



Institute for Urban Indigenous Health Ltd

ABN 32 140 019 290

2022 Modern Slavery Statement

For the year ended 30 June 2022

MODERN SLAVERY STATEMENT 2022

The Modern Slavery Act 2018 (Cth) (the Act) mandates a new statutory modern slavery reporting requirement for larger companies operating in Australia. Under the Act, companies are required to publish statements explaining who they are, their structure, operations and supply chains and describing the risk of modern slavery practices in their operations and supply chains and actions being taken to assess and address modern slavery risks in their operations and supply chains and effectiveness of those actions.

1. Who we are

This Modern Slavery Statement is made by the Institute for Urban Indigenous Health Ltd (ABN 32 140 019 290) referred to as "IUIH". IUIH is a health promotion charity registered with the Australian Charities and Not-for-profit Commission (ACNC). This is IUIH's first statement and is prepared in relation to the financial year ended 30 June 2022.

2. About Us

Our Vision

Healthy and strong vibrant Aboriginal and Torres Strait Islander children, families, and communities.

Our Mission

Leadership in health system reform and provision of a high quality, integrated system of health and social support services.

Our Values

Respect

We believe that respectful relationships are essential to achieving Our Vision. We understand that respectful relationships are built on the recognition that we all have a contribution to make. Therefore, we commit to treating each other and our partners with dignity, generosity and responsiveness.

Culture

We are here because of those who came before us. We draw upon Aboriginal teachings and ways for strength, wisdom and guidance. We uphold holistic approaches to healthcare and strive to achieve balance in our mental, spiritual, emotional and physical wellbeing.

Discipline

We have an opportunity to achieve transformative change in the health and wellbeing of our Communities and an obligation to make the most of this opportunity. This will require us to be disciplined, to maintain loyalty to each other and to Our Vision, to maintain and nurture unity, integrity and reliability in fulfilling our commitments to one another.

Excellence

We are humbled and honoured to have been asked by our Communities to work on their behalf, and in doing so, we have a moral obligation to strive for excellence in outcomes and our practices. We strive to continuously learn through capacity development opportunities, from new and innovative models, and from each other.

Relationships

We believe that effective relationships with Community, with our partners and with each other are foundations for achieving Our Vision and fulfilling our commitments. We commit to fostering working relationships underpinned by trust, honesty, understanding, teamwork and mutual support.

Fairness

We work to improve the health and wellbeing of our Communities. Our decision-making reflects their best interests and leads to just and equitable treatment of all Aboriginal and Torres Strait Islander people across South East Queensland. We are inclusive in our practices, our communications and discussions.

Structure

IUIH is a company limited by guarantee, incorporated with the Australian Securities and Investment Commission (ASIC).

The company members are the four (4) Aboriginal Community Controlled Health Services (ACCHSs) in South East Queensland. It does not own or control other entities, but its business units include Moreton Aboriginal and Torres Strait Islander Community Health Service (MATSICHS) which comprises five (5) primary health care clinics that operate across the Brisbane North region.

Head office is in Windsor, Brisbane and although its primary activities are in South East Qld, some Home Care Services to Elders operate on the Sunshine Coast and Fraser Coast Regions.

IUIH has a cultural integrity investment structure – known as “the Ways” - that embraces Aboriginal Terms of Reference and seeks to bring those principles into the way it works throughout all operations of the organisation.

Operations

IUIH leads the planning, development, and delivery of comprehensive primary health care for the Aboriginal and Torres Strait Islander population of the South East Queensland (SEQ) region.

