



Reconciliation Action Plan

September 2018 - September 2020



RVTS
REMOTE VOCATIONAL
TRAINING SCHEME LTD



RECONCILIATION
ACTION PLAN
INNOVATE



'Walking Together'

An artwork created for RVTS using the existing corporate colours. 'Walking Together' represents the healing journey that RVTS undertakes with patients, doctors, health staff and communities.

30x40cm Acrylic on Canvas



Wendy Rix www.wensart.com.au 0408 034 238

Yaama! Hello! My name is Wendy Rix and I am a contemporary Indigenous visual artist living in Queensland, Australia. My family are from Goodooga, New South Wales, and I am descendant of the Yuwaalaraay people of that area. I work mainly in acrylics on canvas or timber, and also floor and wall murals, and workshops. I am a trained nurse, but painting is my passion and I believe my ministry. My work has been purchased domestically and internationally, and can be seen in various clothing lines, jerseys, in printed and promotional materials and now RAPs. Indigenous artwork tells a story and my paintings find their owner by their connection to the story as well as the visual impact. I paint in a contemporary style, drawing from my history and family, about experiences and circumstances relevant to today, although the themes can translate across ages, culture and time. I paint what I feel when I don't have the words to say.



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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*As of June 2018

Acknowledgement

The Remote Vocational Training Scheme (RVTS) acknowledges the Traditional Owners of all the lands on which we base our activity, and we pay our respects to their Elders, past and present. We also acknowledge and respect the important contribution Aboriginal and Torres Strait Islander peoples have in creating Australia.

RVTS acknowledges the past injustices and impact of colonisation on Aboriginal and Torres Strait Islander peoples, communities and organisations. RVTS is committed to working with Aboriginal and Torres Strait Islander peoples to build respectful relationships that will provide greater opportunities for health, culture, spirituality and economic well-being.

VISION FOR RECONCILIATION

RVTS' vision for reconciliation is for all Australians to have equal access to trained medical practitioners and health services, and to overcome the health inequities of Aboriginal and Torres Strait Islander peoples.

RVTS is committed to developing and supporting reconciliation with Aboriginal and Torres Strait Islander peoples and communities across Australia by providing a General Practice and Rural Generalist retention training program rich in knowledge of Aboriginal and Torres Strait Islander peoples, their cultures and our shared history.

RVTS is committed to empower staff, registrars, supervisors, and partnering organisations to

positively impact on the health and lives of Aboriginal and Torres Strait Islander peoples, and actively support ongoing initiatives to Closing the Gap, to address the persistent health inequities of Aboriginal and Torres Strait Islander peoples across Australia.

Reconciliation Australia's RAP Framework provides organisations with a structured approach to advance reconciliation. There are four types of RAP that an organisation can develop: Reflect, Innovate, Stretch, Elevate. Each type of RAP is designed to suit an organisation at different stages of their reconciliation journey. This document has been developed under the Innovate criteria. More details about the criteria is available at <https://www.reconciliation.org.au/reconciliation-action-plans/>

REFLECT

INNOVATE

STRETCH

ELEVATE



ABOUT RVTS

RVTS has been delivering a unique workforce solution to rural and remote Australians through the provision of remotely supported General Practice and Rural Generalist Training since 2000. Supported by the innovative use of technology, remote supervision and a dedicated team of rural doctors, medical and cultural educators, cultural mentors and administration staff, RVTS has been able to sustain and retain doctors, working in rural and remote communities while they work towards attaining Fellowship.

RVTS is essentially a medical workforce retention program, utilising education, training and support as its modus operandi. RVTS has trained and supported more than 300 doctors, in more than 225 communities across the country, towards Fellowship*.

RVTS has a long record of supporting the medical workforce and health needs of rural and remote communities across Australia. Many of these communities have large populations of Aboriginal and Torres Strait Islander peoples, and RVTS places a high priority on the development of cultural education, safety and awareness across the whole organisation.

*As of June 2018

RVTS delivers training in accordance with the Royal Australian College of General Practitioners (RACGP) and the Australian College of Rural and Remote Medicine (ACRRM) curricula. Both the RACGP and ACRRM have detailed requirements for doctors to be trained in all aspects of Aboriginal and Torres Strait Islander health, which have been augmented into the RVTS educational plan of workshops, webinars and online study modules.

In 2014, RVTS commenced the Aboriginal Medical Services (AMS) Stream, delivering General Practice and Rural Generalist Training to doctors working in Aboriginal Community Controlled Health Services (ACCHS). The program was developed in recognition that many ACCHS face similar workforce challenges to many rural and remote communities in retaining medical personnel and providing a continuity of care for patients. RVTS registrars in training at ACCHS across Australia is depicted in the graphic on Appendix 4, page 21.

ACCHS operate in a diverse range of settings and under different operational and governance models, and community needs when compared to most mainstream general practices. Even though many ACCHS are in urban and regional centres, RVTS

registrars are often working with some of the most disadvantaged communities in Australia with similar health access issues as found in our rural and remote communities. This has challenged RVTS to adapt its remote supervision and distance education model from the rural and remote setting, to this unique environment.

Community Engagement

To assist RVTS with this new endeavour, RVTS convened the AMS Reference Group, with representation from the National Aboriginal Community Controlled Health Organisation (NACCHO) and the Australian Indigenous Doctors Association (AIDA), to advise the RVTS Board on implementation and policy development for training in ACCHS. The AMS Reference Group also provides input to RVTS on eligibility, selection, cultural mentoring and training as well as the training of Aboriginal and Torres Strait Islander doctors.

In embracing the unique challenges faced by our culturally diverse First Australians, this new training stream has enriched the whole training program, and indeed the organisation, with the valuable input from Cultural Mentors and colleagues working in the ACCHS sector, and has been the catalyst for RVTS implementing this RAP.



RVTS OPERATIONS

RVTS operates from a base in Albury, NSW. This location is the headquarters for the majority of RVTS' 15 management and administration staff. RVTS also employs 10 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 117* GP supervisors to provide supervision, mentoring and support for the 122* registrars currently undertaking RVTS training in ACCHS and rural and remote communities across Australia.

