



NATSIHWA

STRATEGIC PLAN **2014-2017**



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MESSAGE FROM THE CHAIRPERSON



Jenny Poelina,
NATSIHWA Chairperson

“ WE PAID PARTICULAR
ATTENTION TO OUR MEMBERS’
NEEDS, EXPECTATIONS
AND PRIORITIES ”

Since its inception in 2009, the National Aboriginal and Torres Strait Islander Health Worker Association (NATSIHWA) has grown from a new and little known organisation to being more widely recognised on a national scale by Aboriginal and Torres Strait Islander Health Workers and a broad range of external stakeholders.

We now interact on a regular basis with our Members, government, other Aboriginal health organisations, organisations involved in the training and education of Aboriginal and Torres Strait Islander Health Workers, and non-government organisations.

We charted our hopes and intentions for that journey through our first Strategic Plan over 2011-2014. In early 2014 we evaluated our progress against that plan. We talked to our Members, their employers and our external stakeholders. We looked at the work we had completed and the work we are yet to do. Through this reflection and analysis we identified our successes and challenges, the areas where we need to continue or expand our business, and priority areas for new business.

We paid particular attention to our Members’ needs, expectations and priorities as they do the front-line work of providing culturally safe and quality health services to Aboriginal and Torres Strait Islander Australians.

It is with great pleasure that we present NATSIHWA’s second strategic plan that focuses on five equally important priority areas for NATSIHWA and our Members. It builds on our early achievements as we move into a consolidation phase as an organisation.

We look forward to working with our Members and external stakeholders to turn our intentions into realities. We want to make a real difference in how Aboriginal and Torres Strait Islander Health Workers, including Aboriginal and Torres Strait Islander Health Practitioners, are recognised, valued and supported as an essential part of the health workforce as we, collectively, work to ‘Close the Gap’ in health outcomes for Aboriginal and Torres Strait Islander Australians.

Yours in health,

Jenny Poelina,
NATSIHWA Chairperson



NATSIHWA

ABOUT OUR LOGO

The NATSIHWA logo represents Aboriginal and Torres Strait Islander people coming from all parts of the country to form the association, and uses colours that reinforce our cultural identity - who we are.

The U shape represents all Aboriginal and Torres Strait Islander peoples of our country.

The small boomerangs represent our people’s toughness and resilience to handle all situations.

The bigger boomerangs are windbreaks and shields that provide safety, stability, education, guidance and vision towards the future.

NATSIHWA

NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH WORKER ASSOCIATION

A BRIEF OVERVIEW

The National Aboriginal and Torres Strait Islander Health Worker Association (NATSIHWA) is the health professional association and peak body for Aboriginal and Torres Strait Islander Health Workers including Health Practitioners. It was first established in 2009, following the Australian Government's announcement of funding to strengthen the Aboriginal and Torres Strait Islander health workforce as part of its 'Closing the Gap' initiatives.

The purpose of NATSIHWA is to promote, support and gain recognition for the vital role that Aboriginal and Torres Strait Islander Health Workers play in providing professional, effective and culturally respectful health services to Aboriginal and Torres Strait Islander individuals, families and communities across Australia. Aboriginal and Torres Strait Islander Health Workers are employed across the Government, Aboriginal Community Controlled Health and private sectors, including in Medicare Locals.

There are three main membership categories:

- **Full Members:** All Aboriginal and Torres Strait Islander Health Workers, including Aboriginal and Torres Strait Islander Health Practitioners, are welcome to join as a Full Member of NATSIHWA if they meet the minimum qualification requirements, regardless of where they work.
- **Associate Members:** Other Aboriginal and Torres Strait Islander peoples who are not Aboriginal and Torres Strait Islander Health Workers, but are studying or working in the health field, can be Associate Members. This includes people studying to become an ATSIHW.
- **Friends of NATSIHWA:** Individuals and organisations, whether Aboriginal and/or Torres Strait Islander or Non-Aboriginal and/or Torres Strait Islander, who wish to support the work of NATSIHWA may become Friends of NATSIHWA.

OUR VISION

NATSIHWA acknowledges all of our past and present leaders in the Aboriginal health sector who have provided us with the cultural and spiritual foundations and teachings that guide us on our path. They inspire us to continue pursuing the following vision:

A strong, credible and viable National Association that is widely recognised for its cultural and professional integrity, and commitment to support and gain recognition for both current and future generations of Aboriginal and Torres Strait Islander Health Workers.

