



RECONCILIATION

ACTION PLAN

March 2024 - March 2026



RVTS
REMOTE VOCATIONAL
TRAINING SCHEME LTD



RECONCILIATION
ACTION PLAN
INNOVATE

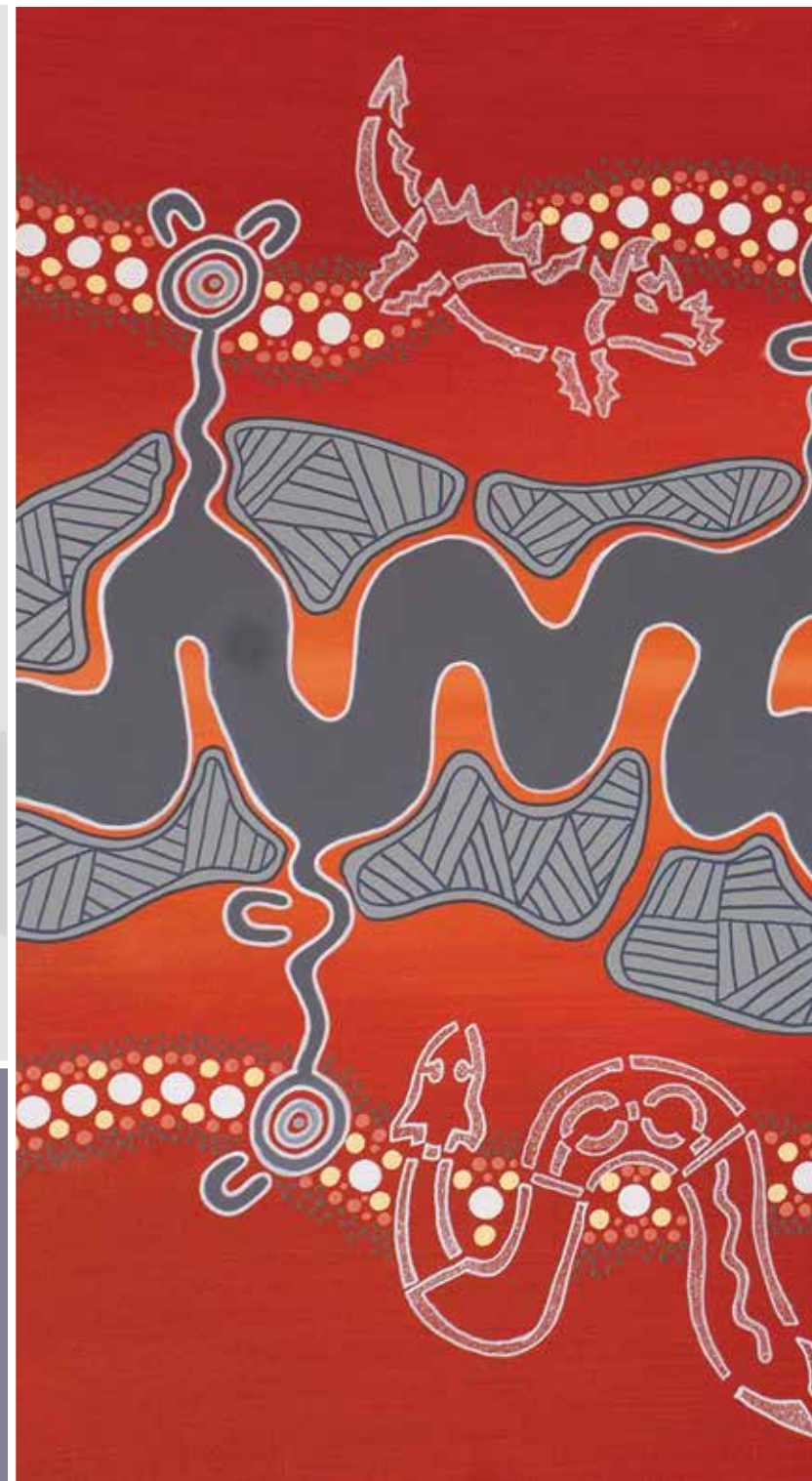
Artist: **Marromarra - Darren Wighton**
Tribe: **Wiradjuri**
Medium: **Acrylic on Canvas**
Title: **'Maminha' Connections**

Story

The river running through the land represents the life sustaining support, structure, and connection provided by RVTS to doctors across rural and remote Australia. The animal totems are symbolic of the different groups that are supported around Australia and the dots represent the many patients. The lines are the flood plain that soak up the water in times of flood and hold for later use, representing the ongoing networks that are sustained in community.

Darren Wighton, a Wiradjuri descendant from Condobolin, is a self-taught artist and cultural performer who has worked across various mediums including wood, glass, clay and steel. However, his passion is in painting, which he uses to communicate a positive message.

Darren has previously worked in pastoral care, men's health and community development, and currently provides Aboriginal education for a number of schools and organisations in the Albury area.



RVTS pledges to further strengthen its relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations, as a contribution to lasting reconciliation in Australia.



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ACKNOWLEDGEMENT

The Remote Vocational Training Scheme (RVTS) acknowledges the Traditional Custodians of the lands and seas on which we live and work on, and we pay our respects to their Elders, past, present, and emerging, and to the many Indigenous people to whom this country continues to carry deep cultural, spiritual, and heritage significance.

We thank the Aboriginal and Torres Strait Islander people for their ongoing role as custodians of this land and acknowledge their unique ability to connect and care for the land and waters which we all call home today. We also recognise that the country has many deeper layers of significance to First Nations people and that these lands have always been places of traditional healing and medicine.

We also celebrate and respect the important contribution Aboriginal and Torres Strait Islander peoples have in creating Australian culture and identity. We take great pride knowing that we live on country that sustains the oldest continuous culture on earth.

VISION FOR RECONCILIATION



RVTS strives to foster a culture of reconciliation, across all education, administrative and governance initiatives in alignment with our Reconciliation Action Plan.



FROM THE CEO

DR PATRICK GIDDINGS
– RVTS CEO



It is with great pride that I present the RVTS Innovate Reconciliation Action Plan for 2024-26 which builds upon the work of our initial Innovate RAP to enlarge our vision of creating a lasting culture of friendship, trust, respect, and deep partnership between RVTS and Aboriginal and Torres Strait Islander peoples, organisations, and communities.

Since inception in 2000, RVTS has a long history of engaging with First Nations communities through the provision of General Practice and Rural Generalist training to over 350 rural, remote and First Nations GP Clinics and Health Services across Australia.

