



WA Health Aboriginal Workforce Policy

Frequently Asked Questions

What is the purpose of the WA Health Aboriginal Workforce Policy?

- To support WA Health to increase the number of Aboriginal people working across the health system.

Why have a WA Health Aboriginal Workforce Policy?

- To align with the [WA Public Sector Commission Aboriginal Employment Strategy 2011-2015](#), WA Health is working towards a target of 3.2 per cent Aboriginal employment.
- To achieve this target, WA Health has set a goal of 100 additional Aboriginal staff each year, as per the [WA Health Operational Plan 2014-15](#).
- Aboriginal people are greatly under-represented in the health workforce. Aboriginal people represent only 1.1 per cent of the 44,000-strong WA Health workforce. Yet, Aboriginal people comprise approximately 3.8 per cent of the Western Australian population and have the greatest health needs of any group in the State.

Who needs to be aware of the Aboriginal Workforce Policy?

- All WA Health staff
- Department of Health
- Metropolitan Health Services
- Peel Health Service
- WA Country Health Service

This is a system wide policy and supersedes any policies related to Aboriginal workforce and employment.

What are the aims of the WA Health Aboriginal Workforce Policy?

- Increase the Aboriginal workforce.
- Remove the barriers affecting Aboriginal people entering the WA Health workforce and promote substantive equality.
- Build community capacity to enter the WA Health workforce.
- Develop structural mechanisms and processes within the existing system to increase the number of Aboriginal people employed by WA Health. This will include, but not limited to, the use of Section 50(d) and 51 of the Equal Opportunity Act 1984.

What initiatives are mandated until WA Health has reached the Public Sector Commissions target?

1. Prioritise the offer of junior medical officer places to Aboriginal medical graduates in Western Australia.
2. Prioritise the offer of nurse and midwife graduate places to Aboriginal nurse and midwife graduates in Western Australia.
3. Quarantine two WA Health Graduate Development Program places for Aboriginal graduates in Western Australia.
4. Develop and implement Aboriginal Traineeship and Cadetship programs in each health service.
5. Identify positions to employ Aboriginal cadets, trainees and graduates on completion of their program.
6. Provide opportunities for Aboriginal people to develop individual capacity to competitively apply for permanent positions. This may include opportunities for appointments to fixed term contracts that are less than six months subject to WA Health Policy requirements.

Does this mean I give Aboriginal people jobs over other applicants?

- The recruitment of Aboriginal people has been prioritised by WA Health.
- There are a range of alternative employment options to increase the Aboriginal workforce including the use of Section 50(d) and 51 of the Equal Opportunity Act 1984.
- WA Health has a target of 3.2% Aboriginal employment if the Aboriginal applicant meets the requirements of the application process.
- Until WA Health reaches the target of 3.2%, the recruitment of Aboriginal staff will remain a priority for WA Health.



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