OUR OBJECTIVES

The objectives of the company is to assist Aboriginal and/or Torres Strait Islander Health Workers to deliver holistic health care to the wider Aboriginal and Torres Strait Islander communities and to promote better health outcomes for disadvantaged people and to promote and develop Aboriginal and/or Torres Strait Islander Workers by:-

- To assist Aboriginal and/or Torres Strait Islander Health Workers to address the disadvantaged in the health workforce including recruitment, retention, career pathways, support and expansion of the Aboriginal and Torres Strait Islander Health workforce;
- To provide direct services and advocacy in representing Aboriginal and/or Torres Strait Islander Health Workers at peak regional, state and national forums;

- Provide services that enable networking, information sharing, mentoring and support for Aboriginal and/or Torres Strait Islander Health Workers;
- To contribute to the understanding of accreditation and registration of Aboriginal and/or Torres Strait Islander Health Workers to ensure better health outcomes for Aboriginal and/or Torres Strait Islander peoples;
- To advocate for and contribute to the development and maintenance of education, training and development needs of Aboriginal and/or Torres Strait Islander Health Workers to empower Aboriginal and/or Torres Strait Islander communities self-determination and
- To promote and facilitate cultural safety and respect within the health workplace to protect the cultural integrity of Aboriginal and/or Torres Strait Islander Health Worker.

OUR VALUES

Our values are consistent with those passed on to us by our Ancestors:

- cultural integrity
- cultural respect
- the importance of connection to community
- strong leadership
- resilience and determination
- honesty and transparency
- dedication and passion
- commitment to quality workforce and service delivery

ADVANCING OUR PROFESSION

OUR GOAL

Over the next three years NATSIHWA will continue aspiring towards this goal:

To achieve recognition of Aboriginal and Torres Strait Islander Health Workers as a vital and valued component of a strong professional Aboriginal health workforce.

WORKING TOWARDS OUR GOAL

The work to address the goal is organised under five areas. Each has an objective and several key strategies that we will implement over the next three years:

1. Reputation of NATSIHWA as a national peak body
2. Professional support for members
3. Workforce expansion and development
4. External stakeholder relationships
5. Representation and promotion of workforce needs

INDICATORS TO TRACK PROGRESS

We have identified 'outcome', 'impact' and 'process' indicators to determine how well we progress toward our goal and objectives, and implement our strategies

Outcome Indicators are used to judge progress toward or achievement of goals, and focus on difference or change.

Impact indicators are used to judge progress toward or achievement of objectives, and also focus on difference or change.

Process indicators are used to judge the effectiveness and appropriateness of strategies, and focus on issues of satisfaction, quality, audience and reach.

OUTCOMES INDICATORS TO JUDGE PROGRESS TOWARDS OUR GOAL

Outcome Indicator

There is an increase in Aboriginal health resources allocated to:

- Creating Aboriginal and Torres Strait Islander Health Worker positions in all health settings
- Supporting the professional needs of Aboriginal and Torres Strait Islander Health Workers
- Providing workforce development for Aboriginal and Torres Strait Islander Health Workers

AREA 1: REPUTATION OF NATSIHWA AS A NATIONAL PEAK BODY

OBJECTIVE 1:

To build the reputation of NATSIHWA as the national peak body for the Aboriginal and Torres Strait Islander Health Worker profession.

IMPACT INDICATORS

Impact 1.1:

All relevant stakeholders respect NATSIHWA's role and hold a positive opinion about the nature and effectiveness of its work.

Impact 1.2:

The number of NATSIHWA Members exceeds 800 by 2017.

RATIONALE

Over the last four years NATSIHWA has built greater awareness of its role as the health professional association for the ATSIHW profession – this includes both Aboriginal and Torres Strait Islander Health Workers and Aboriginal and Torres Strait Islander Health Practitioners. By mid-2014 NATSIHWA had well over 600 Members, with more than 400 being Full Members.

NATSIHWA has and will continue to focus on promoting greater understanding of the significance of Aboriginal and Torres Strait Islander Health Workers within the health workforce. Particularly, in providing culturally safe and high quality services that help 'Close the Gap' in health service experiences and health outcomes between Aboriginal and Torres Strait Islander Australians and non-Aboriginal and Torres Strait Islander Australians.