This has included the development and delivery of the RVTS AMS stream which has supported the workforce retention and GP Fellowship training of over 60 doctors in 35 Aboriginal Medical Services across the country since 2014.

More recently through the implementation of the Targeted Recruitment Strategy, RVTS has been able to support the direct recruitment of doctors to Aboriginal Medical Services assisting with workforce stabilisation and the much-needed continuity of care in First Nations communities.

In this Reconciliation Action Plan, we aim to develop and integrate long-term, organisation-wide strategies to incorporate reconciliation into our daily business operations. Our goals reflect RVTS's enduring dedication to collaborating with First Nations communities, who embody the world's most ancient continuous cultures, in pursuit of profound and enduring reconciliation.



FROM THE CHAIR

DR JACKI MEIN
– RVTS CHAIR



I am very pleased to introduce our Innovate Reconciliation Action Plan 2024 - 2026, which continues RVTS's genuine commitment to reconciliation. This is a subject close to my heart and I commend the RVTS team for its long term and practical approach to the roll out of our plan.

Our first RAP enabled RVTS to advance our reconciliation efforts by strengthening our existing relationships with Aboriginal and Torres Strait Islander peoples and expanding our Cultural Education and Mentoring capacity across the organisation. With this RAP we take further steps towards embedding reconciliation across all our business activities and into our operational sphere of influence, to extend our partnerships with First Nations peoples, organisations, and communities.

This RAP also recognises that the key contribution that RVTS can make to 'Closing the Gap' outcomes and addressing the persisting health inequities for and in collaboration with Aboriginal and Torres Strait Islander peoples, through the provision and support of highly trained General Practitioners and Rural Generalist for First Nations communities.

The RVTS Board is also deeply committed to the implementation of our Reconciliation Action Plan to ensure that we play our role in addressing the inequity in the health and social opportunities of Aboriginal and Torres Strait Islander peoples. The RAP will now become a standing board agenda item for the board to participate in RVTS's reconciliation progress.

Through this RAP, we pledge to further strengthen our relationships with Aboriginal and Torres Strait Islander peoples, communities, and organisations, as a contribution to lasting reconciliation in Australia.

RVTS REGISTRAR LOCATIONS SINCE 2000

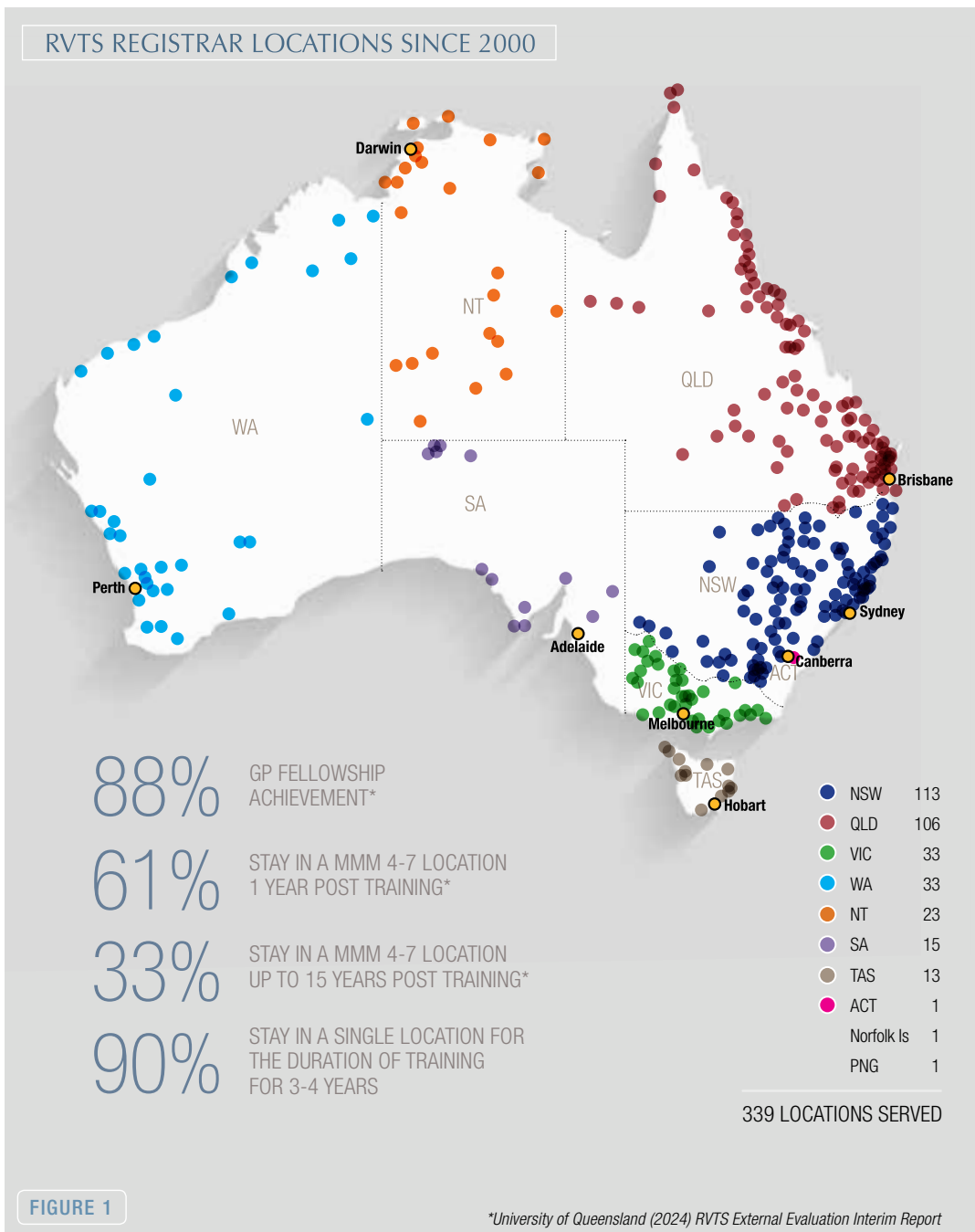


FIGURE 1

*University of Queensland (2024) RVTS External Evaluation Interim Report

ABOUT RVTS

Since 2000, the RVTS has demonstrated that GP and Rural Generalist medical education and training can support the retention of doctors in rural, remote, and First Nations communities across Australia.

Through the innovative use of technology, remote supervision and a dedicated team of rural doctors, medical and cultural educators, and administration staff, more than 500 doctors in over 350 rural, remote, and Aboriginal and Torres Strait Islander communities to GP Fellowship (Fig 1).

