



# **COLLABORATION AGREEMENT**

**2016– 2018**

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**CONTENTS****Page**

Overview of Parties

2

Principles

2-3

History of Collaboration

3

Objectives

4

Outputs

4

Evaluation and Review

5

Operational

5

Signatures

6

Work plan 2016-18

8-10

# **Collaboration Agreement between the Australian Indigenous Doctors' Association (AIDA) and Medical Deans Australia New Zealand Inc (Medical Deans)**

**January 2016 to December 2018**

## **Overview of Parties**

### AIDA

The Australian Indigenous Doctors' Association (AIDA) is a not-for-profit professional association contributing to equitable health and life outcomes, and the cultural wellbeing of Aboriginal and Torres Strait Islander people. AIDA's ultimate goal is to reach population parity of Indigenous doctors, and to inform and support a culturally safe health care system. In this context, AIDA's work provides the government and other national bodies with key outcomes and deliverables that contribute to high level public policy including the Close the Gap campaign and the National Aboriginal and Torres Strait Islander Health Plan and its implementation plan. AIDA is an active partner in the National Health Leadership Forum and engages with a range of stakeholders across the medical continuum, including through collaboration agreements. AIDA supports its members through mentoring, advocacy, representation, collegiate support and professional networking opportunities.

For more information visit the [www.aida.org.au](http://www.aida.org.au)

### Medical Deans

The Medical Deans of Australia and New Zealand Inc (Medical Deans) is the peak national and cross-Tasman professional body representing professional-entry level medical education, training and research in Australia and New Zealand. Medical Deans aims to promote improvements in Indigenous Health through education and workforce development. In partnership with key external partners including AIDA, Medical Deans plays a unique role in supporting the growing numbers of Aboriginal and Torres Strait Islander medical practitioners, as well as promoting and disseminating examples of best practice in Aboriginal and Torres Strait Islander health education.

For more information visit [www.medicaldeans.org.au](http://www.medicaldeans.org.au)

## **Principles**

AIDA and Medical Deans believe that all doctors working in Australia should possess the knowledge and skills to work competently with the Aboriginal and Torres Strait Islander people and thereby contribute to reducing the current gap in health outcomes and life expectancy between Indigenous and non-Indigenous Australians.

Increasing the Indigenous medical workforce by working to recruit, support and graduate Indigenous medical students contributes to reducing the gap in health outcomes and is essential to ensuring medical students and doctors understand the social, cultural and political context of Indigenous peoples' lived experiences, as well as practice with cultural competence when working with, and treating, Aboriginal and Torres Strait Islander people.

The fourth Collaboration Agreement between AIDA and Medical Deans builds on the successes of the 2005-2008, 2008-2011, 2012-2015 Collaboration Agreements and reaffirms the strong and sustained commitment of both organisations to partnership, under the following principles:

- acknowledgement of the sovereignty of Aboriginal and Torres Strait Islander peoples and their self-determination, ongoing relationship with land and cultural continuity;
- mutual regard and respect;
- inclusive consultation and decision making processes;
- valuing each other's unique contributions; and
- cultural safety for all peoples in all spheres, with an understanding of the issues for Aboriginal and Torres Strait Islander peoples.

### **History of Collaboration**

The inaugural collaboration agreement was signed in October 2005 between AIDA and the Committee of Deans of Australian Medical Schools (CDAMS, now known as Medical Deans). The fourth Collaboration Agreement was signed in 2015 marking the ten years anniversary since the inaugural agreement. This is a milestone achievement which recognises the ongoing and successful collaboration between AIDA and Medical Deans. The partnership and successes between AIDA and Medical Deans have been widely recognised within Australia and abroad.

AIDA and Medical Deans have also jointly influenced broader structural reform and policy and program agendas at the national level in both health and education. Examples of successful outcomes of this partnership include:

- undertaking a national review of the implementation of Medical Deans (formerly CDAMS) Indigenous Health Curriculum Framework and the AIDA's Healthy Futures Indigenous student recruitment and retention strategies;
- incorporating an Indigenous Knowledge Initiative (IKI) for Deans of Medicine as part of the Medical Deans' Annual Conference each 2 years;
- providing leadership to the Leaders in Medical Education (LIME) Network; and
- establishing co-chairing arrangements of Indigenous and non-Indigenous members of committees and working groups of joint projects.

### **Program of Collaboration for Aboriginal and Torres Strait Islander Health Equality (2016-2019)**

It is intended that the work undertaken under this Collaboration Agreement will contribute to closing the gap in health outcomes between Indigenous and non-Indigenous Australians.