In addition, RVTS contracts 18* Aboriginal and Torres Strait Islander peoples as Cultural Mentors, along with a cultural educator. RVTS currently has one Aboriginal and Torres Strait Islander doctor in training, along with two former graduates from the program.

*As of June 2018



A proven supportive approach





THE ROLE OF THE CULTURAL MENTOR IS A FORMAL RELATIONSHIP WHICH INVOLVES ONE-ON-ONE SUPPORT OF A REGISTRAR.

CULTURAL MENTORS

To assist RVTs AMS Stream registrars to better understand the communities in which they work, RVTs contracts Aboriginal and Torres Strait Islander Cultural Mentors to provide localised cultural mentoring for registrars during their first three years of training. The Cultural Mentors are Aboriginal and/or Torres Strait Islander peoples, 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 undertaking training in an Aboriginal and Torres Strait Islander health training post, providing 'on the job' cultural mentoring of the 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.

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

To further strengthen the role of Cultural Mentors, RVTs has employed a Cultural Educator. This position provides support for RVTs to orientate, engage and support all Cultural Mentors in their important role within the RVTs training program.

The Cultural Educator position also provides advice to RVTs management around policies, procedures and publications related to cultural mentoring as well as a source of information, education and support for all RVTs staff and the further development of the training program.



Dr Pat Giddings, RVTS CEO

From the CEO

Since our inception in 2000, RVTS has worked with many Aboriginal and Torres Strait Islander Communities through the provision of General Practice and Rural Generalist training across Australia. In developing our 'Innovate' Reconciliation Action Plan, we commit to turning our good intentions into measurable outcomes by instilling a culture of reconciliation across all our administrative and governance structures, thereby empowering staff, registrars, and supervisors as well as partnering organisations to respectfully and positively collaborate with Aboriginal and Torres Strait Islander peoples.

This RAP will increase our level of understanding, awareness, acknowledgement and respect for Aboriginal and Torres Strait Islander peoples and cultures across Australia, as we continue to deliver high quality and culturally appropriate General Practice and Rural Generalist training to rural, remote, Aboriginal and Torres Strait Islander communities across the country.

From the Chair

RVTS recognises that the key contribution it can make to 'Closing the Gap' outcomes and addressing the persisting health inequities for Aboriginal and Torres Strait Islander peoples is through appropriate training and support for doctors in rural, remote, Aboriginal and Torres Strait Islander communities.

Over the past 18 years RVTS has actively demonstrated this commitment through implementation of a separate stream for registrars working in Aboriginal Community Controlled Health Services, by providing Cultural Mentors for each of those doctors, holding frequent Aboriginal and Torres Strait Islander Health sessions at its biannual registrar workshops, and most recently in the development of its Cultural Orientation Manual supported by the Cultural Mentor group.

Through this RAP, 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.



Dr Tom Doolan, RVTS Chair

RVTS RAP WORKING GROUP

The RVTS RAP Working Group will oversee the development and establishment of the RVTS Reconciliation Action Plan. RVTS has developed Terms of Reference for the RAP Working Group to formally recognise and integrate its decisions and processes to RVTS management.

The RAP Working Group meets four times a year via teleconference, video conference and face-to-face, and reports to RVTS management. The meetings are guided by the RVTS Reconciliation Action Plan and feedback from Reconciliation Australia.

Membership:

1. Operations Manager, Chair
2. Cultural Educator*
3. Medical Educator Representative**
4. Staff representative**
5. Training Support Manager
6. Special Projects Development Officer
7. Executive Assistant, Minute Secretary

* 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.

*As of June 2018

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

Prof Marlene Drysdale – Is the RVTS 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 doctorate for 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'.

Veeraja Uppal - Is the Special Projects Development Officer at RVTS and coordinator of the RVTS RAP. From 2013-2017 Veeraja managed the implementation and delivery of the RVTS AMS Stream delivering General Practice and Rural Generalist Training to doctors working in ACCHS across Australia.



Our Reconciliation Journey

1999



ESTABLISHMENT OF RVTS

with representation from
Queensland Aboriginal
and Islander
Cooperative on initial
steering committees