During the 2021 – 2022 financial year the company

- continued to adapt and strengthen responses to COVID-19 within its operations to address everchanging requirements. This included operation of a Commonwealth funded respiratory clinic providing the Aboriginal and Torres Strait Islander community with direct access to COVID testing, assessment and care, and enhanced vaccination capacity
- established and expanded ‘Mob Link’ services – connecting clients to services they needed and providing virtual COVID-19 information and care
- directly operated Moreton ATSICHS (consisting of five primary health care clinics and the Respiratory Clinic) across the Moreton Region plus Goodna clinic towards the west of SEQ, using an integrated System of Care that also delivers specialist services and allied health
- provided aged care support in-home and targeted support for vulnerable Elders not in receipt of Commonwealth funded aged care support (welfare check-ins, essential transport, shopping assistance and meals)
- continued dental services - though at a reduced level due to impact of COVID-19
- continued its Birthing in Our Community (BiOC) partnership with member service Aboriginal and Torres Strait Islander Community Health Service Brisbane (ATSICHS) and Mater Health providing midwifery care and wrap around social support for mums and their families
- took a leadership role in developing a regional networked-system response to the National Close the Gap agreement (2020) and the Queensland First Nations Health Equity Framework (2021) in partnership with the SEQ Hospital and Health Services, Mater Health, Children’s Hospital Qld and the SEQ Primary Health Networks (PHNs)
- continued support of mob with complex chronic conditions
- supported access to the National Disability Insurance Scheme (NDIS) and delivered Support Coordination and allied health services to NDIS participants
- continued investing in the development of the urban Indigenous workforce through student placements and ‘growing our own’ staff

- continued partnership with Indigenous Allied Health Australia expanding our Pathways our Way Academy (POWA) with increased school based and full-time trainees, and participants commencing job pathways programs
- continued health promotion and smoking prevention events
- research programmes continued
- the IUIH Community Legal Service continued providing quality advice to vulnerable clients and families.

In undertaking its business IUIH expects its people to bring Aboriginal Terms of Reference (Aboriginal Ways) to consciousness and imbed the stance, values and knowledge within all aspects of IUIH's operations. 'The Ways' core principles are:

Balance in gender, approaches, structure and society

Relatedness and Kinship understanding the need for connectivity with both Mob and the Land

Non-hierarchical systems lateral arrangements, inclusive and with the absence of class, caste or clique system

Autonomy is response between individuals, between nations and between organisations; not about the separation of the individual, nation or organisation from the Community/Society

Ethics/Law the regulation of the self and society to 'propa' conduct with each other and the Land

Place or the Land as a moral entity influences other Ways principles and the identity of a Person, Clan or Language group.

As IUIH introduces the Ways to new employees and continues work to better imbed Aboriginal Ways of Seeing, Doing, Belonging, Being and Knowing throughout its operations and beyond, it influences partner organisations and other providers with which it does business in a positive way.

There is no place in Aboriginal Terms of Reference or 'the Ways' for acceptance of modern slavery practices.

In carrying out its operations the company

- directly employs workers to deliver services to clients and provide back office support
- subcontracts member services (Community Controlled Health Services – CCHSs) and other ACCHSs to provide services
- provides products to clients and ACCHS meeting relevant criteria – such as health check promotional shirts, pharmaceutical items, medical aids
- leases premises, motor vehicles and office equipment
- undertakes charitable activities providing unfunded health services to mob from self-generated income
- utilises a warehouse system to source, store and distribute a multitude of items across all business units.

Further information about IUIH activities can be found in our Annual Report and on our website at www.iuih.org.au.

Supply Chains

To support its operations, IUIH employed 757 staff as of 30 June 2022 and its supply chain consists of many suppliers and wholesalers largely in the healthcare industry (including prosthesis, consumables, medical equipment), some in training (RTO's), clothing manufacturers (uniforms and promotional clothing) as well as support services (including cleaning, midwifery, accounting, legal, fit-out, maintenance and food services).

Suppliers include preferred suppliers with stable long-term relationships, short-term suppliers due to COVID-19 supply requirements and one-off suppliers on an ad hoc basis. Most product supplies are organised through the company's 'Warehouse' system.

