

SA Pharmacy

# Aboriginal Health Strategic Plan

2023 - 2027+

Safe  
Effective  
Innovative

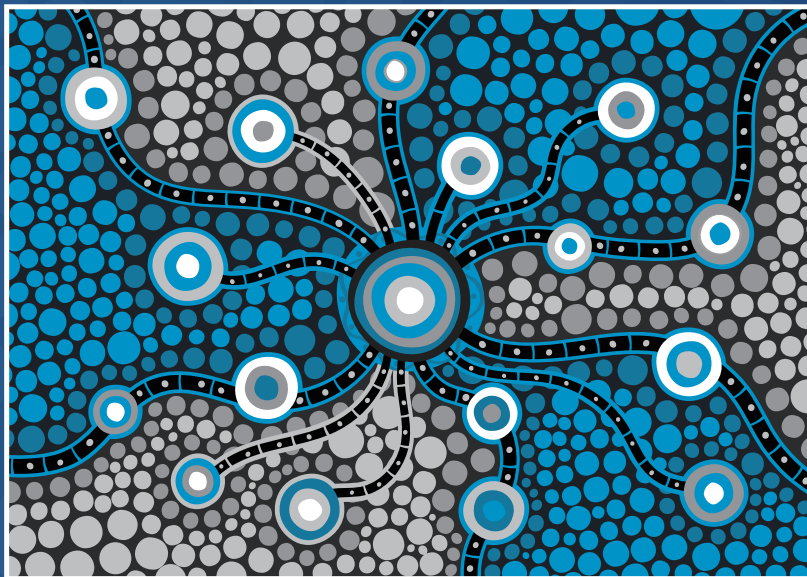


Government  
of South Australia

SA Health

SA Pharmacy acknowledges and respects Aboriginal peoples as the state's First Nations' people and recognises Aboriginal people as the traditional owners and occupiers of South Australian lands and waters. The term 'Aboriginal' is used throughout this document as inclusive of people who identify as Aboriginal, Torres Strait Islander or both. We may use words or descriptions that are sensitive or not necessarily reflective of all Aboriginal cultural views.

Please keep in mind that we aim to communicate sensitively, respectfully and collaboratively by actively listening to ensure that positive relationships with Aboriginal people, communities and organisations are maintained. Please contact [HealthSAPharmacy@sa.gov.au](mailto:HealthSAPharmacy@sa.gov.au) to advise of any concerns.




This artwork by Ngarrindjeri artist Jordan Lovegrove, depicts SA Pharmacy's relationship with South Australian hospitals, the many out of hospital services we provide and our commitment to Closing the Gap. SA Pharmacy is represented by the large central meeting place and the 19 South Australian metropolitan and rural public hospitals by the smaller meeting places.

We provide clinically led, cost efficient, professional pharmacy services to the hospitals, shown by the pathways leading between them. The pathways going beyond the hospitals represent our range of out of hospital services through Drug and Alcohol Services SA, SA Ambulance Services and SA Prison Health Service.

Our commitment to Closing the Gap including improving access to medicines for Aboriginal people, is shown by the dotted patterns throughout the artwork.

# Acknowledgement of Country

A decorative border of stylized leaves in various shades of blue and green, framing the central text. The leaves are arranged in a curved path around the text, with some leaves overlapping. The background is a dark blue with a subtle pattern of lighter blue circles.

SA Pharmacy acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea, waters and community. We recognise the history of Aboriginal and Torres Strait Islander peoples' vast knowledge in native plants and their uses, and that Culture and Country provide medicines and healing. They were our first pharmacists. We pay our respects to their Elders past, present and emerging, and extend that respect to all Aboriginal people today.

# Our Vision

**Best care for Aboriginal people accessing SA Pharmacy services through Quality Use of Medicines.**

To achieve this vision we will focus on:



**Reconciliation**

**Workforce**

**Leadership**

**Cultural  
capability**

**Collaboration**

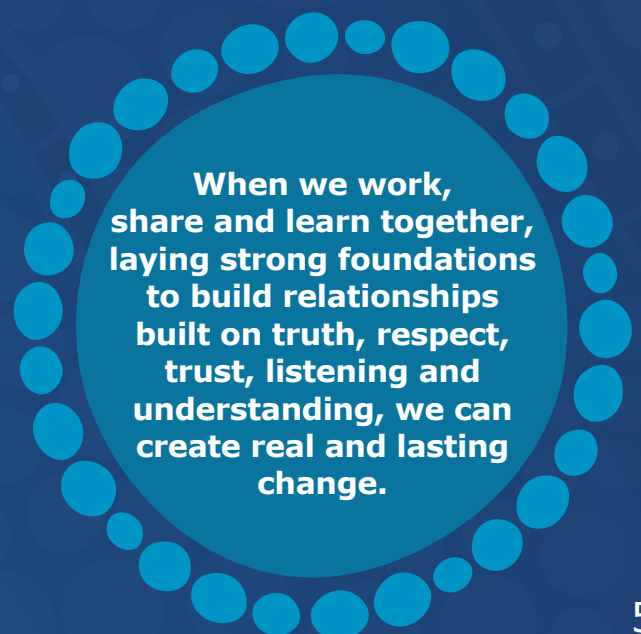
# Purpose

SA Pharmacy is committed to driving system level reform to Close the Gap in health inequity and provide best care for Aboriginal people accessing our services. To achieve our vision, we put patients first, work together and innovate our services. Our vision is supported through our ICARE values of Integrity, Compassion, Accountability, Respect and Excellence. Our core value is compassion. Compassion for communities, patients, co-workers and partners to guide the quality of our work.

