

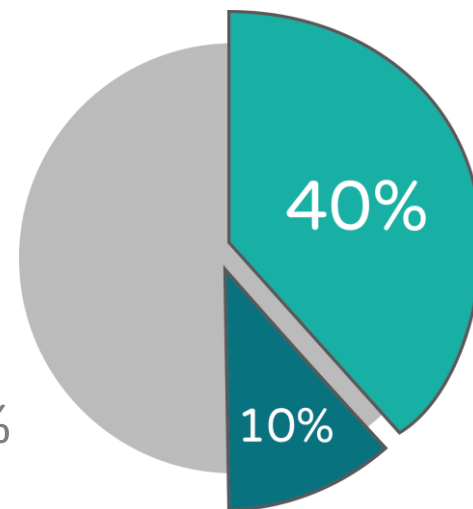


Reconciliation Plan

Vision: That all people
lead a full and valued life

TeamHEALTH
helps create
community
capacity for
mental health
and social and
emotional
wellbeing

Around 40% of our participants are Aboriginal and Torres Strait Islander people, along with approximately 10% of our staff.



We work with Top End communities in remote, rural & urban settings.

Our participants deal with a range of mental health concerns and include children, youth, adults and the aged.

WHO — AND — HOW

- A Working Group created and will monitor the Reconciliation Plan
- The Working Group includes both Aboriginal and Torres Strait Islander staff and non-indigenous staff, drawn from various programs and locations
- Work started in 2015, paused, then Working Group staff participated in Reconciliation Plan Workshop sessions in Mar/Apr 2016
- The Working Group met regularly in 2016 and 2017 to complete this first Reconciliation Plan

RESPECT RELATIONSHIPS OPPORTUNITIES

RESPECT

Respect is essential in everything TeamHEALTH does, and is a TeamHEALTH value:

- Through respect we share and create lasting partnerships
- With respect we all ensure culture is supported, awareness and understanding grows, and we all keep learning
- Consultation is a key element of respect – in consultation we share and collaborate, we listen for meaning and we participate in two-way learning and decision making.

RESPECT IS NON-
JUDGEMENTAL
AND VALUES THE
CULTURES AND
CONTRIBUTIONS
OF ALL

RESPECT

Actions	Responsibility	Timing	Outcomes
Welcome to Country - Staff	Team Leaders, chair of All Staff Meetings	2 years	All staff can be welcomed to country for Larrakia land and other communities
Welcome to Country - Participants	Papaya & Manse Coordinators	As needed	Participants from remote communities/other land can be welcomed to Larrakia country
Recruit both male and female staff	Managers & Team Leaders	Quarterly	Recruit both male and female mental health support staff to enable respectful and culturally appropriate engagement for community members
Land Protocols	Remote staff to develop. All staff to observe	Develop 2016 Observe always	Protocols for each community where TeamHEALTH has a presence (permanent or regular visits) developed as Policy & Instruction
Cross Cultural Awareness	Managers & Team Leaders	3 times per year	All staff visiting communities complete a local induction, including local protocols
Participate in Aboriginal & Torres Strait Islander Events	CEO, Managers & staff	Annually	NAIDOC Week (July), Reconciliation Week, ceremonies as invited

RELATIONSHIPS

Relationships are important for our work both within and outside TeamHEALTH

STAFF

- Cross cultural training for all staff supports our relationships with each other; as colleagues, with participants, with families, and with community elders and members
- Clear, shared responsibilities and behaviours will support our relationships within TeamHEALTH as colleagues, leaders, workers, learners, educators and influencers
- Cultural responsibilities and community activities of Aboriginal and Torres Strait Islander staff will be considered when TeamHEALTH work arrangements and plans are being made

ACROSS THE TOP END

- TeamHEALTH will honour Traditional Owners within each community and will seek their guidance in our learning, listening, and support for communities and their development
- Relationships with Aboriginal Community Controlled Organisations (ACCOs) will include regular meetings and involvement of Aboriginal and Torres Strait Islander staff, if possible
- Relationships will be supported by TeamHEALTH's commitment to this Reconciliation Plan, participation in NAIDOC Week events, and our recognition and celebration of Aboriginal and Torres Strait Islander dates of significance