2007



FIRST ABORIGINAL
AND TORRES STRAIT
ISLANDER REGISTRAR
ENROLLED IN THE
PROGRAM

2010



First
Aboriginal and
Torres Strait
Islander graduate
from the program

2011

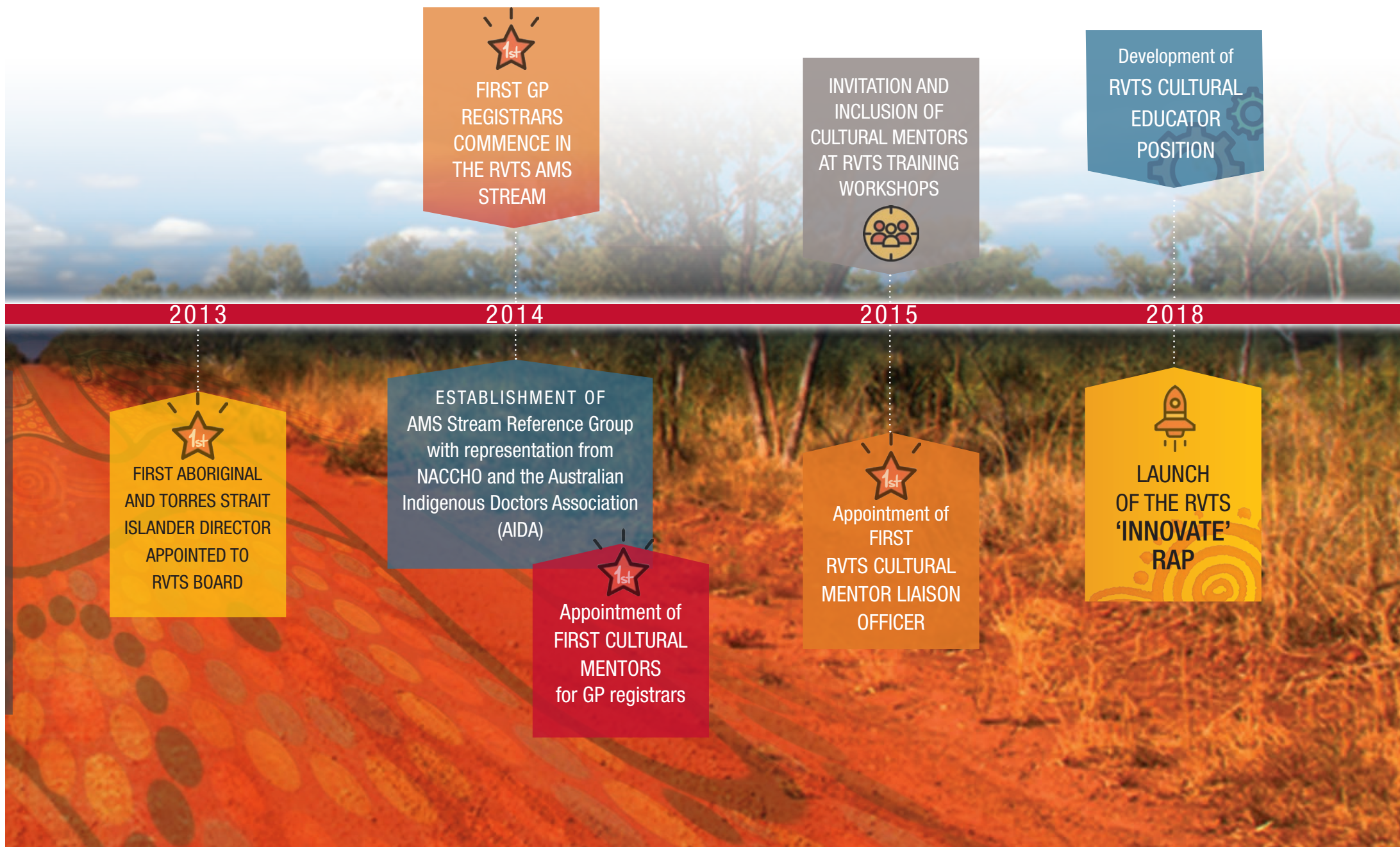


IMPLEMENTATION
OF ABORIGINAL AND
TORRES STRAIT
ISLANDER HEALTH
TEACHING PLAN

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





Relationships

RVTS is committed to providing GP workforce solutions for rural, remote and Aboriginal and Torres Strait Islander communities across Australia. By embarking along the path of true reconciliation, we plan to further develop our whole organisation's understanding of Aboriginal and Torres Strait Islander peoples and their communities, building stronger sustainable relationships that will enable us to provide better targeted medical services and health solutions for Aboriginal and Torres Strait Islander peoples.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.	1. RWG oversees the development, endorsement and launch of the RAP. 2. Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG. 3. Meet four times per year to monitor and report on RAP implementation.	September 2018 Sept 2018 & Sept 2019 Sep 2018, Dec 2018, Mar 2019, Jun 2019, Sep 2019, Dec 2019, Mar 2020 & Jun 2020	Special Projects Development Officer Operations Manager Operations Manager
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	4. Organise at least one internal event for NRW each year. 5. Register all NRW events via Reconciliation Australia's NRW website. 6. Support an external NRW event. 7. Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. 8. Encourage all staff to participate in external events to recognise and celebrate NRW. 9. Add email footer to all RVTS email accounts celebrating National Reconciliation Week. 10. Add banner to RVTS website celebrating National Reconciliation Week.	May 2019 & May 2020 May 2019 & May 2020 May 2019 & May 2020 May 2019 & May 2020 May 2019 & May 2020 May 2019 & May 2020 May 2019 & May 2020	Operations Manager Operations Manager Operations Manager Operations Manager Operations Manager Marketing and Communications Officer Marketing and Communications Officer
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	11. Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	September 2019	Special Projects Development Officer



Relationships continued

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	12. Develop a Memorandum of Understanding (MOU) with NACCHO and NACCHO State affiliates.	March 2020	Special Projects Development Officer
	13. Develop a MOU with the Australian Indigenous Doctors Association (AIDA) and the Indigenous General Practice Registrar Network (IGPRN).	December 2019	Special Projects Development Officer
	14. Develop a MOU with all ACCHS and rural and remote practices with RVTS registrars.	March 2019 and March 2020	Training Support Manager
	15. Conduct on-site Practice Visits by RVTS staff to 10 ACCHS and Remote Practices.	September 2020	Operations Manager
	16. Allocate funding for RVTS staff and Cultural Mentors to attend cultural education and mentoring development forums and workshops.	March 2019	Training Support Manager / Operations Manager
	17. Build on the relationships with Cultural Mentors with quarterly teleconferences and monthly communication reports.	March 2019	Training Support Manager
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	18. Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.	March 2019	Special Projects Development Officer
	19. Promote reconciliation through ongoing active engagement with all stakeholders.	December 2019	Operations Manager



Respect

We aim to increase our level of understanding, appreciation and respect for Aboriginal and Torres Strait Islander peoples, and cultures, to create a more culturally safe environment for all RVTS training activities. In addition, we seek to further acknowledge, 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 and understanding to our doctors in training.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	20. Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for all staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion).	February 2019	Cultural Educator
	21. Provide opportunities for RWG members, RAP Champions, and other key leadership staff to participate in cultural training.	February 2019	Cultural Educator
	22. Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.	June 2019	Cultural Educator
	23. Develop and publish a Cultural Orientation Resource for all RVTS staff, registrars and supervisors.	September 2018	Lead Medical Educator
	24. Ensure Aboriginal and Torres Strait Islander representation at all training events relating to Aboriginal and Torres Strait Islander Health.	September 2018	Lead Medical Educator