Aboriginal people know what is best for their health and wellbeing. SA Pharmacy acknowledges that Aboriginal peoples' view of good health is more than the absence of disease or illness; it is a holistic concept that includes physical, social, emotional, cultural and spiritual wellbeing. This understanding has been reflected in contemporary health policy through the 1989 National Aboriginal Health Strategy definition -

*Aboriginal health means not just the physical wellbeing of an individual but refers to the social, emotional and cultural wellbeing of the whole Community in which each individual is able to achieve their full potential as a human being, thereby bringing about the total wellbeing of their Community. It is a whole of life view and includes the cyclical concept of life-death-life.*

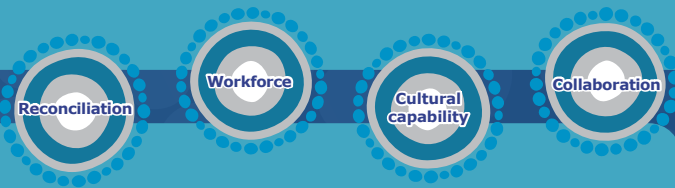
SA Pharmacy acknowledges that there is no single Aboriginal culture, language, community and customs. We will work in partnership with Aboriginal people and communities to help us design the best approach to delivering services in the context of people's cultures, backgrounds, experiences, families and communities.



# Four strategic pillars will guide our priorities and initiatives

## Purpose

We will create a highly engaged workforce culture to empower our people to be connected to purpose



### STRATEGIC OBJECTIVE 1

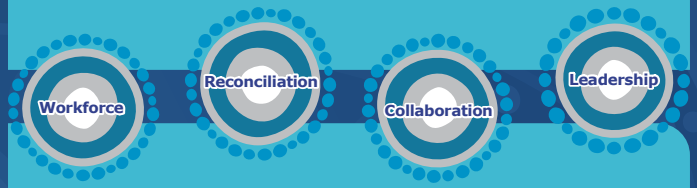
Support cultural capability of our workforce to provide a culturally safe and responsive environment

### PRIORITY INITIATIVES

- 1.1 Implement the SA Health Aboriginal Cultural Learning Framework across SA Pharmacy
- 1.2 Complete a Cultural Reflection Tool
- 1.3 Develop an SA Pharmacy Reconciliation Action Plan (RAP)
- 1.4 Deploy Aboriginal Cultural Awareness training for all SA Pharmacy staff

## People

We will work towards achieving a 3% target of Aboriginal people within the SA Pharmacy workforce



### STRATEGIC OBJECTIVE 2

Grow and strengthen the SA Pharmacy Aboriginal workforce

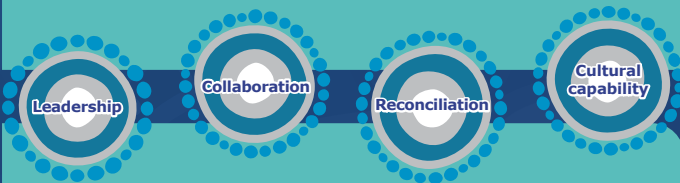
### PRIORITY INITIATIVES

- 2.1 Lead and drive solutions to strengthen the Aboriginal workforce
- 2.2 Collaborate with key external partners including education providers to promote SA Pharmacy career pathways
- 2.3 Support a strong and valued Aboriginal workforce through education, training, skills and leadership opportunities



## Partnerships

We will strengthen our relationships with Aboriginal people and system leaders



### STRATEGIC OBJECTIVE 3

Partnerships with Aboriginal people through truth, respect, trust and understanding.

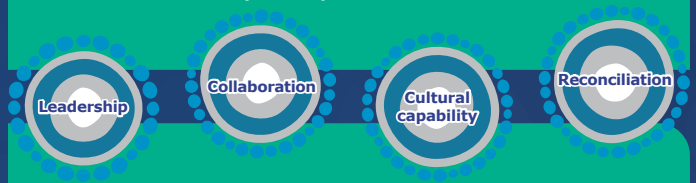
Strengthen partnerships with system leaders.

### PRIORITY INITIATIVES

- 3.1 Build genuine relationships with Aboriginal people and communities accessing our services to have a voice in, and participate in shared decision making
- 3.2 Collaborate with system leaders including Aboriginal Health and community providers
- 3.3 Represent SA Pharmacy on SA Health Aboriginal Directorate working groups / committees

## Performance

We will develop strategies and systems to ensure all Aboriginal people accessing SA Pharmacy services receive effective, high quality and culturally responsive services

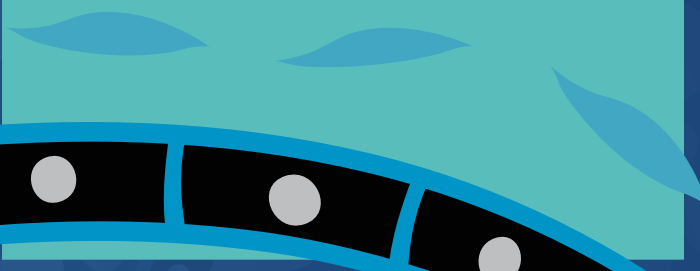


### STRATEGIC OBJECTIVE 4

Best care for Aboriginal people accessing SA Pharmacy services through Quality Use of Medicines

### PRIORITY INITIATIVES

- 4.1 Progress implementation of Aboriginal Healthcare Frameworks
- 4.2 Address the 6 defined actions that specifically meet the needs of Aboriginal people within the National Safety and Quality Health Service (NSQHS) Standards
- 4.3 Recognise the role of traditional medicine practice and look to improve and support integrative and governance models for traditional medicine practice
- 4.4 Education and communication of the SA Health Closing the Gap Medicines Access Program
- 4.5 Undertake targeted quality improvement projects and contribute to broader SA Health Aboriginal initiatives



# SA Pharmacy

Statewide Clinical Support Services

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