

Monash Health's Aboriginal and Torres Strait Islander Recruitment Procedure

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Monash Health acknowledges the Traditional Custodians of the land, the Wurundjeri and Boonwurrung peoples, and we pay our respects to them, their culture and their Elders past, present and future.

We are committed to creating a safe and welcoming environment that embraces all backgrounds, cultures, sexualities, genders and abilities.





Background and rationale

Impact

How the policy works



Aboriginal view of health

‘Aboriginal health’ means not just the physical well-being of an individual but refers to the social, emotional and cultural health of the whole community.

www.naccho.org.au/aboriginal-health/definitions/



Affirmative action key concept

Dialectical thinking = ability to understand that two contradictory views can be true at the same time.

Fairness involves unevenly weighting the selection process



To weight a selection process unevenly you need to have a good reason...

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.



Why is working at Monash Health different?

A tertiary teaching hospital has a mission beyond our clinical work

- social charter to improve equity in health for individuals and the community



Monash Health has significant Aboriginal and Torres Strait Island clientele

~ 1/3 of Victoria's Aboriginal people live in our catchment
= 0.8% of Vic population [2016 census]

Monash Health treats more Aboriginal patients than any other health service

↑ illness/ ↓ life expectancy

- ↓ access to health service but 20% more admissions [AIHW. *Australia's health* 2016]
- 29% Aboriginal people experience racism in hospital [Ferdinand 2012]
- We need to be good at this



We can be really good at this

Health service is better if workforce reflects the diversity of the community

Access ↑ if health services deliver culturally appropriate care [Hayman 2009]

Aboriginal employees are likely to

- influence the health service to better meet their needs
- influence colleagues
- build trust of the health service with the community

Increased employment in the Aboriginal community = an important social determinant of health

↑ Aboriginal employees will help all of us do our job better



Aboriginal and Torres Strait Island employment at Monash Health

18,000 employees.

- Equity (0.8%)= 144
- Govt target (2%)= 360
- 2012-2015 fy consistently 22-25 Aboriginal and Torres Strait employees
- Over 12 month sample, ~300 applications → only 5 offers of employment

Something needed to change

December 2015- February 2018 development of affirmative action policy



Impact

Aboriginal employees

- 2/2018: 25
- 2/2019: 57
- 9/2020: 75



Monash Health Aboriginal and Torres Strait Islander Recruitment Procedure

Identify Aboriginal or Torres Strait Islander applicant via eRecruit

An Aboriginal or Torres Strait Islander applicant is identifiable in eRecruit through the Aboriginal or Torres Strait Island flag which will appear next to the candidates name

Determining eligibility for interview for the position

Eligibility criteria: The applicant holds the necessary skills, qualifications and experience for the position as advertised (this does not include desirable qualifications/skills or experience)

Providing the applicant meets the above eligibility criteria they will proceed to the interview stage.



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- Appointment: The Aboriginal or Torres Strait Islander applicant will be the preferred candidate for the position and **must** be offered the position if they have met the following requirements
- Eligibility criteria for interview (see above):
- Demonstrated ability to perform the requirements for the position via an interview; and
- Positive referee reports