It is vital that both Members and external stakeholders have greater knowledge of the range of work that NATSIHWA undertakes and the progress it makes in addressing its priorities. This will assist NATSIHWA to grow its Member numbers further across all membership categories. In particular, it will support NATSIHWA to connect and consult with a larger number of Aboriginal and Torres Strait Islander Health Workers so it can ensure it is representing and advocating effectively on their behalf.

STRATEGIES

1.1 Promote public understanding of the role and responsibilities of NATSIHWA as a national peak body, the Aboriginal and Torres Strait Islander Health Workers who we support and represent, and our progress in addressing our priorities.

1.2 Maintain and enhance our national membership recruitment campaign.

1.3 Articulate and promote the benefits of being a NATSIHWA Member for all member categories.

PROCESS INDICATORS

Process 1.1: Members and external stakeholders have an accurate understanding of the role of NATSIHWA and Aboriginal and Torres Strait Islander Health Workers and are familiar with the range of work it undertakes.

Process 1.2: All states and territories, including regional and remote locations, are included in the membership recruitment campaign.

Process 1.3: Members have a clear understanding of the rights and benefits associated with their membership category.

AREA 2: REPUTATION OF NATSIHWA PROFESSIONAL SUPPORT FOR MEMBERS

OBJECTIVE 2:

To strengthen the quality and effectiveness of professional support for Members.

IMPACT INDICATORS

Impact 2.1:

NATSIHWA Members report that professional information provided by NATSIHWA:

- reflects their professional needs and expectations
- is not easily available through other sources.

Impact 2.2:

NATSIHWA Members report that professional networking provided by NATSIHWA:

- reflects their professional needs and expectations
- contributes to their skill development
- is not easily available through other sources.

RATIONALE

Core functions of any health professional association are to provide contemporary professional information that is relevant to the role and working contexts of its Members, along with professional networking opportunities through which Members can also be consulted on their current needs and priorities.

Aboriginal and Torres Strait Islander Health Workers work across every jurisdiction of Australia in a variety of health settings. While most Aboriginal and Torres Strait Islander Health Workers and Aboriginal and Torres Strait Islander Health Practitioners work with a range of other health professionals, some work in isolation from their peers while others work in settings that have two or more Aboriginal and Torres Strait Islander Health Workers.

This highlights the importance of NATSIHWA providing regular access to quality information in accessible formats to Members along with professional networking opportunities, whether they are in-person or through other communication technologies, that consider the range of Aboriginal and Torres Strait Islander Health Worker work contexts and locations.

STRATEGIES

2.1 Maintain and enhance the provision of relevant and contemporary professional information in a variety of formats on a consistent basis.

2.2 Provide professional networking forums in a variety of geographical locations on a regular basis for Aboriginal and Torres Strait Islander Health Workers in liaison with other key stakeholders.

2.3 Explore and implement viable professional networking alternatives for Aboriginal and Torres Strait Islander Health Workers that minimise barriers to participation in forums.

2.4 Develop and provide discipline-specific networking for Aboriginal and Torres Strait Islander Health Workers in liaison with other key stakeholders.

PROCESS INDICATORS

Process 2.1: NATSIHWA Members report that professional information is provided on a regular basis in accessible formats.

Process 2.2: NATSIHWA Members report that professional networking opportunities are provided on a regular basis in accessible locations

Process 2.3: NATSIHWA members can access and are satisfied with the type of alternative professional networking options provided.

Process 2.4: There is greater availability of and strong member participation in discipline-specific networking events for Aboriginal and Torres Strait Islander Health Workers.

AREA 3: WORKFORCE EXPANSION AND DEVELOPMENT

OBJECTIVE 3:

To improve the range of strategies and level of support available for expansion and development of the Aboriginal and Torres Strait Islander Health Worker workforce.

IMPACT INDICATORS

Impact 3.1:

NATSIHWA Members report that professional development opportunities promoted or provided by NATSIHWA:

- contribute to their skill development
- support them in developing specialisations and/or facilitate their career pathways
- are not easily available through other sources.

Impact 3.2:

There is evidence that NATSIHWA initiatives contribute to improved recruitment and retention of Aboriginal and Torres Strait Islander Australians within the Aboriginal and Torres Strait Islander Health Worker workforce.