Respect continued

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	25. Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	December 2018	Cultural Educator
	26. Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	December 2018	Cultural Educator
	27. Invite a Traditional Owner to provide a welcome to Country at RVTS September Workshop.	September 2018	Cultural Educator
	28. Include an Acknowledgement of Country at the commencement of all important internal and external meetings.	September 2018	Operations Manager
	29. Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.	September 2018	Operations Manager
	30. Encourage the rotating chair at the start of each weekly staff meeting to offer to the group a brief researched topic on an aspect of Aboriginal and Torres Strait Islander histories, languages or cultures.	September 2018	Operations Manager
7. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week.	31. Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	April 2019	Operations Manager
	32. Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	July 2019 and July 2020	Cultural Educator
	33. Provide opportunities and encourage all staff to participate in NAIDOC Week activities.	July 2019 and July 2020	Operations Manager/Cultural Educator
	34. Add email footer to all RVTS email accounts celebrating NAIDOC Week.	July 2019 and July 2020	Marketing and Communications Officer
	35. Add banner to RVTS website celebrating NAIDOC Week.	July 2019 and July 2020	Marketing and Communications Officer



Respect continued

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Promote a welcoming environment for Aboriginal and Torres Strait Islander peoples.	36. Display Aboriginal and Torres Strait Islander flags.	October 2018	Operations Manager
	37. Display Aboriginal artwork in our office along with a description and the artist's biography.	September 2019	Operations Manager
	38. Display language maps.	April 2019	Operations Manager
	39. Create and display an Acknowledgment of Country plaque in our office.	December 2018	Operations Manager
	40. Subscribe to the Koori Mail or NACCHO News and display in our office areas for staff to use.	December 2018	Marketing and Communications Officer
9. Promote Aboriginal and Torres Strait Islander dates of significance.	41. Add significant Aboriginal and Torres Strait Islander dates of recognition and celebration to the RVTS Organisational Calendar.	December 2018	Administration Assistant
10. Develop and implement protocols for use of images of Aboriginal and Torres Strait Islander peoples.	42. Conduct an audit of current images being used to ensure adequate permissions have been gained.	February 2019	Marketing and Communications Officer
	43. In consultation with our Aboriginal and Torres Strait Islander stakeholders, develop mechanisms and protocols to review existing and new images on a regular basis to ensure permissions are gained and still valid.	July 2019	Cultural Educator/Marketing & Communications Officer
	44. Educate all staff members on appropriate use of imagery and the protocols to be followed.	July 2019	Cultural Educator/Marketing & Communications Officer



Opportunities

RVTS is responsible for the oversight and delivery of General Practice and Rural Generalist training across Australia within many Aboriginal and Torres Strait Islander communities. RVTS is in a unique position to contribute to the national reconciliation agenda through medical workforce and the important Closing the Gap health initiatives that fulfil the aspirations of Aboriginal and Torres Strait Islander peoples. RVTS also seeks to actively engage with Aboriginal and Torres Strait Islander peoples and organisations as future employees and suppliers.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	45. Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	March 2019	Operations Manager and Cultural Educator
	46. Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	June 2019	Operations Manager and Cultural Educator
	47. Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	December 2019	Operations Manager and Cultural Educator
	48. Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.	December 2019	Operations Manager and Cultural Educator
	49. Advertise all vacancies in Aboriginal and Torres Strait Islander media.	June 2019	Marketing and Communications Officer
	50. Promote the RVTS Training Program widely to Aboriginal and Torres Strait Islander doctors to become registrars, supervisors, clinical teaching visitors and medical educators.	March 2019	Training Support Manager
12. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	51. Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2019	Operations Manager and Quality Officer
	52. Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	June 2019	Operations Manager
	53. Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander-owned business.	June 2019	Operations Manager
	54. Investigate Supply Nation membership.	June 2019	Operations Manager
	55. Commission Aboriginal Artwork for the marketing and promotion of the RVTS Cultural Education and Training activities.	September 2018	Special Projects Development Officer
13. Develop Aboriginal and Torres Strait Islander Cultural Educator Role.	56. Develop a Cultural Educator role to oversee the delivery of the Aboriginal and Torres Strait Islander GP curriculum.	September 2018	Operations Manager



Governance, Tracking Progress and Reporting

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
14. Report RAP achievements, challenges and learnings to Reconciliation Australia.	57. Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	September 2019 and September 2020	Special Projects Development Officer
	58. Investigate participating in the RAP Barometer.	May 2020	Special Projects Development Officer
	59. Develop and implement systems to track measure and report on RAP activities.	June 2019	Special Projects Development Officer
15. Report RAP achievements, challenges and learnings internally and externally.	60. Publicly report our RAP achievements, challenges and learnings through publications and the RVTS website.	September 2019 and September 2020	Marketing and Communications Officer
	61. Report RAP achievements to the RVTS Board.	Mar 2019, Sep 2019, Mar 2020 & Sep 2020	Operations Manager
16. Review, refresh and update RAP.	62. Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	March 2020	Special Projects Development Officer
	63. Send draft RAP to Reconciliation Australia for review and feedback.	May 2020	Special Projects Development Officer
	64. Submit draft RAP to Reconciliation Australia for formal endorsement.	August 2020	Special Projects Development Officer

APPENDIX 1:

Current Aboriginal Community Controlled Health Services with RVTS Registrars*

Practice	Town	State
Aboriginal Medical Co-Op, Redfern	Redfern	NSW
ATSICHS Mackay	Mackay	QLD
Ballarat and District Aboriginal Co-Operative	Ballarat	VIC
Bega Garbirringu Health Service	Kalgoorlie	WA
Bulgarr Nagaru Medical Aboriginal Corporation	Grafton	NSW
Coomealla Health Aboriginal Corporation	Dareton	NSW
Coonamble Aboriginal Health Service	Coonamble	NSW
Dhauward-Wurrung Elderly and Community Health Service	Portland	VIC
Geraldton Regional Aboriginal Medical Service	Geraldton	WA
Goolburri Aboriginal Health Advancement	Toowoomba	QLD
Goondir Health Service	Dalby	QLD
Gurriny Yealamucka	Yarrabah	QLD
Kalwun Health Service	Bilinga	QLD
Mallee District Aboriginal Services	Mildura	VIC
Mawarnkarra Health Service	Roebourne	WA
Moreton ATSIC	Deception Bay	QLD
Njernda Aboriginal Corporation	Echuca	VIC
Ramahyuck District Aboriginal Corporation	Sale	VIC
Rumbalara Aboriginal Co-operative	Mooroopna	VIC
Townsville Aboriginal and Torres Strait Islander Corporation for Health Service	Townsville	QLD
Tharawal Aboriginal Corporation	Campbellfield	NSW
Walgett Aboriginal Medical Service Co-operative	Walgett	NSW
Yerin Aboriginal Health Services Incorporation	Wyong	NSW
Wuchopperen Health Service	Cairns	QLD