## Objectives

The objectives of this Collaboration Agreement are to:

- support a growing Aboriginal and Torres Strait Islander medical workforce;
- provide leadership within the medical community on priority health matters for Aboriginal and Torres Strait Islander peoples;
- drive Aboriginal and Torres Strait Islander health initiatives across the medical education continuum and support initiatives across other health disciplines; and
- share knowledge routinely and through specific identified initiatives; and
- work toward the above objectives within a realistic resource framework of both parties.

## Outputs

The outputs of this Collaboration Agreement are to:

- promote medical education that contributes to achieving Aboriginal and Torres Strait Islander health equality;
- increase support for and retention rates of Aboriginal and Torres Strait Islander medical students; and
- encourage data and knowledge-sharing to assist in developing effective workforce and educational policy.

Specific priority outputs over the next three years are:

Supporting Medical Schools to increase the recruitment, support, retention and graduation of Aboriginal and Torres Strait Islander medical students, including the support of student attendance at the annual AIDA Conference
Maintaining partnerships with peak bodies in medical education and training
Supporting ongoing quality improvement of Aboriginal and Torres Strait Islander medical education at the local medical school level with reference to the recommendations from the <i>AIDA-Medical Deans National Medical Education Review (2012)</i>
Providing leadership within the medical community on Aboriginal and Torres Strait Islander health and education
In partnership with key stakeholders advocating for the vertical integration of Indigenous health content, including offering lessons learned to other health disciplines
Supporting the implementation of appropriate ongoing assessment of Indigenous health content across the medical degrees offered by each Medical School
Promotion of culturally safe medical education and training institutions
Conducting Indigenous Knowledge Initiatives biennially preferably alongside Medical Deans annual conference
Providing leadership in the LIME Network (including co-auspicing the biennial LIME Connection – where relevant)
Sharing knowledge and data pertaining to Aboriginal and Torres Strait Islander medical students to support effective workforce and educational policy
Supporting Medical Schools to have Indigenous assessors participate on the accreditation panel for each Medical Schools as undertaken by the Australian Medical Council

In implementing the Program of Collaboration for Aboriginal and Torres Strait Islander Health Equality (2016-2018) AIDA and Medical Deans will consult with each other on the development of relevant joint policy papers, media statements, presentations, funding submissions, and as appropriate, the holding of joint meetings.

### **Evaluation and Review**

Success of this Collaboration Agreement will be measured against the following;

Increased numbers of Aboriginal and Torres Strait Islander medical student enrolments and graduations
Improved Aboriginal and Torres Strait Islander health within medical student learning outcomes
Improved vertical integration of Aboriginal and Torres Strait Islander content across the medical education and training continuum
Reported assessment of Indigenous health content across the medical degrees offered by each Medical School
Active partnership in place with key bodies such as Committee of Presidents of Medical Colleges, Confederation of Postgraduate Medical Education Councils, Australian Medical Council, Medical Board of Australia, National Aboriginal Community Controlled Health Organisation, Australian Medical Students' Association
Increased cultural safety within medical schools and faculties
Active commitment to activities which support the objectives of this Agreement demonstrated in Medical School Accreditation reports
Number of Aboriginal and Torres Strait Islander assessors on panels for Medical School reaccreditation

AIDA and Medical Deans will jointly monitor the progress of this program of collaboration and will provide updates on progress at the governing meetings (outlined below). AIDA and Medical Deans will undertake a joint review of the outcomes of the Collaboration Agreement in June 2017 and at completion in December 2018. These reviews will be jointly developed and will be presented to, and endorsed by the governing bodies of both AIDA and Medical Deans.

### **Operational**

This Collaboration Agreement does not specifically bind AIDA or Medical Deans to act in any prescribed manner (including financial commitments) on any matter.

Guidance and accountability for this Collaboration Agreement will be provided through the proposed Indigenous Health and Advisory Committee which will comprise representatives from AIDA, Medical Deans, Committee of Presidents' of Medical Colleges (CPMC), Confederation of Postgraduate Medical Education Councils (CPMEC), TeORA and the LIME Network.

The Presidents of AIDA and Medical Deans will meet once every six months. The CEOs of AIDA and Medical Deans will meet once every six months.

Consideration will be given to an invitation to the President of AIDA to deliver a presentation at the annual Medical Deans Conference and the President of Medical Deans to deliver a presentation at the annual AIDA Conference. Where possible, joint presentations may be delivered in other relevant forums and networks, including the LIME Network biennial Connection.