RATIONALE

Aboriginal and Torres Strait Islander Health Workers play a unique role in the health workforce. Recent reviews and reports regarding the Aboriginal and Torres Strait Islander health workforce have emphasised the critical need to expand the size of the Aboriginal and Torres Strait Islander Health Worker workforce, ensure there are career pathway options and a strategy for succession planning. We must both recruit and retain Aboriginal and Torres Strait Islander Health Workers in the health workforce.

The 2008 'Pathways into the workforce for Aboriginal and Torres Strait Islander people – A blueprint for action' report stated that existing demand for Aboriginal and Torres Strait Islander Health Workers was greater than supply (p.32).

Specifically, it identified that:

All governments must, in partnership with Aboriginal and Torres Strait Islander people and communities, and education and health professionals, develop a system for seamless, supported transitions for linking support between the primary, secondary, VET and higher education (including postgraduate) and employment sectors.... In particular, a focus on VET in schools and VET may achieve the greatest boost to the number of people in the Aboriginal and Torres Strait Islander health workforce. Further work on horizontal articulation pathways is also needed (e.g. for Aboriginal Health Workers, enrolled nurses and for medical professionals wishing to specialise, re-skill or re-train in another area). (p.13)

The 'Growing our Future: Final report of the Aboriginal and Torres Strait Islander Health Worker Project', which was completed in December 2011 and launched in 2012, developed 27 recommendations in the pursuit of five target outcomes for the Aboriginal and Torres Strait Islander Health Worker workforce. Two of these target outcomes were "clearly structured and accessible education and career pathways for Aboriginal and Torres Strait Islander Health Workers" and "a more

strategic approach to planning and growing the Aboriginal and Torres Strait Islander Health Worker workforce in response to health and service needs" (pp.xiii-xiv).

While there is shared responsibility for addressing these recommendations, NATSIHWA is keen to not only promote the need for action, but directly support work that acts on these recommendations, including through working with other stakeholders (also see Area 4: External stakeholder relationships).

STRATEGIES

3.1 Identify, support and promote education, training and professional development opportunities that facilitate specialisation and career pathways for Aboriginal and Torres Strait Islander Health Workers and Aboriginal and Torres Strait Islander Health Practitioners.

3.2 Provide input into and promote educational events, resources and learning opportunities for Aboriginal and Torres Strait Islander Health Workers provided by external stakeholders that contribute to Aboriginal and Torres Strait Islander Health Worker professional development.

3.3 Develop and implement professional development opportunities for Aboriginal and Torres Strait Islander Health Workers, including in partnership with other relevant stakeholders.

3.4 Develop, implement and evaluate new approaches for recruiting Aboriginal and Torres Strait Islander peoples into the Aboriginal and Torres Strait Islander Health Worker workforce and promote the uptake of effective initiatives.

PROCESS INDICATORS

Process 3.1: Members report NATSIHWA has enhanced their awareness of specialisation options and career pathways.

Process 3.2: There is high and representational member participation in professional development options provided by external stakeholders who work with NATSIHWA.

Process 3.3: There is high and representational member participation in NATSIHWA-led professional opportunities.

Process 3.4: NATSIHWA-led Aboriginal and Torres Strait Islander Health Worker recruitment initiatives result in high participant satisfaction with the nature and cultural relevance of the approach, and high training and workforce recruitment and retention rates.**

** Any new initiative or project developed and implemented under Strategy 3.4 will have its own project and evaluation plan with associated indicators.

AREA 4: EXTERNAL STAKEHOLDER RELATIONSHIPS

OBJECTIVE 4:

To improve the strength of external stakeholder relationships and their alignment with NATSIHWA priorities.

IMPACT INDICATORS

Impact 4.1:

Relationships and partnerships with external stakeholders result in meaningful outcomes for NATSIHWA and Aboriginal and Torres Strait Islander Health Workers that address priority issues.

Impact 4.2:

There is a steady increase in the number and type of collaborative projects with external stakeholders that reflect NATSIHWA priorities.

RATIONALE

Over the last three years NATSIHWA has expanded the number relationships it has with a range of external stakeholders, as well as increased the strength of these relationships. This includes relationships with other Aboriginal health organisations, organisations involved in the training and education of Aboriginal and Torres Strait Islander Health Workers, government and non-government organisations.