*As of June 2018

APPENDIX 2:

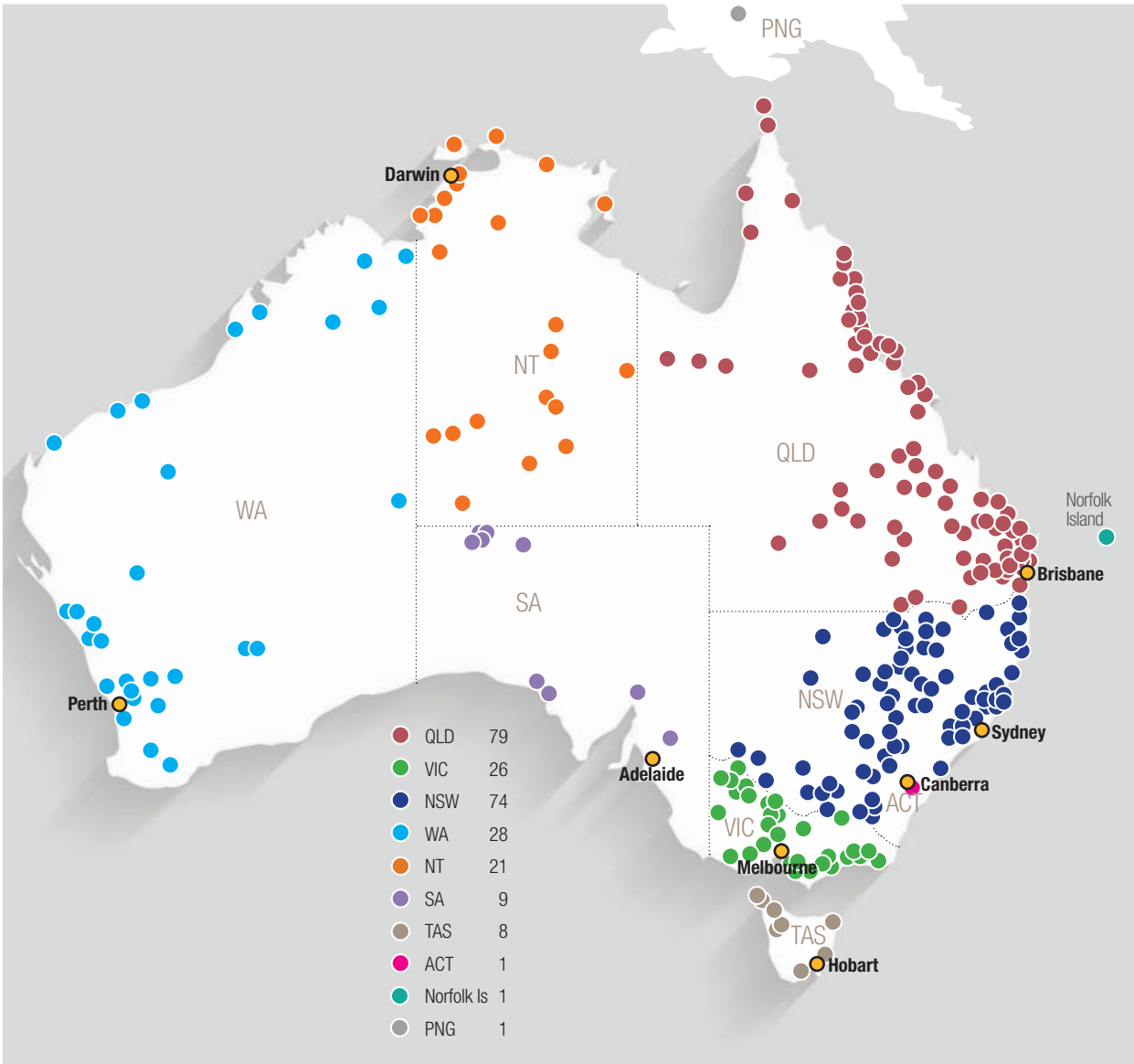
Cultural Mentors who participated in the RVTS 'Innovate' RAP development

Mentor	Practice	Town	State
Miriam Cavanagh	Tharawal Aboriginal Corporation	Campbellfield	NSW
Jody Croft	Mallee District Aboriginal Services, Swan Hill	Swan Hill	VIC
Marlene Drysdale	Ramahyuck District Aboriginal Corporation	Sale	VIC
Mavis Egan	Njernda Aboriginal Corporation	Echuca	VIC
Dave Ella	Yerin Aboriginal Health Services Incorporation	Wyong	NSW
David Fergusson	Bulgarr Ngarru Aboriginal Medical Corporation	Grafton	NSW
Glenda Humes	Goolburri Aboriginal Health Advancement	Toowoomba	QLD
Leah Keegan	Ballarat and District Aboriginal Co-Operative	Ballarat	VIC
Karen Kennedy	Coonamble Aboriginal Health Service	Coonamble	NSW
Floyd Leedie	Goondir Health Service, Dalby	Dalby	QLD
Isabel Laurel McCarthy	Wuchopperen Health Service	Cairns	QLD
Alan McDonald	Geraldton Regional Aboriginal Medical Service	Geraldton	WA
Sandra Neilson	Ramahyuck District Aboriginal Corporation	Sale	VIC
Bonnie O'Shanassy	Gippsland and East Gippsland Aboriginal Co-operative Ltd	Bairnsdale	VIC
Mary Pitt	ATSICHS Mackay	Mackay	QLD
Diana Ross	Townsville Aboriginal and Torres Strait Islander Corporation for Health Service	Townsville	QLD
Karen Silva	Aboriginal Medical Co-Op	Redfern	NSW