RVTS currently has an annual intake of 32 doctors per year with 22 places in the Remote Stream (Stream A) for doctors working in MMM 4-7 locations and 10 places in the AMS Stream (Stream B) for doctors working in MMM

2-7 Aboriginal Community Controlled Health Services.

RVTS doctors are required to work at a designated rural, remote, or First Nations community during the 3-4-year duration of training. However, the workforce retention extends beyond the training period with 49% of doctors remaining at their original training location and 61% remaining in a MMM4-7 location, one year post training.

RVTS has a long record of supporting the medical workforce and health needs of Aboriginal and Torres Strait Islander communities and the Aboriginal Community Controlled Health Sector, and is committed to the development of cultural education, safety, and awareness across the whole organisation.



RVTS OPERATIONS

RVTS operates from a base in Albury, NSW which is the headquarters for RVTS' 16 management and administration staff. RVTS also employs a dedicated group of 18 Medical Educators, experienced GPs placed across the country providing the academic and educational input for the development and delivery of the RVTS training program.

Within the community, RVTS also contracts 100 GP supervisors to provide supervision, mentoring and support for the 100 GP registrars currently undertaking RVTS training in rural, remote and First Nations communities across Australia.

A proven supportive approach



Medical Educator / Mentor + Experienced Supervisor + Registrar Training Coordinator + Cultural Educator / Mentor



DEDICATED REGISTRAR SUPPORT TEAM

OUR COMMITMENT

- RVTS is committed to implementing this vision by providing a General Practice and Rural Generalist Training Program that is rich in the knowledge of Aboriginal and Torres Strait Islander peoples, cultures, and our shared history.
- RVTS is committed to supporting the recruitment and retention of doctors to First Nations communities and to support the training of doctors in Aboriginal Community Controlled Health Services across the country.
- RVTS is committed supporting the training of First Nations doctors to become General Practitioners and Rural Generalist in rural, remote and First Nations communities across Australia.
- RVTS is committed to empowering our staff, registrars, and supervisors to create beneficial symbiotic relationships with First Nations peoples and communities that will positively impact on the health and lives of Aboriginal and Torres Strait Islander peoples.
- RVTS is committed to provide leadership and actively support ongoing initiatives toward Closing the Gap that address the persistent health inequities experienced by Aboriginal and Torres Strait Islander peoples across Australia.
- RVTS is committed to taking a leadership position in the medical education and training sector to practically advance the ideals of reconciliation within our operational sphere of influence and the communities we operate.

Photo by Milly Vueti on Unsplash



FROM RECONCILIATION AUSTRALIA

Reconciliation Australia commends Remote Vocational Training Scheme on the formal endorsement of its Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Remote Vocational Training Scheme continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future. An integral part of building these foundations is

reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Remote Vocational Training Scheme will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Remote Vocational Training Scheme using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust. This Innovate RAP is an opportunity for Remote Vocational Training Scheme to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to



Chief Executive Officer, Reconciliation Australia

this process, Remote Vocational Training Scheme will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Remote Vocational Training Scheme's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Remote Vocational Training Scheme on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

A STRATEGIC PRIORITY

The RVTS Strategic Plan 2023-25 seeks to actively:



Foster a culture of reconciliation, across all education, administrative and governance aligned with the organisation's Reconciliation Action Plan



Contribute to achieving the goals of the National Agreement on Closing the Gap by improving access to quality medical services for First Nations communities



Ensure that First Nations Health is a priority area when designing education and training activities



Maintain strong links with peak bodies in First Nations Health.

RVTS ACCHS LOCATIONS SINCE 2014

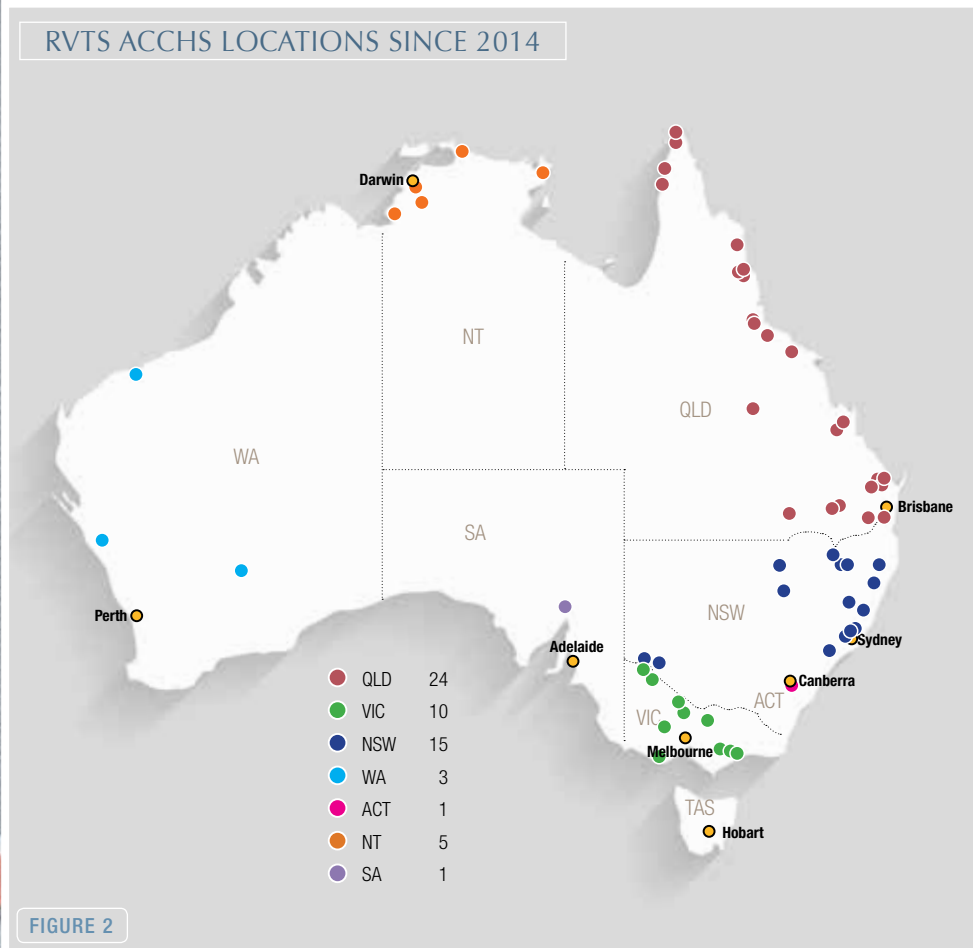


FIGURE 2

SUPPORTING DOCTORS IN ABORIGINAL COMMUNITY CONTROLLED HEALTH SERVICES (ACCHSs)