RELATIONSHIPS

Actions	Responsibility	Timing	Outcomes
Cross Cultural Training	Team Leaders & Managers	Within 3 months	All new staff have cross cultural training as part of TeamHEALTH's core staff training
Responsibilities and Expectations	Team Leaders & Managers	From day 1, weekly	All staff are aware of expectations of them and are supported to demonstrate these, from Induction onwards
Communication about Cultural Responsibilities	Aboriginal and Torres Strait Islander staff & Team Leaders	Monthly & as arises	Aboriginal and Torres Strait Islander staff feel able to meet their cultural responsibilities and communicate & plan with their Team Leaders and Manager
Traditional Owner Relationships	CEO, Managers & Remote staff	In 2017, 2018 & 2019	Introductions and engagement with Traditional Owners occurs at a pace which suits community
ACCO/TeamHEALTH relationships	CEO, Managers, Remote Team Leaders & staff	In 2017, 2018 & 2019	Collaborative relationships progress. These relationships enhance skills & careers of Aboriginal and Torres Strait Islander staff
NAIDOC Week and Dates of Significance	Communication, Remote Team Leaders, Managers & staff	Annually	TeamHEALTH recognises and participates in Aboriginal and Torres Strait Islander activities throughout the year

OPPORTUNITIES

Opportunities for Aboriginal and Torres Strait Islander staff, communities and organisations will be pursued.

TeamHEALTH Board will include Aboriginal and Torres Strait Islander people in governance

- An Employment & Retention Strategy for Aboriginal and Torres Strait Islander staff will be developed and implemented by TeamHEALTH including:
 - employment pathways,
 - professional development and training,
 - leadership, external recognition and scholarship opportunities
- Aboriginal and Torres Strait Islander staff will have access to mentors and be able to contribute as mentors, both for internal TeamHEALTH matters and professional development

**TeamHEALTH
WILL ACCESS
ABORIGINAL AND
TORRES STRAIT
ISLANDER
BUSINESSES TO
PROVIDE SERVICES
REQUIRED IN OUR
WORK**

OPPORTUNITIES

Actions	Responsibility	Timing	Outcomes
Board includes an Aboriginal and/or Torres Strait Islander member	CEO & Board	Before Nov 2017	Aboriginal and Torres Strait Islander knowledge, expertise and viewpoint is part of TeamHEALTH governance with at least one Aboriginal and/or Torres Strait Islander member
Develop Employment & Retention Strategy	Human Resource Manager & Managers	By Dec 2018	Employment & Retention Strategy for Aboriginal and Torres Strait Islander staff is implemented
Mentorship Program Developed	Human Resource Managers, Managers, Team Leaders & Aboriginal and Torres Strait Islander staff	By Dec 2018	Mentors will support Aboriginal and Torres Strait Islander staff and all other staff to work and thrive in a cross cultural environment and effectively
Aboriginal and Torres Strait Islander Businesses used	Business Services Manager & staff purchasing goods or services	By Dec 2018	Aboriginal and Torres Strait Islander business database will be accessed, created for products and services TeamHEALTH uses

TRACK OUR PROGRESS

Actions	Responsibility	Timing	Outcomes
Reconciliation Plan launched with staff, stakeholders and wider community	CEO	March 2018	Enables the Reconciliation Plan to be launched at ASM in March 2018 and to be included in TeamHEALTH website and Annual Report for 2017-18
Monitor and support the Reconciliation Plan	Reconciliation Plan Working Group, Managers, Board	Quarterly	Updates provided at All Staff and Board Meetings
Share Progress	Reconciliation Action Plan Working Group, Managers, Board	Annually	Share achievements and progress of Reconciliation Plan with staff, stakeholders and wider community via website, social media and annual report

Acknowledgements:

- IRAP Working Group from 2015-2017 for their insightful contributions.
- Mick Marrawa England of Gochan Jiny-jirra, NT
- Leigh Fowlestone

Artwork:

We are grateful to Mick England for his contribution of the Artwork painted specifically for the Reconciliation Plan. The artwork depicts a combination of important elements, including the Dilly Bag and jamandarr (waterlily) which forms part of Mick's dreaming.

We are grateful to Leigh Fowlestone who provided us with his artwork that incorporated his concept of Reconciliation and his personal recovery journey as a participant at TeamHEALTH.



**Team
HEALTH**



OUR VALUES:
INTEGRITY
ACCOUNTABILITY
WELLBEING
RESPECT