APPENDIX 3:
Distribution of communities served by RVTs registrars since 2000*

Town	State	Town	State	Town	State	Town	State	Town	State
Aberdeen	NSW	Charleville	QLD	Glenfield	NSW	Mimili	SA	Smithton	TAS
Adelong	NSW	Charters Towers	QLD	Gloucester	NSW	Minjilang	NT	Sth West Rocks	NSW
Agnes Water	QLD	Cherbourg	QLD	Grafton	NSW	Mitchell	QLD	Springssure	QLD
Airds	NSW	Childers	QLD	Grenfell	NSW	Monto	QLD	St George	QLD
Ali Curung	NT	Clermont	QLD	Gulgong	NSW	Mooroopna	VIC	St Helens	TAS
Alice Springs	NT	Clifton	QLD	Gundagai	NSW	Morawa	WA	Streaky Bay	SA
Alpha	QLD	Cloncurry	QLD	Gunnedah	NSW	Moree	NSW	Swan Hill	VIC
Alyangula	NT	Cobar	NSW	Halls Creek	WA	Moruya	NSW	Tabubil	PNG
Ampliatwatja	NT	Coen	QLD	Harden	NSW	Mossman	QLD	Tamworth	NSW
Anyinginyi	NT	Colac	VIC	Hay	NSW	Mount Barker	WA	Tara	QLD
APY Lands	SA	Collarenebri	NSW	Hervey Bay	QLD	Mt Isa	QLD	Taroom	QLD
Armidale	NSW	Collinsville	QLD	Hopetoun	VIC	Mt Newman	WA	Tea Gardens	NSW
Augathella	QLD	Condobolin	NSW	Indulkana	SA	Mundubbera	QLD	Temora	NSW
Aurukun	QLD	Cooktown	QLD	Ingham	QLD	Mungindi	QLD	Tennant Creek	NT
Ayr	QLD	Coonabarabran	NSW	Injune	QLD	Nambour	QLD	Tenterfield	NSW
Babinda	QLD	Coonamble	NSW	Innisfail	QLD	Nambucca Hds	NSW	Texas	QLD
Badu Island	QLD	Cootamundra	NSW	Jerilderie	NSW	Napranum	QLD	Theodore	QLD
Bairnsdale	VIC	Cowes	VIC	Julia Creek	QLD	Narambeen	WA	Three Springs	WA
Ballarat	VIC	Currie	TAS	Kalgoorlie	WA	Narrabri	NSW	Tieri	QLD
Bairrandald	NSW	Dalby	QLD	Katanning	WA	Narromine	NSW	Timber Creek	NT
Bamaga	QLD	Daly River	NT	Katherine	NT	Nelly Bay	QLD	Tiwi Islands	NT
Baradine	NSW	Dareton	NSW	Kempsey	NSW	Newcastle	NSW	Tocumwal	NSW
Baralaba	QLD	Darwin	NT	Kerang	VIC	Nganmarriyanga	NT	Toowoomba	QLD
Barcaldine	QLD	Deception Bay	QLD	King Island	TAS	Norfolk Island		Townsville	QLD
Barham	NSW	Deniliquin	NSW	Kowanyama	QLD	Northam	WA	Trangie	NSW
Bateau Bay	NSW	Denman	NSW	Kununoppin	WA	Nubeena	TAS	Trundle	NSW
Beechworth	VIC	Derby	WA	Kununurra	WA	Nyripi	NT	Tully	QLD
Bellbrook	NSW	Dongara	WA	Kwinana	WA	Onslow	WA	Tumbarumba	NSW
Bendigo	VIC	Dorrigo	NSW	Kyogle	NSW	Orange	NSW	Tumut	NSW
Berrigan	NSW	Dover	TAS	Laidley	QLD	Orbost	VIC	Urana	NSW
Biggenden	QLD	Dungog	NSW	Lake Cargellico	NSW	Palm Cove	QLD	Utopia	NT
Bilinga	QLD	Dysart	QLD	Lake Nash	NT	Palm Island	QLD	Vincentia	NSW
Bingara	NSW	Echuca	NSW	Lake Tyers	VIC	Palmerston	WA	Wadeye	NT
Blackall	QLD	Edenhope	VIC	Lakes Entrance	VIC	Parkes	NSW	Wagga Wagga	NSW
Blackwater	QLD	Eidsvold	QLD	Lancefield	VIC	Peak Hill	NSW	Walgett	NSW
Boggabri	NSW	Emerald	QLD	Lancelin	WA	Pittsworth	QLD	Walungurru	NT
Bombala	NSW	Ernabella	SA	Leeton	NSW	Port Augusta	SA	Walwa	VIC
Boorowa	NSW	Esk	QLD	Lightning Ridge	NSW	Port Hedland	WA	Warakurna	WA
Boort	VIC	Fitzroy Crossing	WA	Lithgow	NSW	Portland	VIC	Warren	NSW
Bourke	NSW	Forbes	NSW	Mackay	QLD	Queenstown	TAS	Wee Waa	NSW
Bowen	QLD	Foster	VIC	Magnetic Island	QLD	Quilpie	QLD	West Wyalong	NSW
Brisbane	QLD	Fregon	SA	Maningrida	NT	Rainbow	VIC	Wongan Hills	WA
Broome	WA	Garbutt	QLD	Mannum	SA	Redfern	NSW	Wonthaggi	VIC
Bundaberg	QLD	Gatton	QLD	Manoora	QLD	Redland	QLD	Wyong	NSW
Caboolture	QLD	Gayndah	QLD	Meekathara	WA	Richmond	QLD	Yarrabah	QLD
Cairns	QLD	Geraldton	WA	Merredin	WA	Robinvale	VIC	York	WA
Canberra	ACT	Gibb River	WA	Merriwa	NSW	Roebourne	WA	Yuendumu	NT
Cardwell	QLD	Gilgandra	NSW	Mildura	VIC	Rosebery	TAS	Yulara	NT
Castlemaine	VIC	Gin Gin	QLD	Miles	QLD	Sale	VIC		
Ceduna	SA	Glenden	QLD	Millmerran	QLD	San Remo	VIC		

