

ABORIGINAL HEALTH STRATEGY – PROGRESS UPDATE OCTOBER 2015

Key Targets



1. Establish and develop capacity for an Aboriginal Health Council – that will work collaboratively with the SHR, communities and other health stakeholders
2. Enhance the Cultivating Change Workshop by designing the current program for the health care health care providers so that it addresses cultural competency, Aboriginal diversity and racism.
3. Develop Cultural Helper positions to work with the Aboriginal Health Council and Communities to incorporate spiritual and cultural needs within all SHR facilities
4. Develop a Cultural Competency Framework for health managers and their staff that adheres to Aboriginal traditional protocol.
5. Increase employment opportunities - throughout and including SHRA.
6. Eliminate system racism through the development of an Anti-Racism Strategy.
7. Advocate for policy changes at the local, provincial and federal levels that will improve health access.

1. Transforming the Care and Service Experience

(Respect and compassion/Patient-Centred – patient values, preferences and needs, involving families in care of their loved ones. Supporting aboriginal concepts of health. Additional resources for addressing Racism)

Recommendations

- SHR co-host cultural events, ceremonies – build relationships, improve cross-cultural relations and bridge gaps with a concerted effort on improving race relations
- Improved communication with care providers in a language that is understood – hiring an advocate/Liaison to act as an intermediate between clients and SHR employees.
 - Provision of a translator
- Reduction of wait times and timely access to professionals (psychiatrists, specialists, etc.)
- Improve communication tools for Aboriginal clients if concerns are not being met, or are inappropriate – accessing Client Representatives to advocate on their behalf.
- Increase communication and understanding of health funding plans and work to resolve jurisdictional barriers within the Health Region and the provincial and federal governments to reduce duplications or gaps in service.
- Enhanced multidisciplinary communication such as exploring a variety of options, rather than simply prescribing medications and developing a process to reduce prescription drug abuses
- Assistance with transportation and childcare options, which can act as barriers to treatment.

2. Transforming the Work Experience

(Culturally sensitive care and work environment/Inclusive workplace and space/Representative workforce)

Recommendations:

- Hiring more Aboriginal people at all levels (Doctors, Nurses, cultural helpers, Navigators, etc.)
- Create positions for Aboriginal navigators/cultural helpers to assist people in understanding services provided
- Redesign the Cross-cultural Training and protocol for all staff, including care providers, general practitioners, and leadership.
- Supports and services in the Community
- Role model and mentoring program

3. Partnering for Improved Health

(Strong partnerships needed to address health issues eg. RW Strategy)

Recommendations:

- Aboriginal Health Council – First Nations and Métis Health and Health Region stakeholders partner to implement Strategy
- Reporting mechanism – inclusive of all Health Region departments and based on outcomes of all actions within Strategy
- Advocate with Ministry of Health for representation on Boards based on 10%
- Work collaboratively with communities to train their own members for health care careers
- Adopt best practices inclusive of Cultural competency and care provided

4. Building a sustainable integrated system

(Innovation and best practices/More effective in organizing, streamlining and integrating health services in a manner that is sustainable. Aboriginal people are requesting the SHR make systemic changes to address concerns around patient flow, transfers and discharge planning)

Recommendations:

- Holistic approach – incorporate traditional medicines/models of care within current medical system such as access to Aboriginal Elders, Healers and Cultural Helpers.
- Increase acceptance by physicians and medical teams of traditional/holistic models of care and respect for working collaboratively with Aboriginal healers/practitioners
- Rural Strategy – Integrate Aboriginal component to improve services/working relationships between Aboriginal population and providers
- Provide appropriate spaces for Aboriginal to practice ceremonial customs on site.
- Streamlining, consistent, interdisciplinary approach to discharge planning and aftercare, including follow-up regarding recovery, medications, etc.

5. Fostering Research, Learning and Innovation

(Explore leading practices, OCAP, opportunities to work collaboratively to develop new models/Offering expanded training programs/models for translation services)

Recommendations:

- Enhanced partnerships with educational institutions To train and recruit skilled Aboriginal professionals, allied health professionals and health inspectors.
- Work with SHRs Representative Workforce to adopt best practice around cultural competency.
- Enhanced education around spirituality and practices for physicians, staff, students and volunteers.
- Cultural sensitivity training for care providers including physicians to enhance understanding.
- Additional training and seats for Aboriginal Health Care professionals (physicians, RNs, LPNs, Therapists, health inspectors, dental healthproviders, dieticians, epidemiologists, etc.)



NOTE: ● Red: No action/or not in jurisdiction ● Green: Action taken/good progress ● Yellow: Some work/limited progress

Proposed Aboriginal Health Services

Recommendations for the Saskatoon Health Region to create the following positions

Guiding Principles of Aboriginal Health for Saskatoon






Position	Status
Aboriginal Hospital Liaison	5 Positions: First Nations and Métis Health Service employs 3 Navigators (1 more position in staffing process) And one lead Supervisor
Aboriginal Hospital Navigator	
Aboriginal Patient Navigator	
Aboriginal Cultural Helper	3 Positions:- Spiritual Care employs 3 Cultural Helpers 1 - First Nation and Métis Health employs 1 Residential School Support Advisor
Aboriginal Mental Health Community Liaison	2 Positions: The Connection to Care Program recently hired 1 Elder/Advisor and one Aboriginal Social Worker.
Aboriginal Patient Advocate/Aboriginal Ombudsman Office	1 Position: the SHR employs one Aboriginal Client Representative
Aboriginal Interpretation / Translation Services	Aboriginal Navigators provide translation in Cree, Dené and Saulteaux
Aboriginal Transportation Services	
Discharge Planning	
Mandatory Cross-Cultural Training	Cross Cultural /Aboriginal Awareness Training is mandatory for all new hires in the SHR

The Saskatoon Health Strategy aims to honour the spirit and intent of the original Treaties and will not affect the Treaty funding services. The guiding principles of the Aboriginal Services follow:

1. Cognizant of the holistic approach regarding all developmental stages of life.
2. Respectful of the diverse cultural needs and the appropriate services for the diverse needs of the Aboriginal community.
3. Meaningful engagement of our Elders to provide guidance and input into the design, delivery, implementation and evaluation of programs and services.
4. Meaningful and inclusive collaboration between the Aboriginal community, the Saskatoon Health Region and various government stakeholders.
5. Aboriginal people must have an equal voice pertaining to management processes, policies, programs and services that affect their health.
6. Improve the health status of Aboriginal people by working together for the betterment of Aboriginal health.
7. Increased access and effectiveness of programs and services delivered to Aboriginal people.
8. Equitable care and access to all Aboriginal people, regardless of rural or urban residency.
9. Patient-centered care in regards to alternative healing methods is respected.
10. Working in partnership, Aboriginal people will define the level of commitment towards the governance of health initiatives.
11. A transparent process to provide on-going program evaluation mechanisms back to the communities to measure the effectiveness of all developed and adapted programs.
12. Respect for the inter-relatedness of all things in life (environment).
13. Aboriginal people: ((First Nation, Métis, Inuit) are all very distinct and have their own culture and ways of being.
14. Through Cultural ceremony and meaningful process, the Aboriginal Health Council will review and assess the Aboriginal Health Strategy to ensure commitment and progression in moving it forward



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