Dr Tammy Kimpton

Professor Nicholas Glasgow

**President**  
Australian Indigenous Doctors'  
Association

**President**  
Medical Deans Australia and  
New Zealand Inc

10 August 2015





## AIDA -Medical Deans Collaboration Agreement 2016 – 2018 Work Plan

<b>Output (as per Collaboration Agreement)</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Supporting Medical Schools to increase the recruitment, support, retention and graduation of Aboriginal and Torres Strait Islander medical students, including the support of student attendance at the annual AIDA Conference.	AIDA and Medical Deans, through individual medical schools, support Aboriginal and Torres Strait Islander medical students to attend AIDA Conference.	Continued support of Aboriginal and Torres Strait Islander medical students to attend AIDA Conference.	Continued support of Aboriginal and Torres Strait Islander medical students to attend AIDA Conference.
Maintaining partnerships with peak bodies in medical education and training.	AIDA and Medical Deans maintain partnerships with relevant organisations Committee of Presidents' of Medical Colleges (CPMC), Confederation of Postgraduate Medical Education Councils (CPMEC), TeORA and the LIME Network and continue to be represented on national committees of significance.	Maintain partnerships and representation.	Maintain partnerships and representation.
Supporting ongoing quality improvement of Aboriginal and Torres Strait Islander medical education at the local medical school level with reference to the recommendations from the <i>AIDA-Medical Deans National Medical Education Review (2012)</i>	Where possible seek feedback from schools on implementation of recommendations locally with support from the LIME Network.	Seek ongoing feedback from schools.	Seek ongoing feedback from schools.
Providing leadership within the medical community on Aboriginal and Torres Strait Islander health and education.	AIDA and Medical Deans showcase best practice in collaboration and leadership at a national level.	Continued leadership.	Leadership acknowledged.

			Development of new AIDA – Medical Deans Collaboration Agreement.
In partnership with key stakeholders advocating for the vertical integration of Indigenous health content, including offering lessons learned to other health disciplines.	AIDA, Medical Deans, CPMEC and CPMC Executives meet to scope a strategy which provides for effective vertical integration of the Indigenous Health curriculum. Consider potential funding to implement strategy.	Indigenous Health Vertical Integration Strategy Endorsed and Implemented.	Indigenous Health Vertical Integration Strategy Implemented.  Evaluation framework established.
Supporting the implementation of appropriate ongoing assessment of Indigenous health content across the medical degrees offered by each Medical School.	Where possible seek feedback from schools on implementation of recommendations locally with support from the LIME Network.	Seek ongoing feedback from schools.	Seek ongoing feedback from schools.
Promotion of culturally safe medical education and training institutions.	AIDA and Medical Deans to continue to promote culturally safe medical education and training institutions to ensure safety of Aboriginal and Torres Strait Islander medical students and ensure culturally competent graduates.	AIDA and Medical Deans to consider development of a proposal to independently review cultural safety within medical schools.	Promote activities as much as possible.
Conducting Indigenous Knowledge Initiatives biennially preferably alongside Medical Deans annual conference.	Indigenous Knowledge Initiative to be held preferably alongside 2016 Medical Deans Conference.	Seek feedback at the completion of each IKI to inform future events.	Seek feedback at the completion of each IKI to inform future events.

<p>Providing leadership in the LIME Network (including co-      auspicing the biennial LIME Connection – where      relevant).</p>	<p>Participation in LIME governance      structure.</p> <p>Planning for LIME Connection VII.      (conditional on funding)</p> <p>AIDA and Medical Deans to      participate on the LIME Connection      Organising Committee.</p>	<p>Ongoing participation in LIME      governance structure.</p> <p>LIME Connection VI1. (conditional      on funding)</p>	<p>Ongoing participation in      LIME governance structure.</p> <p>Planning for LIME      Connection VIII. (conditional      on funding)</p> <p>AIDA and Medical Deans to      participate on the LIME      Organising Committee.</p> <p>AIDA to continue co-      auspice      LIME Connection where      relevant</p>
<p>Sharing knowledge and data pertaining to Aboriginal and      Torres Strait Islander medical students to support      effective workforce and educational policy.</p>	<p>Discussion of Medical Deans      annual data collection that relates      to the Aboriginal and Torres Strait      Islander workforce.</p> <p>AIDA and Medical Deans to identify      data collection methods, including      ethics approval requirements.</p>	<p>Annual Report completed.</p> <p>Consider development of a      position paper on Indigenous      medical student recruitment and      retention.</p>	<p>Annual Report completed.</p> <p>Discussion of Medical Deans      annual data collection that      relates to the Aboriginal and      Torres Strait Islander      workforce.</p>
<p>Supporting Medical Schools to have Indigenous assessors      participate on the accreditation panel for each Medical      Schools as undertaken by the Australian Medical Council      (AMC).</p>	<p>Seek feedback from AMC.</p>	<p>Seek feedback from AMC.</p>	<p>Seek feedback from AMC.</p>