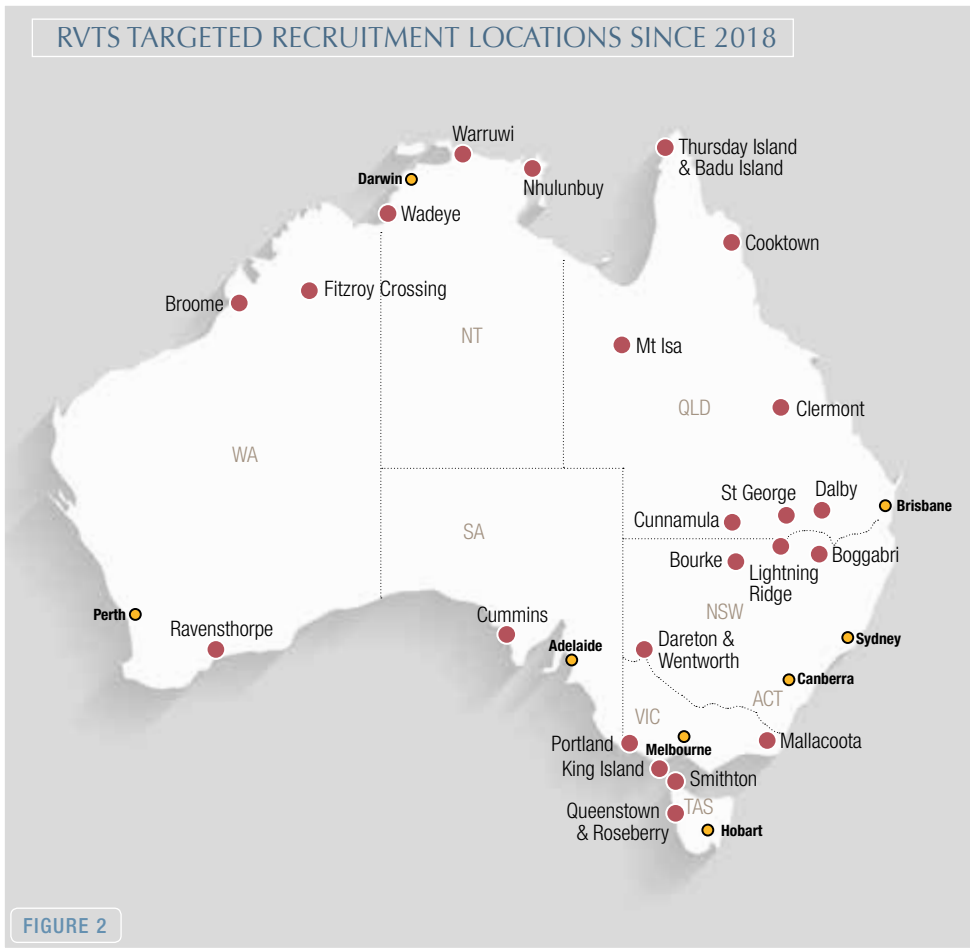
In 2014, the RVTS Training Program was extended to provide training for 10 doctors each year working in Aboriginal Community Controlled Health Services (ACCHSs). Since then, the RVTS AMS Stream has trained over 60 doctors in over 55 ACCHS locations across the country including 3 Aboriginal and Torres Strait Islander doctors. There have also been two earlier First Nations doctors who have obtained GP Fellowship via the RVTS Training Program. Locations of RVTS registrars in training at ACCHSs across Australia is depicted in the accompanying map.

ACCHSs operate in a diverse range of settings and under different operational and governance models, and community needs, compared to most mainstream general practices and health services. Although many ACCHS are based in



urban and regional centres, doctors are often working with some of the most disadvantaged communities in Australia with similar health and medical workforce needs as found in rural and remote communities. This has challenged RVTS to adapt our remote supervision and distance education model to this unique environment.

RVTS TARGETED RECRUITMENT LOCATIONS SINCE 2018



TARGETED RECRUITMENT

Until recently, a fundamental requirement for RVTS training selection is that applicants be already working in an eligible rural, remote or First Nations community. Therefore, the ability for RVTS to assist communities to attract new doctors has been very limited.

In 2018 RVTS commenced piloting a Targeted Recruitment strategy, where the RVTS training program is added to the medical recruitment package to attract doctors to specified remote communities with high medical workforce need. RVTS collaborates with the Rural Workforce Agencies, State Health Departments, and Aboriginal Community Controlled Health Organisations (ACCHOs) to identify locations that could support a RVTS doctor for the duration of training.

To date the program supported the recruitment of 23 doctors to 26 rural and remote communities, including 10 Aboriginal Medical

Services (Fig 2) predominately in remote MMM 5, 6 & 7 communities where medical workforce need is highest. The Targeted Recruitment strategy is assisting RVTS to further bolster the training of doctors in First Nations communities.

The Targeted Recruitment strategy provides solutions for the:

- ▶ GP Practice or Health Services by increasing the stability and viability of medical services by lowering their reliance on expensive locum doctors increasing operational efficiency.
- ▶ Community by providing continuity of care to patients in the community of the doctors 3-4 years of training.
- ▶ Doctor by providing a highly valued and supported training pathway with career progression to GP Fellowship.

FIGURE 2



CULTURAL EDUCATORS AND CULTURAL MENTORS



RVTS contracts 15 Aboriginal and Torres Strait Islander Cultural Mentors to provide localised cultural mentoring for all RVTS registrars working in Aboriginal Community Controlled Health Services (ACHHS) during their first 2 years of training. Cultural Mentors are also appointed for RVTS doctors in the Remote Stream who are working in communities with high Aboriginal and Torres Strait Islander populations. Cultural Mentors are Aboriginal or Torres Strait Islanders, nominated by the registrar's employing ACCHS, who have extensive knowledge of the traditional lands and cultures of the region.

The role of the Cultural Mentor is a formal relationship which involves one-on-one support of a registrar within the local community context. Cultural Mentors are available to provide clarity around any cultural matters, help the registrar bridge the cultural divide, and support the registrar to develop culturally safe clinical practices.



*Pictured L-R
Clay Rowe (Registrar),
Glenda Humes
(Cultural Educator) and
Michael Young (Supervisor)*

The relationship between the registrar and the mentor is driven by community need for culturally safe medical practice, and the registrar's need to receive that knowledge and experience in a mutually supportive manner.

