



Indigenous Allied
Health Australia

SUPPORT
GROW
TRANSFORM
LEAD

STRATEGIC PLAN
2017-2020

Foreword

Indigenous Allied Health Australia Ltd. (IAHA) - a national not-for-profit, member based, Aboriginal and Torres Strait Islander allied health organisation, leading sector workforce development and support to improve the health and wellbeing of Aboriginal and Torres Strait Islander peoples.

As we enter this new strategic phase, we are optimistic about the opportunity to transform the health system. We welcome the National Aboriginal and Torres Strait Islander Health Plan and Implementation Plan that envisions a health system free of racism, recognises the power of community-driven responses, and places culture at the centre of improving Aboriginal and Torres Strait Islander health and wellbeing.

We firmly believe in the strength and resilience of Aboriginal and Torres Strait Islander communities to keep our cultures strong and determine their own health agenda. Despite the challenges, our communities remain steadfast in their commitment to forge a greater future for generations to come. IAHA also stands firm on eliminating the pervasive discrimination Aboriginal and Torres Strait Islander people face and the impacts this has on the health and wellbeing of our communities.

The strategic plan is owned by IAHA members – a committed collective of Aboriginal and Torres Strait Islander and non-Indigenous people and organisations who share our vision, and believe in the essential role allied health plays in a holistic, culturally-responsive health system.

Their expertise, reflection, time and knowledge went into developing this ambitious plan that will focus our energy and guide IAHA's direction for the next three years.

We have adopted a Leadership Statement which will inform how we work and the leadership commitment we have to each other, our families and communities, and to the IAHA vision as a national organisation.

This plan is focused on four key strategic priority areas:

- **Support**, and engage our membership in advocacy, leadership capability and professional developments so that members are a strong, culturally-informed allied health workforce.
- **Grow**, and to support the sustainable development of the Aboriginal and Torres Strait Islander allied health sector.
- **Transform**, and contribute to the broader health system to ensure culturally safe and responsive care is embedded in creating sustainable change led by Aboriginal and Torres Strait Islander peoples.
- **Lead**, through promoting the collective voice of our membership and provide strong national Indigenous health leadership.

Although we operate within a complex ever-changing globalised environment, Aboriginal and Torres Strait Islander cultures remains at the centre of everything we do. We look forward to working with our membership, strengthening our partnerships, building on our achievements and continuing to be innovative and adaptive in achieving our vision.

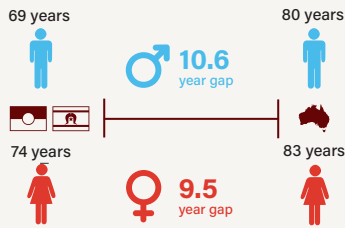


Nicole Turner
IAHA Chairperson



Donna Murray
Chief Executive Officer

Allied Health: Essential to the solution



Indigenous Australians live on average **10 years** less than other Australians...

With high burden of disease - **64%** for Indigenous Australians is due to chronic disease.

We are **2.8%** of Australia's population, and growing...

Massive need and potential

Indigenous Australians are only around:

1%
of health professionals

0.4%
of allied health professionals

Health and social assistance

Australia's biggest growth sector since the 90s.
250,000 more jobs in next 5 years - in health, NDIS, aged care, etc...

Allied health jobs will grow by around **15-25%**

Australian Reconciliation Barometer:

↑ - Pride in Indigenous culture
- Recognition of racism

However...

7x Discharge from hospital against medical advice

2-3x as likely to be verbally abused or face health or employer discrimination

Compared with non-Indigenous Australians

3x Hospitalisations for preventable disease

3x Diabetes

2.6x Serious psych. distress

2x Suicide rate

2.9x Child hearing problem

3x Vision impairment

Half Average PBS spend

A bigger part of Australia's future crucial to addressing our health challenges...

Compared with non-Indigenous Australians, employed Aboriginal and Torres Strait Islander people are **1.5x** as likely to work in health and/or social assistance.