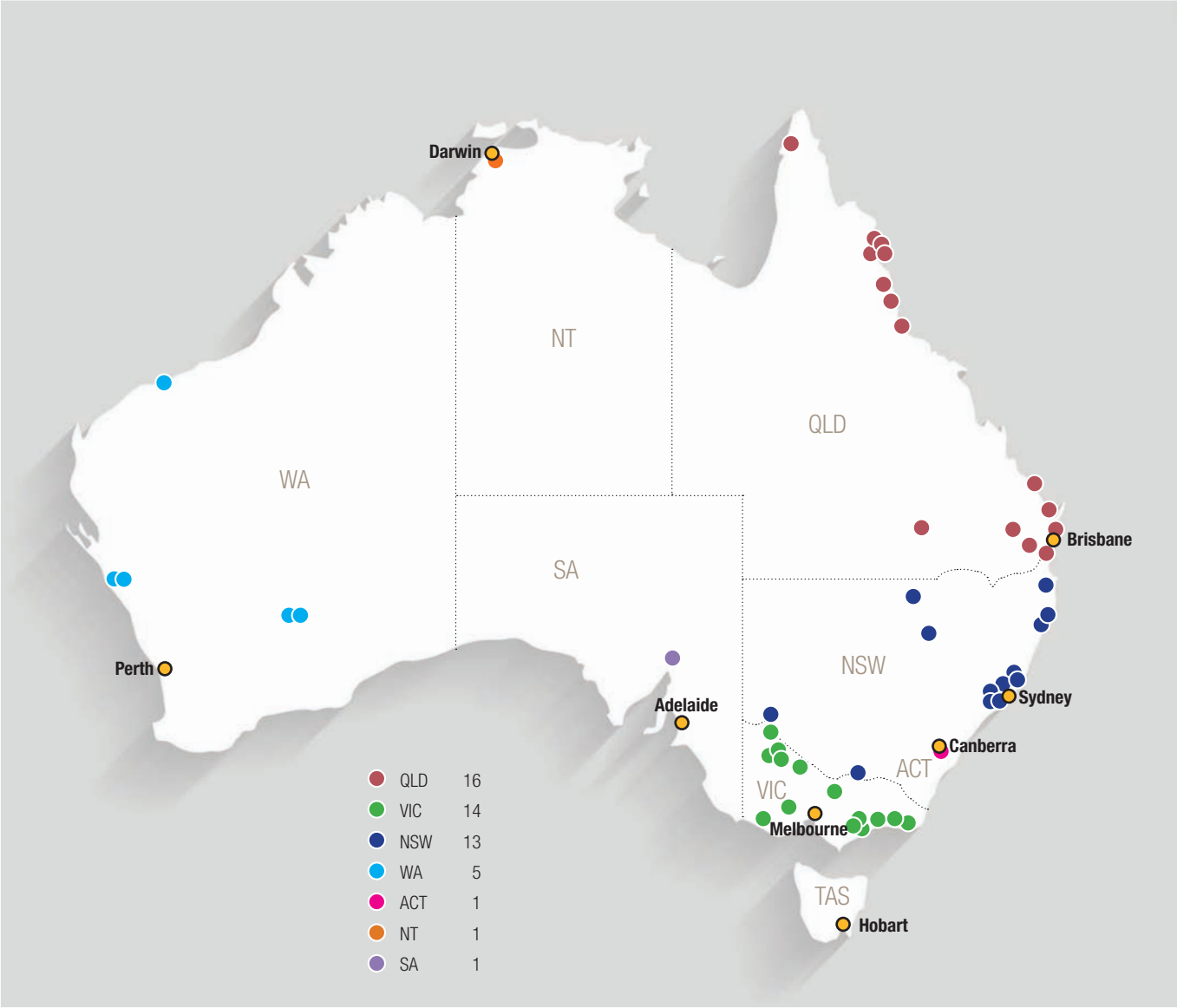
*As of June 2018



APPENDIX 4:
RVTS AMS Stream registrars training in Aboriginal
Community Controlled Health Services (ACCHS)
2014-2018 *