In addition, RVTS also employs 3 Cultural Educators who develop and facilitate Cultural Education and Training to all RVTS registrars, supervisors, and staff across the organisation.

OUR RAP JOURNEY

RVTS acknowledges its responsibility to contribute to reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians which includes our ongoing commitment to the Closing the Gap strategy.

This Innovate RAP builds upon our first Innovate RAP which ran from 2018-2021. The Innovate RAP was extended beyond the normal 2-year limit due to pandemic restrictions which required the reconfiguration of many RVTS operations.

RVTS recognises that active participation in the RAP program has enabled RVTS to more effectively recruit, retain, and train doctors to meet the needs of rural, remote and First Nations communities. Our first Innovate RAP was the starting point in formalising our reconciliation journey by strengthening relationships and providing greater opportunities for Aboriginal and Torres Strait Islander people, businesses, and organisations via 64 action items that signposted our reconciliation journey. The significant milestones from this journey are highlighted on the adjacent page.

1. Expansion of Cultural Education to all RVTS Doctors.

Since inception, Cultural Awareness and Education have always been included in the curriculum delivered to RVTS doctors. However, a large amount our Cultural Education and Training had focussed on doctors working directly in the ACCHS sector.

The RAP prompted us to recognise that all RVTS doctors require a high level of expertise and education of First Nations cultures to address patient needs, regardless of their location to augment the delivery of primary care services.

An outcome of our Innovate RAP was the development of blended Cultural Education and Mentoring program for RVTS doctors not employed in the ACCHSs sector. This new program also includes the integration of regular webinars and workshops into the educational curriculum, as well as the allocation of a Cultural Educator to each RVTS registrar.

2. Development of a Lead Cultural Educator position

To strengthen Cultural Education across the Training Program, RVTS created a Lead Cultural Educator position who works with our Medical Educators and program administrators to develop, integrate, and evaluate all Cultural Education and Mentoring activities within the broader educational program and curriculum.

The Lead Cultural Educator also provides advice to RVTS management around policies, procedures and publications related to Cultural Education and Mentoring, and is a valued source of education and support for all RVTS staff.

3. Cultural Insights at weekly staff meetings

Every Monday morning the RVTS administration staff have a weekly catch up to discuss plans and activities for the week ahead. A component of the Innovate RAP was for a different staff member to each week present a short 5-minute researched item on Aboriginal and Torres Strait Islander history and culture.

Since 2018 we have covered a vast array of topics around language, history, art, politics, and the achievements of Aboriginal and Torres Strait Islander people from the past and into the present day. Resources from these presentations are now being collated as part of this new Innovate RAP with the exercise now extended to our monthly Medical Educator meetings. Although very simple in design, this has been a highly effective way for RVTS staff to learn and develop a deeper understanding and appreciation of First Nations peoples and cultures.

4. The Indigenous Health and Training Reference Group

RVTS established the Indigenous Health Training Reference Group to improve the opportunities for RVTS training in and for Aboriginal and Torres Strait Islander communities. The Reference Group meets quarterly and includes representation from the Aboriginal Community Controlled Health Organisations (ACCHSs), the Australian Indigenous Doctors Association (AIDA) and the RVTS Board.



RVTS RAP WORKING GROUP

The RVTS RAP Working Group oversees the development and implementation of the RVTS Reconciliation Action Plan. RVTS has developed Terms of Reference for the RAP Working Group to formally recognise and integrate the Working Group decisions and processes into the broader RVTS management structure.

The RAP Working Group meets four times a year and reports to RVTS Management. The meetings are guided by the RVTS' Reconciliation Action Plan and feedback from Reconciliation Australia.

Membership includes:

1. Operations Manager (Chair)	4. Staff representative**
2. Lead Cultural Educator*	5. Training Support Manager
3. Medical Educator representative**	6. Strategic Development Manager

** Aboriginal and Torres Strait Islander representative*

***The following positions will be rotated on an annual basis to provide opportunity for broad staff engagement in the RAP.*

RVTS has two RAP champions who are actively supporting the implementation of the RAP throughout the organisation.



PROF MARLENE DRYSDALE - Is the RVTS Lead Cultural Educator and has held previous positions as the Senior Aboriginal and Torres Strait Islander Health Adviser to the Department of Health, and was Head of the Indigenous Health Unit, Department of Rural and Indigenous Health at Monash University.

Marlene received her PhD on 'Aboriginal Women and Reconciliation in Australia: Communication Strategies and Symbolism'. Her research interests include Aboriginal and Torres Strait Islander Health, Child and Maternal Health, and Reconciliation.

Marlene's career has been devoted to working for her people. Marlene was Chief Investigator for a National project titled 'Footprints Forwards - Better strategies for the recruitment, retention, and support of Indigenous medical students,' and she is the current chair of the National Cultural Educators and Cultural Mentors Network.



DR DAVID BAKER - Grew up in Far North Queensland and saw first-hand the challenges of reconciliation action. During his Medical School days, he was fortunate to undertake placements in remote First Nations Communities that shaped his desire to use his skills in the service of Indigenous Australians. He then spent his formative medical years working at an Aboriginal Community Controlled Health Service.

David was the Lead Medical Educator for the RVTS AMS Stream and is currently the RVTS Deputy Director of Training. He provides leadership to ensure the RVTS RAP is fully integrated into the Education Plan and implemented across all levels of the organisation.

Stakeholder Engagement

RVTS delivers GP and Rural Generalist training in accordance with the Australian College of Rural and Remote Medicine (ACRRM) and the Royal Australian College of General Practitioners (RACGP) curricula and incorporates all aspects of Aboriginal and Torres Strait Islander health into the RVTS Educational Plan including workshops, webinars, and online study modules.

RVTS convened the RVTS Indigenous Health Training Reference Group, with representation from Aboriginal Community Controlled Health Sector and Australian Indigenous Doctors Association (AIDA) to advise the RVTS Board on opportunities to develop, revise and implement policies and strategies to enhance RVTS training in Aboriginal Medical Services. The Reference Group has also provided external advice to RVTS on the development of this RAP.

Recognising the challenges of First Nations people has enriched the RVTS Training Program, deepening the organisation's understanding of true reconciliation. The RAP has been a catalyst to providing Cultural Mentors to all doctors training in ACCHSs and to extending Cultural Education to all RVTS registrars. Our Cultural Educators and Mentors, along with RVTS Management and Staff, have also provided expertise, input and feedback on the activities contained in the RAP.



