department of Health |
| | 15 March 2021 |

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