

## POSTER ABSTRACT

# Driving culture change to empower the Aboriginal and Torres Strait Islander Child and Youth Health (ATSIHW) workforce

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**Introduction:** ATSIHW face significant unique workforce challenges which hinder efforts to improve health for their communities.

**Practice change:** Extensive consultation led to the Qld Child and Youth Clinical Network (QCYCN) establishing a statewide governance model to drive workforce culture change.

**Aim:** To empower ATSIHW to drive change within their workforce & lead an integrated cultural shift toward respect & equity, enabling better health outcomes for ATSI communities.

**Targeted stakeholders:** ATSIHW, workforce managers, policy officers, ATSI communities.

**Timeline:** Consultation, Steering Committee established, governance model to be implemented, evaluation.

**Highlights:** Sustainable governance model for ATSIHW to minimise variability in care & facilitate clinical improvement; engaged, respected & supported ATSIHW workforce; stable workforce to deliver Close the Gap initiatives.

**Sustainability:** Appropriate compliance processes developed to ensure sustainability and accountability of governance model.

**Transferability:** This project will produce a proof of concept for a collaborative, sustainable approach to workforce governance that is transferable to other service areas & jurisdictions.

**Conclusions:** There is clear need to develop a sustainable & equitable ATSIHW governance model which fosters statewide collaboration. Improvements in workforce will have a positive impact on health outcomes & Closing the Gap.

**Discussions:** The Steering Committee is the driving force to create a positive, cohesive and productive workforce culture. Through their leadership, a statewide governance model will be developed utilising strengths of the workforce & QCYCN, leading to better health outcomes for ATSI children, young people & families.

**Lessons learned:** Extensive consultation is crucial; understanding effective mechanisms for Indigenous leadership & cultural support will improve health care for ATSI children & youth; leveraging off established successful platforms enables change from ground up.

Atkins; Driving culture change to empower the Aboriginal and Torres  
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**Keywords:** child; youth; indigenous; workforce; governance

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