CLOSING THE GAP

Closing the Gap began in response to a call for governments to commit to achieving equality for Aboriginal and Torres Strait Islander people in health and life expectancy within a generation. It is a story of a collective journey, a shared commitment to empower Aboriginal and Torres Strait Islander people to live healthy and prosperous lives.

In 2007 the Council of Australian Governments (COAG) resolved to implement strategies to close key gaps in life expectancy, halve the gap in mortality rates for children and halve the gap in reading, writing and numeracy achievements for Aboriginal and Torres Strait Islander people within the decade.

The 2020 National Agreement on Closing the Gap* incorporated new Priority Reform Areas to strengthen partnerships between governments and Aboriginal and Torres Strait Islander people. These new Priority Reform Areas have been utilised as a guide in the development the RVTS Innovate RAP.

PRIORITY REFORM AREA	NEW RVTS INNOVATE RAP ACTIVITIES
1. Strengthen and establish formal partnerships and shared decision-making.	<ul style="list-style-type: none"> Item 3 - RVTS to engage with Aboriginal and Torres Strait Islander organisations through attendance at the annual NACCHO and AIDA conferences and National Cultural Educators and Mentor Forum. Item 4 - Establish and maintain formal Practice Agreements with all Aboriginal Medical Services that employ RVTS doctors. Item 5 - Maintain representation from the ACCHSs Sector and AIDA at the RVTS Indigenous Health Training Reference Group quarterly meetings.
2. Build the Aboriginal and Torres Strait Islander community-controlled sector.	<ul style="list-style-type: none"> Item 37 - All RVTS registrars working in ACCHS or in a community with a high Aboriginal and Torres Strait Islander population to have a local Cultural Mentor appointed for their first 2 years of training. Item 66 - Utilise the RVTS Targeted Recruitment strategy to actively recruit doctors to remote Aboriginal Medical Services with the highest medical workforce need. Item 67 - Develop marketing materials to promote the RVTS AMS Stream to prospective doctors.
3. Transform government organisations so they work better for Aboriginal and Torres Strait Islander people.	<ul style="list-style-type: none"> Item 54 - Engage with Aboriginal and Torres Strait Islander staff to consult on the effectiveness of our recruitment, retention, and professional development strategy. Item 58 - Provide an opportunity for Cultural Educators and Mentors to connect face-to-face at least once per year at the RVTS Workshops as well as two video conference meetings. Item 64 - Implement a system for early identification of learning needs for Aboriginal and Torres Strait registrars. Item 65 - Develop mentoring and peer support initiatives for Aboriginal and Torres Strait Islander registrars.

**National Agreement on Closing the Gap (2020) available at: <https://www.closingthegap.gov.au/national-agreement>*

RECONCILIATION TIMELINE 2024



2000

- Establishment of RVTS with representation from Queensland Aboriginal and Islander Cooperative on initial steering committees
- Adoption of Royal Australian College of General Practitioners (RACGP) Aboriginal Health Training Module as part of syllabus



- First Aboriginal and Torres Strait Islander registrar accepted under the program

2007

2010



- First Aboriginal and Torres Strait Islander graduate from the program

2011

- Implementation of Aboriginal and Torres Strait Islander Health Teaching Plan



2012

- Initial consultation with National Aboriginal Community Controlled Health Organisation (NACCHO) and the Department of Health (DoH) to provide General Practice and Rural Generalist Training into ACCHS



- First Aboriginal and Torres Strait Islander Director appointed to RVTS Board

2013

2014

- Invitation and inclusion of Cultural Mentors at RVTS Training Workshops
- Appointment RVTS Cultural Mentor Liaison Officer



- Establishment of the RVTS Lead Cultural Educator position



- Launch of the Second RVTS Innovate RAP

2015

- Establishment of Aboriginal Medical Services (AMS) stream.
- Reference Group with representation from NACCHO and the Australian Indigenous Doctors Association (AIDA)



2018



- Launch of the First RVTS Innovate RAP

2020



- Blended Cultural Education and Mentoring program delivered to all RVTS registrars

2021

2024

First

First

First GP registrars commence in the RVTS AMS Stream

Appointment of first Cultural Mentors for GP registrars

RELATIONSHIPS



Positive mutually respectful relationships form the bedrock from which all RVTS education and training activities are built. RVTS is committed to developing strong and continuing relationships with rural, remote and First Nations communities across Australia through the provision of high-quality General Practice and Rural Generalist Education and Training, and medical workforce solutions. By committing to the path of true reconciliation, we endeavour to progress our whole organisation's understanding of Aboriginal and Torres Strait Islander culture, values, and traditions, building stronger sustainable relationships, that will enable us to provide improved targeted medical services and health solutions for First Nations peoples.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain strong mutually beneficial relationships with Aboriginal and Torres Strait Islander Peoples, organisations and communities.	1. Meet with local and national Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement.	Sep 2024 & 2025	Strategic Development Manager
	2. Review, update and implement the RVTS engagement plan to work with Aboriginal and Torres Strait Islander stakeholders.	Sep 2024 & 2025	Strategic Development Manager
	3. RVTS to engage with Aboriginal and Torres Strait Islander organisations through attendance at the annual NACCHO and AIDA conferences and National Cultural Educators and Mentor Forum.	Aug 2024 & 2025	Recruitment & Selection Officer
	4. Establish and maintain formal Practice Agreements with all Aboriginal Medical Services that employ RVTS doctors.	Mar 2024, Aug 2024, Mar 2025, Aug 2023 & Mar 25	Training Support Manager
	5. Maintain representation from the ACCHSs Sector and AIDA at the RVTS Indigenous Health Training Reference Group quarterly meetings.	March 2024, 2025 & 2026, June 2024 & 2025, Sep 2024 & 2025, Dec 2024 & 2025.	Strategic Development Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	6. Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff, registrars, and supervisors.	27 May - 3 June 2024 & 2025	Quality & Governance Manager
	7. Host one annual internal event (F2F or virtual) to recognise and celebrate NRW.	27 May - 3 June 2024 & 2025	Quality & Governance Manager
	8. Register all our NRW events on Reconciliation Australia's NRW website.	27 May - 3 June 2024 & 2025	Quality & Governance Manager
	9. Encourage and support all administration staff & medical educators to participate in one local external event where available, to recognise and celebrate NRW.	27 May - 3 June 2024 & 2025	Operations Manager
	10. RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2024 & 2025	Strategic Development Manager

