

# Aboriginal and Torres Strait Islander Peoples and Monash Health

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# 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 get better at this



# We can be really good at this

Health outcomes are better if workforce reflects the diversity of the community

Access and engagement ↑ 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 Islander employment at Monash Health

~ 19,000 employees.

- Equity (0.8%)= 152
- Govt target (2%)= 380
- 2012-2015 fy .... consistently 22-25 Aboriginal and Torres Strait employees
- Over 12 month sample, ~300 applications → only 5 offers of employment
- Introduction of Aboriginal and Torres Strait Islander Recruitment Procedure in 2018
- Currently 93 employees identify as Aboriginal or Torres Strait Islander.