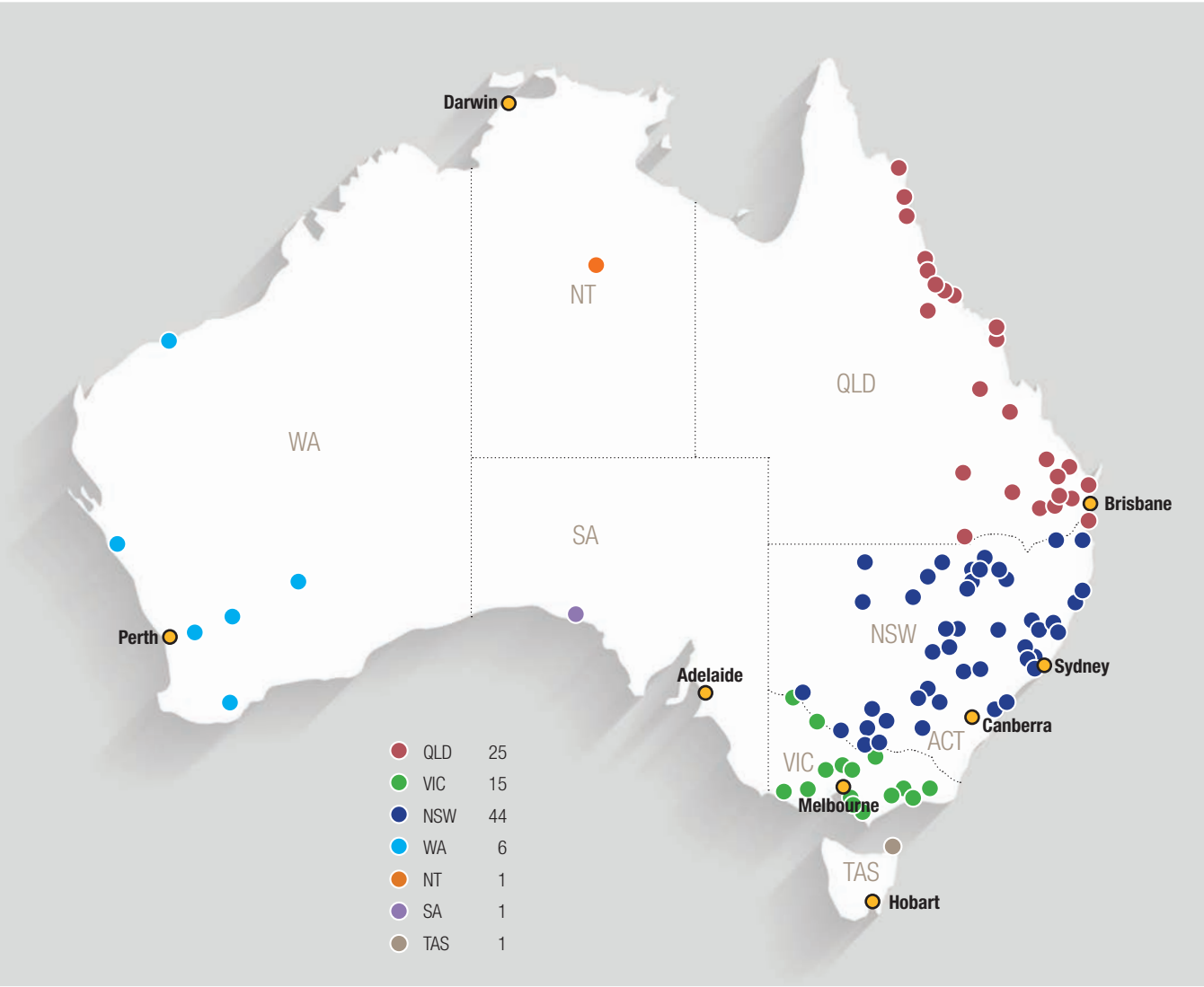
Town	State	Cohort	Town	State	Cohort
Airds	NSW	2015	Mildura	VIC	2016
Ballarat	VIC	2014	Mildura	VIC	2017
Bateau Bay	NSW	2014	Mooroopna	VIC	2017
Bilinga	QLD	2017	Mooroopna	VIC	2015
Bundaberg	QLD	2014	Nambucca Heads	NSW	2017
Cairns	QLD	2015	Napranum	QLD	2014
Cairns	QLD	2017	Palm Cove	QLD	2015
Canberra	ACT	2014	Port Augusta	SA	2014
Coonamble	NSW	2017	Portland	VIC	2016
Dalby	QLD	2017	Redfern	NSW	2017
Dareton	NSW	2016	Redfern	NSW	2018
Darwin	NT	2014	Redfern	NSW	2018
Deception Bay	QLD	2017	Robinvale	VIC	2017
Echuca	NSW	2014	Roebourne	WA	2015
Garbutt	QLD	2017	Sale	VIC	2015
Geraldton	WA	2016	Sale	VIC	2014
Geraldton	WA	2018	Sale	VIC	2014
Grafton	NSW	2017	Swan Hill	VIC	2016
Ingham	QLD	2018	St George	QLD	2014
Kalgoorlie	WA	2015	Toowoomba	QLD	2016
Kalgoorlie	WA	2015	Townsville	QLD	2014
Lakes Entrance	VIC	2015	Walgett	NSW	2015
Lake Tyers	VIC	2015	Wyong	NSW	2014
Mackay	QLD	2014	Wyong	NSW	2015
Manoora	QLD	2016	Yarrabah	QLD	2016
Mildura	VIC	2016			

*As of June 2018



APPENDIX 5:
Current locations of RVTs Registrars in 2018*

Town	State	Town	State	Town	State
Aberdeen	NSW	Deniliquin	NSW	Nambucca Hds	NSW
Adelong	NSW	Denman	NSW	Narrabri	NSW
Airds	NSW	Echuca	NSW	Orbost	VIC
Ayr	QLD	Forbes	NSW	Parkes	NSW
Bairnsdale	VIC	Garbutt	QLD	Peak Hill	NSW
Ballarat	VIC	Gayndah	QLD	Pittsworth	QLD
Baradine	NSW	Geraldton	WA	Portland	VIC
Baralaba	QLD	Gilgandra	NSW	Redfern	NSW
Barham	NSW	Glenfield	NSW	Roebourne	WA
Bilinga	QLD	Gloucester	NSW	Sale	VIC
Boggabri	NSW	Gulgong	NSW	San Remo	VIC
Boorowa	NSW	Harden	NSW	St Helens	TAS
Bourke	NSW	Ingham	QLD	Swan Hill	VIC
Cairns	QLD	Jerilderie	NSW	Tara	QLD
Cardwell	QLD	Kalgoorlie	WA	Tea Gardens	NSW
Castlemaine	VIC	Kyogle	NSW	Tennant Creek	NT
Ceduna	SA	Laidley	QLD	Tenterfield	NSW
Charters Towers	QLD	Lake Tyers	VIC	Tocumwal	NSW
Childers	QLD	Lancefield	VIC	Toowoomba	QLD
Clermont	QLD	Lithgow	NSW	Townsville	QLD
Cobar	NSW	Mackay	QLD	Tumbarumba	NSW
Colac	VIC	Merredin	WA	Urana	NSW
Condobolin	NSW	Mildura	VIC	Vincentia	NSW
Cooktown	QLD	Mitchell	QLD	Wagga Wagga	NSW
Coonabarabran	NSW	Mooroopna	VIC	Walgett	NSW
Coonamble	NSW	Moree	NSW	Warren	NSW
Cootamundra	NSW	Moruya	NSW	Wee Waa	NSW
Cowes	VIC	Mossman	QLD	Wonthaggi	VIC
Dalby	QLD	Mount Barker	WA	Wyong	NSW
Dareton	NSW	Mundubbera	QLD	Yarrabah	QLD
Deception Bay	QLD	Mungindi	QLD	York	WA



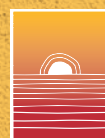
*As of June 2018



For information about the RVTS RAP please contact Veeraja Uppal, Special Projects Development Officer on 02 6057 3400 or vuppal@rvts.org.au



Australian Government
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