RELATIONSHIPS Continued

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	11. Add email footer to all RVTS email accounts celebrating National Reconciliation Week.	27 May - 3 June 2024 & 2025	Quality & Governance Manager
	12. Promote NRW through marketing and social media posts each year.	27 May - 3 June 2024 & 2025	Quality & Governance Manager
3. Promote reconciliation through our sphere of influence.	13. Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Jan 2025	Operations Manager
	14. Communicate RVTS's commitment to reconciliation publicly through the RVTS website, newsletter and in social media.	Jun 2024	Quality & Governance Manager
	15. Collaborate with 2 RAP organisations or other likeminded organisations to develop innovative approaches to advance reconciliation.	Nov 2024 & 2025	Strategic Development Manager
	16. Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Nov 2024 & 2025	Strategic Development Manager
	17. Make available copies of our RAP in reception areas and at conference and trade display events.	Mar 2024	Recruitment & Selection Officer
4. Promote positive race relations through anti-discrimination strategies.	18. Review, improve and promote Human Resources policies and procedures to identify existing anti-discrimination provisions, and future needs.	Oct 2024	Operations Manager
	19. Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to develop our anti-discrimination policy.	Feb 2025	Lead Cultural Educator
	20. Develop, implement, and communicate an antidiscrimination policy for our organisation.	Apr 2025	Lead Cultural Educator
	21. Educate senior leaders on the effects of racism.	May 2025	Lead Cultural Educator

RESPECT



RVTS aims to foster a culture of pride, respect and deep appreciation for First Nations peoples, and cultures, to create a more culturally safe environment for all RVTS training activities. In addition, we seek to better understand and honour the deep cultural practises of Aboriginal and Torres Strait Islander peoples so we can provide more effective and culturally appropriate medical training for our doctors working in rural, remote and First Nations Communities across the country.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	22. Review and update the RVTS cultural learning strategy for our staff.	Mar 2025	Lead Cultural Educator
	23. Conduct a review of Cultural Learning Needs within our organisation.	Jun 2024	Lead Cultural Educator & Strategic Development Manager
	24. Provide opportunities for RAP Working Group members and other key leadership staff to participate in formal and structured cultural learning (advanced cultural learning).	Feb 2025	Lead Cultural Educator & Strategic Development Manager
	25. Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to assist in the review of the Cultural Learning Strategy.	Mar 2025	Lead Cultural Educator
	26. Display an Acknowledgment of Country plaque at the Albury office.	Apr 2024	Operations Manager
	27. Display Aboriginal language maps in the Albury Office.	Apr 2024	Operations Manager
	28. Display Aboriginal and Torres Strait Islander flags in the Albury office.	Apr 2024	Operations Manager
	29. Display Aboriginal and Torres Strait Islander artwork along with a description and the artist's biography at the Albury office.	Apr 2024	Operations Manager
	30. Investigate opportunities to give Aboriginal names to meeting rooms in the Albury Office including a plaque explaining the meaning / significance of the name/ word given to the rooms in consultation with local Traditional Custodians.	May 2024	Operations Manager
	31. Investigate the opportunity to develop an Aboriginal artwork depicting the local area & language in the new Albury office in consultation with local Traditional Custodians.	May 2024	Operations Manager
	32. Encourage the rotating chair at the start of weekly staff meeting and monthly Medical Educator meetings to offer to the group a brief researched topic on an aspect of Aboriginal and Torres Strait Islander history, language, or culture.	March 2024 & 2025	Workshop & Events Coordinator

RESPECT Continued

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	<p>33. All Aboriginal and Torres Strait Islander history, language, or culture topics and accompanying research to be collated and made available as a resource.</p> <p>34. Add significant Aboriginal and Torres Strait Islander dates of recognition and celebration to the RVTS Organisational Calendar.</p> <p>35. A Cross Cultural E-learning module to be made available for all staff part of their cultural awareness training and induction.</p> <p>36. All RVTS registrars to undertake a Cultural Education program of webinars and workshops during the first 2 years of the training program.</p> <p>37. All RVTS registrars working in ACCHS or in a community with a high Aboriginal and Torres Strait Islander population to have a local Cultural Mentor appointed for their first 2 years of training.</p> <p>38. RVTS Supervisors to be provided with Cultural Education sessions including workshops and webinars.</p>	<p>April 2024 & 2025</p> <p>Mar 2024, Jan 2025 & Jan 2026</p> <p>June 2024</p> <p>Mar 2024 & 2025</p> <p>Mar 2024 & 2025</p> <p>Mar 2024 & 2025</p>	<p>Workshop & Events Coordinator</p> <p>Workshop & Events Coordinator</p> <p>Operations Manager</p> <p>Director of Training</p> <p>Director of Training</p> <p>Supervisor Medical Educator</p>
<p>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</p>	<p>39. Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</p> <p>40. Implement and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country.</p> <p>41. Staff and senior leaders provide an Acknowledgement of Country at the commencement of all important internal and external meetings and events.</p> <p>42. Include an Acknowledgement of Country and Aboriginal Nations on the RVTS website.</p> <p>43. Develop, distribute, and encourage the use of Acknowledgment of Country business cards to staff, registrars, and supervisors.</p>	<p>May 2024</p> <p>May 2024</p> <p>Mar 2024</p> <p>Apr 2024</p> <p>July 2024</p>	<p>Lead Cultural Educator</p> <p>Quality & Governance Manager</p> <p>CEO</p> <p>Quality & Governance Manager</p> <p>Quality & Governance Manager</p>

RESPECT Continued

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	<p>44. Include explanations of the significance of Aboriginal and Torres Strait Islander cultural protocols and their use in RVTS Cultural Orientation Manual.</p> <p>45. Include the Aboriginal nations on RVTS staff signature blocks as part of our office address details.</p> <p>46. Invite a Traditional Owner to provide a Welcome to Country at an RVTS Workshop or function each year.</p>	<p>Jan 2025 & 2026</p> <p>Apr 2024</p> <p>Mar 2024 & 2025</p>	<p>Lead Cultural Educator</p> <p>Quality & Governance Manager</p> <p>Workshop & Events Coordinator</p>
<p>7. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p>	<p>47. Review policies and procedures to enable and support staff to participate in NAIDOC Week.</p> <p>48. Support all administration staff and Medical Educators to participate in local NAIDOC Week across the country.</p> <p>49. RAP Working Group to participate in one external NAIDOC Week event.</p> <p>50. Add email footer to all RVTS email accounts celebrating NAIDOC Week.</p> <p>51. Promote NAIDOC week through marketing and social media posts each year.</p> <p>52. RVTS to investigate the possibility of coordinating and hosting an Indigenous Health based Grand Round to promote Aboriginal and Torres Strait Islander Health through the General Practice and Rural Generalist Community.</p>	<p>Jun 2024 & 2025</p> <p>July 2024 & 2025</p> <p>July 2024 & 2025</p> <p>July 2024 & 2025</p> <p>July 2024 & 2025</p> <p>July 2025</p>	<p>Operations Manager</p> <p>Operations Manager & DoT</p> <p>Strategic Development Manager</p> <p>Quality & Governance Manager</p> <p>Quality & Governance Manager</p> <p>Director of Training</p>