Supportive and respectful relationships with a range of stakeholders across health and education sectors are vital in working towards NATSIHWA's vision and goal. In most instances, addressing NATSIHWA priorities as set out in this strategic plan will require working with external stakeholders who are involved in training, employing and setting national and jurisdictional policy or standards that directly impact on the Aboriginal and Torres Strait Islander Health Worker workforce and the

wider health workforce. However, there are usually benefits for both parties from these relationships, particularly when they undertake 'joint work'.

'Joint work' may extend from NATSIHWA providing expert advice into initiatives led by external stakeholders, through to collaborative projects where the parties are equally involved in making decisions, implementing the process and managing resources. At times, it may be a NATSIHWA-led initiative where expert advice and input is sought from external stakeholders. Regardless of the level of involvement each party has in the joint work, relationships need to be a living embodiment of professional and cultural respect, where the professional and cultural knowledge and skills of ATISHWs are viewed as essential ingredients in any joint work that external stakeholders undertake with NATSIHWA.

STRATEGIES

4.1 Formalise NATSIHWA priorities and make them publically available through policy position papers and position statements.

4.2 Identify and pursue opportunities for strategic engagement with external stakeholders in line with NATSIHWA priorities and policy positions.

4.3 Request that external stakeholders undertaking joint work with NATSIHWA become a 'Friend of NATSIHWA'.

4.4 Establish formal partnership agreements with 'Friends of NATSIHWA' who undertake collaborative projects with NATSIHWA.

4.5 Identify and pursue opportunities for enhancing NATSIHWA's funding base through collaborative projects.

PROCESS INDICATORS

Process 4.1: NATSIHWA's policies and/or position statements are publically available and regularly reviewed.

Process 4.2: All joint work undertaken with external stakeholders has clear links to NATSIHWA priorities and priority positions.

Process 4.3: There is an increase in the number of external stakeholders who apply for and are accepted as NATSIHWA members in the 'Friends of NATSIHWA' category.

Process 4.4: NATSIHWA and external stakeholders are satisfied with how each partner undertakes their role and meets their accountability as set out in the partnership agreement.

Process 4.5: NATSIHWA secures two or more formal agreements that expand its funding base.

AREA 5: REPRESENTATION & PROMOTION OF WORKFORCE NEEDS

OBJECTIVE 5:

To strengthen our effectiveness in influencing national and jurisdictional policy development and decision-making that impacts on the Aboriginal and Torres Strait Islander Health Worker workforce.

IMPACT INDICATOR

Impact 5.1:

NATSIHWA policy positions and priorities are clearly reflected in national and jurisdictional policy development and decision-making processes that impact on the Aboriginal and Torres Strait Islander Health Worker workforce.

RATIONALE

Representation and promotion on behalf of the Aboriginal and Torres Strait Islander Health Worker workforce is a core role for NATSIHWA. The focus of this work is driven by the needs and priorities of the workforce – those that have been documented through reviews and reports, such as the 2011 'Growing our Future: Final report of the Aboriginal and Torres Strait Islander Health Worker Project', and those that are identified through NATSIHWA's consultation processes with its Members.

Many of these needs and priorities are shared on a national basis, e.g. a lack of cultural safety in the workplace for Aboriginal and Torres Strait Islander Health Workers and their clients. However, there are also jurisdictional-specific issues that have led to inconsistency in legislation and regulation, and inequity of industrial conditions for Aboriginal and Torres Strait Islander Health Workers and Aboriginal and Torres Strait Islander Health Practitioners.

This minimises and discourages the transportability of Aboriginal and Torres Strait Islander Health Worker qualifications across jurisdictions to a degree that is not experienced by other health professionals. It also one of the factors that restrain Aboriginal and Torres Strait Islander Health Workers and Aboriginal and Torres Strait Islander Health Practitioners from being allowed to work across their full scope of practice based on their training and qualifications.

Therefore, as a dedicated voice for Aboriginal and Torres Strait Islander Health Workers and Aboriginal and Torres Strait Islander Health Practitioners, NATSIHWA must play a strong role in representing and promoting their Members' needs and priorities with other groups that are developing policy, making funding decisions, and designing and/or delivering education and training that is relevant to Aboriginal and Torres Strait Islander Health Workers.

