

For the period **1 January 2018 to 31 December 2023**, in relation to Aboriginal and Torres Strait Islander cultural awareness training (or equivalent) provided to staff in Victorian frontline health services (e.g. public hospitals, ambulances, priority primary care centres), please provide the following information:

Name of frontline health service	Explanation	Health service to please complete:
<b>Name and description of cultural awareness training provided</b>	<p><i>Helpful information could include:</i></p> <ul style="list-style-type: none"> <li>- <i>brief description of the training;</i></li> <li>- <i>how it is provided (online, in person etc.);</i></li> <li>- <i>who it is provided by;</i></li> <li>- <i>objectives of the training.</i></li> </ul>	<p>Heathcote Health uses Loddon Mallee Learning Hub (Kineo) as their learning management system. There are two online training modules available for staff to complete on induction and annually thereafter, they are as follows:</p> <ol style="list-style-type: none"> <li>1. Aboriginal &amp; Torres Strait Islander (ATSI) cultural sensitivity &amp; patient care - This course explores ATSI health, health strategies &amp; closing the gap, cultural safety &amp; patient care. Once completed staff should have a better understanding of the differences in life expectancy between Indigenous Australians &amp; Western population, identify the historical &amp; socio-economic contributing factors &amp; cultural issues in patient care, explain the health implications to Indigenous Australian population, understand the outline of the "Closing the Gap" initiative; and understand how to provide culturally appropriate care to ATSI.</li> <li>2. Improving ATSI cultural competency in the workplace – This course identifies ways you and the health service you work at can improve cultural competency, from developing strategies to how to take action and implement then. Once completed staff should have a better understanding of providing a supportive environment of safe and respectful organisation, where patients, their families and other community members can feel comfortable to engage with and receive care.</li> <li>3. Front line staff are members of the LMHN First Nations Research project and part of upcoming (May) First Nations narrative interviews being conducted by First Nations Strategic and Partnership Lead   Loddon Mallee Health Network</li> <li>4. Advanced Heathcote Incorporated Training: Reconciliations conversations in the community front line staff</li> <li>5. On 01 November 2023 – Heathcote Health leadership team participated in "Facilitation of cultural self-reflection session," through Tal'Gardell training and consultancy.</li> </ol>

<b>Timeframe over which cultural awareness training (or similar) has been delivered (within the period 1 Jan 2018 to 31 December 2023)</b>	<i>Helpful information could include:</i> <ul style="list-style-type: none"> <li>- <i>how often trainings are delivered;</i></li> <li>- <i>when cultural awareness training began being offered; and</i></li> <li>- <i>the length of any cultural awareness training program(s).</i></li> </ul>	<p>The above mentioned training course have been available for staff to complete at their induction training, and annually thereafter, between 01 Jan 2018 – 31 Dec 2023. The length of the online modules is approximately 45 and 20 minutes respectively.</p>
<b>Confirm if training is compulsory (according to role type within the health service)</b>	<i>Helpful information could include:</i> <ul style="list-style-type: none"> <li>- <i>are all frontline staff required to complete cultural awareness training?</i></li> <li>- <i>is compulsory training required for staff in managerial roles?</i></li> </ul>	<p>Yes, it is compulsory for all staff to complete Aboriginal and Torres Strait Islander cultural awareness training at induction.</p>
<b>Confirm training completion rates (according to role type?)</b>	<i>Helpful information could include:</i> <ul style="list-style-type: none"> <li>- <i>average training completion rates across the health service; and</i></li> <li>- <i>training completion rates for each role type (to the extent this information is held).</i></li> </ul>	<p>At induction all staff complete cultural awareness training In 2023 – 33 staff members from various craft groups completed annual training</p>
<b>Provide copies of any training and assessment manuals</b>	<i>Please provide.</i>	<ul style="list-style-type: none"> <li>- Report from Kineo on line learning</li> <li>- Cultural awareness Action plan</li> </ul>