OPPORTUNITIES



RVTS aims to provide opportunities to involve Aboriginal and Torres Strait Islander peoples, organisations, and communities in all areas of our operations. This includes increasing the number of Aboriginal and Torres Strait Islander doctors training with RVTS as well as enhancing our efforts to employ and contract more Aboriginal and Torres Strait Islander people and organisations across all areas of RVTS operations. RVTS is also in a unique position to contribute to the Closing the Gap health initiatives to directly improve the health outcomes in First Nations communities.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</p>	<p>53. Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</p> <p>54. Engage with Aboriginal and Torres Strait Islander staff to consult on the effectiveness of our recruitment, retention, and professional development strategy.</p> <p>55. Review and update an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.</p> <p>56. Advertise job vacancies in First Nations media to effectively reach Aboriginal and Torres Strait Islander stakeholders.</p> <p>57. Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</p> <p>58. Provide an opportunity for Cultural Educators and Mentors to connect face-to-face at least once per year at the RVTS Workshops as well as two online meetings.</p>	<p>Sep 2024</p> <p>Feb 2025</p> <p>May 2025</p> <p>Jul 2024</p> <p>Dec 2024</p> <p>March 2024 & 2025</p>	<p>Lead Cultural Educator</p> <p>Lead Cultural Educator</p> <p>Operations Manager & Director of Training</p> <p>Operations Manager</p> <p>Operations Manager</p> <p>Workshop & Events Coordinator</p>
<p>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<p>59. Update and maintain the RVTS Aboriginal and Torres Strait Islander procurement strategy.</p> <p>60. Investigate Supply Nation membership or relationships with equivalent organisations.</p> <p>61. Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.</p> <p>62. Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</p> <p>63. Maintain commercial relationships with 5 Aboriginal and/or Torres Strait Islander businesses.</p>	<p>May 2024</p> <p>Jan 2025</p> <p>Jun 2024</p> <p>May 2024</p> <p>Jan 2025</p>	<p>Operations Manager</p> <p>Strategic Development Manager</p> <p>Operations Manager</p> <p>Operations Manager</p> <p>Operations Manager</p>

OPPORTUNITIES *Continued*

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Provide support to Aboriginal and Torres Strait Islander GP registrars.	64. Implement a system for early identification of learning needs for Aboriginal and Torres Strait registrars.	Dec 2024	Director of Training
	65. Develop mentoring and peer support initiatives for Aboriginal and Torres Strait Islander registrars.	Sep 2024	Director of Training
11. Increase the Medical Workforce Aboriginal Medical Services.	66. Utilise the RVTS Targeted Recruitment strategy to actively recruit doctors to remote Aboriginal Medical Services with the highest medical workforce need.	May 2024, Nov 2024 & May 2025	Strategic Development Manager
	67. Develop marketing materials to promote the RVTS AMS Stream to prospective doctors.	Jul 2024	Quality & Governance Manager
12. Support the Closing the Gap.	68. Add email footer to all RVTS email accounts celebrating Closing the Gap Day.	Feb 2025 & 2026	Quality & Governance Manager
	69. Promote Closing the Gap Day through the marketing & social media posts each year.	Feb 2025 & 2026	Quality & Governance Manager
13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	70. Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Mar 2024 & 2025	Strategic Development Manager
	71. Review and update the Terms of Reference for our RWG.	Mar 2024 & 2025	Strategic Development Manager
	72. Meet at least four times per year to drive and monitor RAP implementation.	March 2024, 2025 & 2026, June 2024 & 2025, Sep 2024 & 2025, Dec 2024 & 2025	Strategic Development Manager
14. Provide appropriate support for effective implementation of RAP commitments.	73. Embed resource and finance needs for RAP implementation.	Mar 2024 & 2025	Operations Manager
	74. Maintain an internal RAP Champion from senior management.	Mar 2024 & 2025	Strategic Development Manager
	75. Engage our senior leaders and other staff in the delivery of RAP commitments.	Nov 2024 & 2025	Strategic Development Manager
	76. Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2024 & 2025	Strategic Development Manager

OPPORTUNITIES *Continued*

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	77. Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	Nov 2024, 2025	Strategic Development Manager
	78. Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2024 & 2025	Strategic Development Manager
	79. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2024 & 2025	Strategic Development Manager
	80. Report RAP progress to all staff and senior leaders quarterly.	March 2024, 2025 & 2026, June 2024 & 2025, Sep 2024 & 2025, Dec 2024 & 2025	Strategic Development Manager
	81. Publicly report against our RAP commitments annually, outlining achievements, challenges, and learnings.	Dec 2024 & 2025	Strategic Development Manager
	82. Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	June 2024	Strategic Development Manager
	83. Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Mar 2026	Strategic Development Manager
	84. Provide a quarterly update to the Indigenous Health and Training Reference Group.	March 2024, 2025 & 2026, June 2024 & 2025, Sep 2024 & 2025, Dec 2024 & 2025	Strategic Development Manager
	85. Seek feedback from staff regarding the effectiveness of the RAP in raising awareness and promoting respect and understanding of Aboriginal and Torres Strait Islander cultures within RVTS.	Nov 2024 & 2025	Strategic Development Manager
16. Continue our reconciliation journey by developing our next RAP.	86. Register via Reconciliation Australia's website to begin developing our next RAP.	Jan 2026	Strategic Development Manager



OUR GUIDING PRINCIPLES

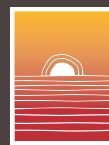
- 🎯 Facilitation of access to medical education and training in circumstances where it may otherwise not be possible
- 🎯 Flexibility and innovation in meeting the medical training needs of diverse communities
- 🎯 Consideration of the First Nations perspective in everything that we do.



For information about the RVTS RAP
please contact Veeraja Uppal,
Strategic Development Manager
02 6057 3400 or vuppal@rvts.org.au



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Remote Vocational Training Scheme | rvts.org.au
(02) 6057 3400 | PO Box 37 Albury NSW 2640