3. Risks of modern slavery practices in IUIH operations and supply chains

As a health promotion charity operating only in Australia there is no material risk of modern slavery occurring within our direct business operations. Neither is it likely in the Australian organisations from whom IUIH contracts or purchases services or products.

However, we recognise we could be indirectly exposed to the risk of modern slavery and human trafficking through our supply chains, particularly if supplier's supply chains source products from global risk areas.

4. Actions taken by IUIH during July 2021 – 2022 to assess and address the risks identified in Criteria 3

Given the level of control IUIH exercises over day-to-day operations and the emphasis on The Ways, the internal risk of modern slavery occurring is extremely low. The majority of IUIH services staff are engaged directly by us, which reduces the risk of modern slavery within our workforce.

The suppliers of services and products to IUIH are in the majority Australian reducing the risk of modern slavery within their workforce.

As a healthcare provider, IUIH's operations are highly regulated and subject to a range of State and Commonwealth legislation and accreditation requirements.

IUIH will commence development of ways to assess and address the risks in supply chains identified in Criteria 3.

5. How IUIH assesses the effectiveness of actions being taken to assess and address modern slavery risks

The risk of modern slavery practices occurring in IUIH supply chains during the reporting period was not front of mind at that time and was not directly assessed to consider if supplier's supply chains might source products from global risk areas. IUIH will commence consideration of and development of ways to assess the effectiveness of actions for future periods.

6. Consultation with entities owned or controlled by IUIH

IUIH does not own or control any other entities.

7. Other relevant information

IUIH is committed to acting and conducting business respectfully, responsibly, inclusively and ethically in accordance with The Ways principles therefore endeavouring to ensure all aspects of our business practices, including our supply chains, are free from any form of slavery. IUIH rejects all forms of modern slavery.

We are committed to considering and taking steps to implement effective systems and controls to ensure so that it does not take place within our own business and so far as possible, through our supply chains.

The future focus for IUIH will be on identifying material risks of modern slavery which may exist in our external supply chains and addressing those risks with suppliers, commencing with a request for preferred suppliers to include assessment of modern slavery risks.

Governance and Risk Framework

The IUIH Board and its Performance Quality and Risk Committee oversees risk. A Risk Management Framework is in place which outlines the governance structures in place to ensure an effective risk management infrastructure and culture is in place to promote systematic risk management processes in IUIH'S activities, functions and operations. IUIH is committed to implementing and maintaining the high ethical standards required by Aboriginal Terms of Reference and The Ways and therefore to undertaking business in honourable and proper ways.

Our risk assessment & due diligence

We are committed to assessing the risk of modern slavery taking place in our operations by taking steps to identify and manage areas of concern within our business and any external suppliers to IUIH.

Training

Going forward IUIH will set up processes enabling our employees have a good understanding and respect for how their choices can have far-reaching impacts upon basic human rights across the globe. It is anticipated the greater focus will be on education for directors, senior staff and staff with roles dealing more directly with suppliers and supply chains.

All IUIH employees are provided with employee contracts and referred to IUIH'S HR Policy and Procedures Framework, which outlines key policies. All IUIH'S workers are employed under Modern Awards or are on professional salaries.

Ongoing compliance

The IUIH Executive Leadership Team (ELT) will arrange for review of IUIH'S supply chain and suppliers, and undertake a risk assessment, particularly of those located in countries commonly known to be at higher risk for modern slavery and in high risk industries or sectors. If any modern slavery associated issues are identified, IUIH will take action to raise the issue with the supplier and determine treatment strategies. IUIH will continue to identify and evaluate risks relating to human rights and where necessary, develop our policies, procedures, and training to help combat modern slavery.

Statement

This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth) for the Institute for Urban Indigenous Health Ltd (ABN 32 140 019 290) and relates to the financial year ended 30 June 2022.

This statement was approved by the IUIH Board on 21 December 2022.



Kieran Chilcott

Chairperson

Institute for Urban Indigenous Health