



Biripi Aboriginal Corporation Medical Centre  
Strategic Plan 2024-2029





# BIRIPI ABORIGINAL CORPORATION MEDICAL CENTRE

*Our Mob Our Way*

## 5 Year Strategic Plan 2024-2029

### Vision

To deliver culturally safe, integrated healthcare and social services that support the Biripi community's well-being, resilience, and sustainable growth.

### Strategic Priorities

#### Governance and Leadership

**Goal:** Strengthen governance to ensure transparent, accountable, and culturally appropriate decision-making, aligned with relevant accreditations and legislation.

##### Actions:

- Implement governance frameworks aligned with the NSW Aboriginal Health Plan 2024-2034, fostering Aboriginal-led leadership.
- Ensure ongoing compliance with accreditation standards from AGPAL (Australian General Practice Accreditation Limited), QIP (Quality Innovation Performance), and Office of the Registrar of Indigenous Corporations (ORIC).
- Comply with relevant legislation, including the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act), and ensure regular governance reviews and audits.

#### Addressing GP Shortages and Workforce Development

**Goal:** Tackle GP shortages and build a skilled, culturally competent workforce to meet the healthcare needs of the Biripi community, with a focus on critical roles like aged care workers, out-of-home care caseworkers, and overall staff well-being.

##### Actions:

- Expand roles for nurses, allied health professionals (AHPs), and aged care workers by providing training in primary care, chronic disease management, and mental health.
- Recruit and retain Aboriginal caseworkers who can provide culturally sensitive support to Aboriginal families in the child protection system.
- Improve Employee Assistance Programs (EAPs) to provide mental health and well-being support for all staff.

#### Financial Management and Investment Strategy

**Goal:** Enhance financial sustainability through improved financial processes and strategic investments.

##### Actions:

- Strengthen financial oversight with regular audits and transparent financial reporting.
- Develop a strategic investment plan to secure financial sustainability and support future growth.
- Implement budget forecasting to ensure resources are allocated efficiently to core programs.

## Child Safe Organisation

**Goal:** Create a safe environment for Aboriginal children and families across all services.

**Actions:**

- Embed the Aboriginal Case Management Policy and Aboriginal Child Placement Principle in all child protection and family support services.
- Develop and implement a Child Safe Policy, with staff trained in trauma-informed care.
- Strengthen partnerships with ACCOs to deliver culturally appropriate family services.

## Infrastructure Development

**Goal:** Develop sustainable, accessible, and culturally appropriate facilities, while enhancing IT and cyber security infrastructure.

**Actions:**

- Apply National Aged Care Design Principles to create culturally welcoming healthcare and community spaces.
- Expand facilities to accommodate more family services and child-friendly spaces.
- Incorporate environmentally sustainable designs in new infrastructure.
- Modernise IT systems to improve operational efficiency, with an emphasis on patient record management and telehealth.
- Strengthen cyber security measures to protect sensitive health data, including regular audits and multi-factor authentication.

## Environmental Responsibility

**Goal:** Promote environmental sustainability through the adoption of alternative energy sources, ethical procurement, and waste reduction.

**Actions:**

- Explore and implement alternative energy sources such as solar power and energy-efficient systems.
- Adopt ethical procurement practices to ensure suppliers meet environmental sustainability and social responsibility standards.
- Implement energy-efficient initiatives and waste reduction measures across all facilities.

## Community Engagement and Communication

**Goal:** Foster transparent, inclusive, and effective communication with staff, stakeholders, and the broader community.

**Actions:**

- Engage staff through open communication channels to keep them informed about strategic priorities, policy updates, and service developments.
- Consult stakeholders, including community members, Aboriginal elders, and health providers, in decision-making processes.
- Establish a Community Engagement Plan to promote two-way communication with the Biripi community.

## **Social and Emotional Well-being**

**Goal:** Promote social and emotional well-being services that are culturally safe and responsive to the community's needs.

### **Actions:**

- Implement the Social and Emotional Well-being Framework, integrating culturally informed mental health services.
- Partner with the Elder Care Support Program to offer holistic support for the emotional and physical well-being of elders.