

This Reconciliation Action Plan has been developed to act on the commitment the Australian Nursing Federation (ANF) made in June 2007 to work to address the inequalities experienced by many Aboriginal and Torres Strait Islander people and to help achieve self-determination and health equality for Indigenous people.

This Reconciliation Action Plan is part of the Australian Nursing Federation Strategic Plan and acts on the vision articulated in that plan to influence nursing, health, and social justice policy. The development of this Reconciliation Action Plan represents an important strategic objective for the ANF.

Progress on the Reconciliation Action Plan will be reported to the ANF Federal Council on an annual basis. The ANF will also provide an annual progress report to Reconciliation Australia. This annual report will be publicly available on the ANF Federal Office website: <http://www.anf.org.au>.

Vision: The ANF vision for reconciliation is self-determination and health equality for Aboriginal and Torres Strait Islander people.

Mission: The ANF mission for this Reconciliation Action Plan is to work toward reconciliation with Aboriginal and Torres Strait Islander people and to close the gap in health outcomes between Indigenous and non-Indigenous Australians.

Objectives: The objectives of this Reconciliation Action Plan are for the ANF to demonstrate leadership to, and foster understanding within, nursing and midwifery and the wider community about the importance of working with Indigenous communities toward reconciliation and to help close the gap in health equality.

1. CONSULT WITH OTHERS	ACTION	WHEN	BY WHOM	OUTCOME (KPI)
1.1	Work with Indigenous people to develop a greater understanding of Indigenous culture within the ANF and its members.	Review annually	All ANF Federal Office teams, including: elected officers, staff and nominated representatives	Articles published in the Australian Nursing Journal at least three times a year.
	<ul style="list-style-type: none"> a. Publish articles related to Indigenous issues in the ANF's publications. b. Consult with Indigenous organisations (eg the Congress of Aboriginal and Torres Strait Islander Nurses; Australian Indigenous Doctors Association; Oxfam; National Aboriginal Community Controlled Health Organisation; and Australians for Native Title and Reconciliation) regarding the ANF RAP and Indigenous policy development. 	Review annually	All ANF Federal Office teams, including: elected officers, staff and nominated representatives	Consultation reflected in annual reviewed RAP document and ANF policy documents.





<p>c. Acknowledge the traditional land owners at all ANF Federal Office events.</p>	<p>From the date of endorsement of the RAP</p>	<p>All ANF Federal Office teams, including: elected officers, staff and nominated representatives</p>	<p>Protocols developed, endorsed and implemented.</p>
<p>1.2 Develop and maintain partnerships with key stakeholders, such as the Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN); Australian Indigenous Doctors Association (AIDA); Oxfam; National Aboriginal Community Controlled Health Organisation (NACCHO); and Australians for Native Title and Reconciliation (ANTaR) in lobbying for Indigenous health equality.</p>	<p>October 2007</p>	<p>Federal Professional team</p>	<p>Statement completed.</p>
<p>1.3 Establish an ANF Indigenous Advisory Committee, including an Indigenous ANF member from each ANF Branch, to provide advice on Indigenous issues.</p>	<p>Review annually</p>	<p>Federal Professional team</p>	<p>Stakeholder feedback confirming effective partnerships.</p>
<p>1.3 Establish an ANF Indigenous Advisory Committee, including an Indigenous ANF member from each ANF Branch, to provide advice on Indigenous issues.</p>	<p>February 2008</p>	<p>Executive and Professional teams</p>	<p>Committee established.</p>

2. DEMONSTRATE LEADERSHIP

ACTION	WHEN	BY WHOM	OUTCOME (KPI)
<p>2.1 Develop a protocol in consultation with CATSIN on attracting Aboriginal and Torres Strait Islander nurses to become involved in the ANF and other union activities.</p>	<p>December 2007</p>	<p>Executive and Professional teams</p>	<p>Protocol developed, endorsed and implemented.</p>
<p>2.2 Develop a position statement on cultural awareness/safety training for all ANF Federal Office staff.</p>	<p>December 2007</p>	<p>Executive and Professional teams</p>	<p>Statement developed and endorsed.</p>
<p>2.3 All Federal Office staff to undertake cultural awareness/safety training.</p>	<p>December 2008</p>	<p>By end 2007</p>	<p>Training completed.</p>
<p>2.4 Develop a position statement on culturally appropriate and safe nursing care.</p>	<p>By end 2007</p>	<p>Federal Professional team</p>	<p>Statement developed and endorsed.</p>

3. BOOST CAPACITY	ACTION	WHEN	BY WHOM	OUTCOME (KPI)
3.1	Work with CATSIN and key education and training providers to increase the number of Aboriginal and Torres Strait Islander people in nursing.	Review annually	All Federal Office teams	From 10 undergraduate nursing scholarships to 15. From 10 aged care nursing scholarships to 15. From 109 Puggy Hunter scholarships to 150 and to include postgraduate studies.
	a. Advocate for an increase in the range and number of scholarships available to Indigenous people to study the health professions.	February 2008	Federal Professional, Executive and Communication and Campaigns teams	Letters sent and report provided.
	b. Write to universities and registered training organisations to encourage them to implement strategies to recruit Indigenous people eg by providing information sessions for primary and secondary school students. Provide a copy of the CATSIN report <i>Getting em and keeping em</i> .	February 2008	Federal Professional, Executive and Communication and Campaigns teams	Letters sent.
	c. Write to universities and registered training organisations to provide Indigenous support programs.	Annually to be established by end 2008 and ongoing	Executive and Professional teams	Sponsorship developed, endorsed, advertised and granted.
	d. Develop an annual sponsorship for an Indigenous nurses to attend a professional conference.			
4. DEVELOP AWARENESS	ACTION	WHEN	BY WHOM	OUTCOME (KPI)
4.1	Promote successful examples of Indigenous self determination and healthy communities.	Review annually	All Federal Office teams	Information disseminated.
	a. Through publications, conferences and website.	October 2007	Federal Professional and Communication and Campaigns teams	Information provided on ANF website.
	b. Provide 'Close the Gap' information in Campaigns section of ANF website.			



- c. Add information to website regarding ANTaR showcase of successful Aboriginal and Torres Strait Islander health projects.

	October 2007	Communication and Campaigns team	Actioned.
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 - d. Provide links to relevant stakeholders and Indigenous organisations websites from the ANF Federal Office website.

	October 2007	Communication and Campaigns team	Actioned.
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 - e. Federal Office professional staff undertake the CATSIN Cultural Respect program.

	By end 2008	All Federal Office professional staff	Learning reflected in ANF service delivery.
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- 4.2 Provide pro bono support to Indigenous organisations and reconciliation activities. Sponsor Federal Office staff/officers/representatives to attend events such the Long Walk Lunch, Crocfeast, Garma festival, NAIDOC celebrations etc and promote experiences.
- 4.3 Develop a protocol for consultation with Indigenous organisations on Indigenous issues. Develop a protocol which includes an acknowledgment of the importance of autonomous Indigenous decision-making and assists ANF staff, elected officers and representatives to consult effectively and productively with Indigenous organisations.

5. EVALUATE PROGRESS	ACTION	WHEN	BY WHOM	OUTCOME (KPI)
5.1 Report annually to the ANF Federal Council on progress of RAP.	Prepare report.	Annually beginning 2008	Federal Professional team	Actioned.
5.2 Report to Reconciliation Australia annually regarding progress with RAP.	Prepare report.	Annually beginning 2008	Federal Professional team	Actioned.
5.3 Report on RAP in ANF Annual Report.	Prepare report.	Ongoing	All Federal Office teams	Report publicly available on ANF website.