Growth in Indigenous allied health is needed

2,000
As at 2015 (estimate) → **15,000**
Needed by 2026

8-10x increase to reach population parity

Membership

IAHA Student members

- over **90%** University retention

Compares with (2014):

71% Indigenous University Student

Retention overall

47% commencing 2006

students completing

by 2014

Our membership has grown in the past 3 years

Aboriginal and Torres Strait Islander Student members
- up **50%** pa

Full members
Indigenous Allied Health graduates and students - up **37%** pa

Total members
- up **28%** pa

Aboriginal and Torres Strait Islander members in **24** allied health disciplines

Aboriginal and Torres Strait Islander students in **29** universities

Real and diverse career pathways



Investing for better health and system savings

Indigenous people (WA) aged 25-49 years with diabetes are **38x** more likely to have a major amputation.

Estimated **\$175M** pa saved if allied health used in treating diabetes, osteoarthritis and stroke.



About IAHA

Indigenous Allied Health Australia is a national member-based Aboriginal and Torres Strait Islander allied health organisation. IAHA has four categories of membership with full members (graduate/student), associate members (individual/corporate). We welcome Aboriginal and Torres Strait Islander allied health professionals and students in our full membership and value our diverse associate membership including Aboriginal and Torres Strait Islander health professionals, support workers, non-Indigenous allied health professionals and students, corporate bodies and other Indigenous organisations.

Our membership is very diverse and works across sectors including health, mental health, disability, aged care, education, justice, community services, academia and policy.

What We Do

Aboriginal and Torres Strait Islander health professionals play a vital role in addressing the health and wellbeing of Australia's First Peoples. In order to close the gap in health outcomes, more Aboriginal and Torres Strait Islander people must be encouraged to consider, pursue and succeed in allied health careers.

As a leading national organisation IAHA:

- provides professional development opportunities and support for our members
- strengthens leadership capacity across the allied health and Indigenous health sectors
- works closely with key education stakeholders to support educational pathways into allied health, improve health curricula and professional standards in building a culturally safe and responsive workforce
- works in partnership with key stakeholders and communities to improve allied health workforce strategies, policy and models of care to meet the needs of Aboriginal and Torres Strait Islander peoples and communities
- provides expert advice to governments and stakeholders, on Indigenous allied health workforce and Indigenous health policy
- develops and maintains networks and connections with Aboriginal and Torres Strait Islander members and communities to ensure our core objectives are meeting their needs and aspirations
- works closely with health sector partners and communities to improve access to culturally safe and responsive allied health services
- provides cultural responsiveness training and mentoring.

Leadership Statement

As a national Aboriginal and Torres Strait Islander organisation with a broad membership, we are committed to leading in the allied health sector and working closely with Aboriginal and Torres Strait Islander peoples and communities.

We view our leadership roles through a unique and diverse lens that supports Aboriginal and Torres Strait Islander Peoples, cultures and knowledges that are central to achieving our vision.

We believe that Aboriginal and Torres Strait Islander ways of knowing, being and doing can influence and transform systems through collective action and partnership.

We will collaborate with integrity, find strength in and value diversity, and will seek and support Aboriginal and Torres Strait Islander led strategies to meet local needs.

We will work closely with each other and our communities to assert Indigenous rights, have ownership over Aboriginal and Torres Strait Islander peoples' health and wellbeing and improve access to allied health services. IAHA will support our communities with strong, culturally-informed health leadership.

We have a sense of responsibility to continue the work of those who have come before us. We thank them for their perseverance, resilience and foresight in paving the way for us. We will nurture this spirit of resistance, and learn from our experiences to inspire and create sustainable change for generations to come.



Our Vision

All Aboriginal and Torres Strait Islander people and future generations are; healthy, strong, thriving and self-determined.

Our Purpose

We will collectively transform the allied health sector, led by the Aboriginal and Torres Strait Islander workforce, to improve health and wellbeing outcomes.

Our Shared Values

We value and respect Aboriginal and Torres Strait Islander:

**CULTURES
& IDENTITIES**

**KNOWLEDGES
& PERSPECTIVES**

**SHARING &
RELATIONSHIPS**

Principles

The following principles lay the foundation for IAHA's strategic priorities, goals and strategies.