STRATEGIES

5.1 Facilitate support for developing and implementing a nationally agreed scope of practice for Aboriginal and Torres Strait Islander Health Workers and Aboriginal and Torres Strait Islander Health Practitioners.

5.2 Promote and support national and jurisdictional implementation of the NATSIHWA Cultural Safety Framework.

5.3 Promote and support jurisdictional change that enables national consistency in legislation, regulation and industrial conditions for Aboriginal and Torres Strait Islander Health Workers and Aboriginal and Torres Strait Islander Health Practitioners.

5.4 Engage unions in being more proactive so they directly address the industrial needs of Aboriginal and Torres Strait Islander Health Workers, i.e. achieving improved and nationally equitable wages and conditions.

5.5 Represent the Aboriginal and Torres Strait Islander Health Worker workforce and promote their needs in national and, where appropriate, jurisdictional forums.

PROCESS INDICATORS

Process 5.1: All relevant national and jurisdictional parties:

- make a commitment to participate in the development of a nationally agreed scope of practice
- are willing to work with NATSIHWA in the process.

Process 5.2: All relevant national and jurisdictional stakeholders:

- make a commitment to implement the NATSIHWA Cultural Safety Framework
- seek NATSIHWA's advice on the process.

Process 5.3: All relevant national and jurisdictional stakeholders:

- make a commitment to work toward national consistency in legislation, regulation and industrial conditions
- are willing to work with NATSIHWA in the process.

Process 5.4: Unions representing Aboriginal and Torres Strait Islander Health Workers:

- undertake work to achieve improved and nationally equitable wages and conditions
- consult with NATSIHWA and its Members in the process.

Process 5.5a: NATSIHWA is represented in a wide range of Aboriginal and Torres Strait Islander health forums at national and/or jurisdictional levels.

Process 5.5b: NATSIHWA members are highly satisfied with NATSIHWA's representation and promotion on their behalf at national and/or jurisdictional levels.

OUR LANGUAGE

ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH PRACTITIONER:

An Aboriginal and/or Torres Strait Islander Health Worker who has gained a Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice, and has successfully applied for and been registered with the Aboriginal and Torres Strait Islander Health Practice Board of Australia.

ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH WORKER:

An Aboriginal and/or Torres Strait Islander person who has gained a Certificate III or higher qualification in Aboriginal and/or Torres Strait Islander Primary Health Care from the Aboriginal and/or Torres Strait Islander Primary Health Care training package.

'CLOSING THE GAP' INITIATIVES:

These initiatives were developed by the Coalition of Australian Governments (COAG) and funded by the Australian, State and/or Territory Governments on either a national or jurisdictional basis, commencing in 2009. The overall intention of these initiatives is to contribute to a reduction in the gross inequity in health outcomes between Aboriginal and Torres Strait Islander Australians, and non-Indigenous Australians. 'Closing the Gap' initiatives are distinct from the 'Close the Gap' Campaign, which was initiated by Australian's peak Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander health, health professional associations and non-government organisations. They work outside of Government and their activities are self-funded. The work of the 'Close the Gap' Campaign led to the Australian Government's 'Closing the Gap' initiatives, however the latter do not necessarily reflect the human rights-based approach of the 'Close the Gap' campaign.

NATIONAL REGISTRATION AND ACCREDITATION:

The process for national registration and accreditation of Aboriginal and Torres Strait Islander Health Worker as a profession commenced in 2011 as part of a larger process to register a range of health professions in Australia. The definition of an Aboriginal and Torres Strait Islander Health Practitioner is provided above. Not all people employed as Aboriginal and Torres Strait Islander Health Workers need to be registered and can continue to work as unregistered health workers. The inaugural Aboriginal and Torres Strait Islander Health Practice Board of Australia was appointed in July 2011. Its full range of functions includes:

- developing standards, codes and guidelines for Aboriginal and Torres Strait Islander Health Practice
- approving accreditation standards and accredited courses of study
- registering Aboriginal and Torres Strait Islander Health practitioners and students
- handling notifications, complaints, investigations and disciplinary hearings
- assessing overseas trained practitioners who wish to practise in Australia.

NATSIHWA:

National Aboriginal and Torres Strait Islander Health Worker Association.



If you would like to know more about NATSIHWA's activities please visit our website: www.natsihwa.org.au

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