Culture as central to Aboriginal and Torres Strait Islander health and wellbeing

IAHA recognises culture is foundational to Aboriginal and Torres Strait Islander health and wellbeing. We believe in the holistic view of Aboriginal and Torres Strait Islander health and wellbeing that relates to the physical, emotional, spiritual and cultural wellbeing of the individual and community.

Aboriginal and Torres Strait Islander leadership and self-determination

We support and promote Aboriginal and Torres Strait Islander leadership, strength, resilience and self-determination. We affirm that health is a fundamental human right and every human being is entitled to the enjoyment of the highest attainable standard of health conducive to living a life in dignity. As Indigenous Peoples, we have the right to determine the strategies and priorities of our own health and wellbeing to ensure our individuals, families and communities are strong and thriving.

Culturally-informed, strengths-based practice

IAHA will embed Aboriginal and Torres Strait Islander knowledge, perspectives and innovations in everything we do. We commit to engaging our members to ensure their voice is heard in our written policy submissions, advocacy and programs. We commit to continuously learn and develop, while keeping our cultural practice and knowledge at the core of our work.

Partnership and Collaboration

IAHA will work collaboratively together as members, with our partners and wider health sector to achieve our vision and purpose. We believe that trust and equality is at the centre of building strong, lasting relationships with mutual respect. We will be open to new knowledge and provide opportunities for members to engage in meaningful and supportive ways.

Accountability and Responsibility

IAHA commits to base our efforts on a foundation of evidence with active engagement of Aboriginal and Torres Strait Islander peoples in collaborative and inclusive decision-making. We commit to being reliable partners through effective and transparent good governance practices. We commit to support our members with a strong organisation that is fiscally responsible and accountable.



Vision

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Purpose

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Shared Values:	Cultures and Identities	Knowledge and Perspectives		Sharing and Relationships
Priorities:	Support	Grow	Transform	Lead
Goal:	Support an engaged and active membership	Facilitate the development of a strong, sustainable Aboriginal and Torres Strait Islander allied health workforce	Transform the health sector in eliminating racism and embedding culturally safe and responsive ways of working with Aboriginal and Torres Strait Islander people	To provide strong, sustainable, national allied health leadership in Aboriginal and Torres Strait Islander health
To achieve this we will:	1.1 – Strengthen and build on the capabilities and skills of members 1.2 – Strengthen culturally-inclusive engagement and connection with members 1.3 - Represent and enable the collective voice of our membership	2.1 – Shape National Aboriginal and Torres Strait Islander allied health workforce development 2.2 – Advocate for a strong Aboriginal and Torres Strait Islander allied health evidence base 2.3 – Encourage the development of Aboriginal and Torres Strait Islander health leaders 2.4 - Actively promote allied health careers to Aboriginal and Torres Strait Islander students, individuals and communities	3.1 – Develop and maintain collaborative partnerships focused on sustainable change and culturally responsive healthcare 3.2 - Lead the development of a culturally-responsive allied health and wider workforce 3.3 – Strengthen and maintain partnerships with governments and stakeholders	4.1 – Provide expertise and contribute to the national Aboriginal and Torres Strait Islander health policy and campaign agendas 4.2 – Continue to implement effective communications strategies 4.3 – Secure and maintain financial and governance sustainability 4.4 – Promote Aboriginal and Torres Strait Islander led and driven allied health research and culturally responsive practice
Impact:	Valued and engaged membership.	Accessible and sustained career pathways	Culturally safe and responsive allied health workforce	Good governance and financial sustainability
	Multi-disciplinary professional development	Empowering our growing workforce	Strong Partnerships & Reliable Relationships	Aboriginal and Torres Strait Islander Self-determination
	Strength in Diversity	Investment in workforce initiatives	Health Equity	Research and new ideas
			Holistic health services	Informed and inclusive health policy across multiple sectors

optometry
podiatry
pharmacy allied health social welfare
osteopathy exercise science & physiology
chiropractic
audiology
mental health
speech pathology
radiography
sonography
oral health therapy
dentistry
dietetics & nutrition
paramedics
public health
prosthetics & orthotics
counselling psychology social work
physiotherapy occupational therapy
orthoptics

*Make a Difference...
Be an allied health professional*



IAHA

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Health Australia

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