

Modern Slavery Act Statement

Financial Year 22-23

Introduction

As one of Victoria's leading healthcare institutions, Austin Health understands that we play a key role in combating modern slavery.

A core Austin Health value is that through our actions, we show we care. We are committed to increasing awareness of the risks of slavery, human trafficking and other exploitative activities and taking positive action to eradicate this practice from local and global supply chains.

This Modern Slavery Act Statement is made pursuant to the Commonwealth Modern Slavery Act 2018 (the Act) by Austin Health and relates to the financial year 1 July 2022 to 30 June 2023.

Contents

About us, overview of our operations and supply chains 4-9

- a) Identify the reporting entity.
- b) Describe the reporting entity's structure, operations, and supply chains.

Risks in our operations and supply chains 10-14

- c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.

Actions taken 15-17

- d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.

Assessing the effectiveness of actions taken 18

- e) Describe how the reporting entity assesses the effectiveness of these actions.

Consultation 19

- f) Describe the process of consultation on the development of statement with any entities the reporting entity owns or controls.

Closing statement 20



About us, overview of our operations and supply chains

Criterion 1 & 2

About Us

Austin Health (ABN 96 237 388 063) is a health service established under section 181 of the Health Services Act 1988 (Vic).

Austin Health serves Melbourne's north-east, providing high levels of care to meet the rapidly changing needs of people in one of Melbourne's fastest growing regions. Serving a population of over 350,000 people, our hospitals include Austin Hospital (incorporating the Olivia Newton-John Cancer Wellness & Research Centre), Heidelberg Repatriation Hospital, and Royal Talbot Rehabilitation Centre.

The right care in the right places

Austin Health provides a range of health services throughout the communities we serve. These services include the specialists at the Health and Rehabilitation Centre, a range of Health Independence programs, a robust and effective mental health service, and an innovative Hospital in the Home service.

An array of specialist care services

We offer specialist care for specialist needs including emergency medicine, cancer, infectious diseases, obesity, liver, kidney and intestinal transplant, spinal cord injury, acquired brain injury, intensive care medicine, cardiac care, neurology, endocrinology, mental health, respiratory, toxicology, child mental health and rehabilitation.

Internationally recognised clinical teaching and training

Austin Health is recognised around the world for our high standards of teaching, professional education and training. We foster the next generation of care providers through affiliations with 16 universities and four TAFEs. We are also the largest training provider for specialist physicians and surgeons in Victoria.

An extraordinary record of research successes

Our centre of excellence for hospital-based research brings together more than 1,000 world-leading researchers and leading research institutes. Austin Life Sciences has a strong focus on responsive, collaborative research in partnership with:

- University of Melbourne departments of Medicine, Surgery, Psychiatry, and Physiotherapy
- Florey Institute of Neuroscience and Mental Health
- Olivia Newton-John Cancer Research Institute (ONJCRI)
- Institute for Breathing and Sleep (IBAS)



- Parent-Infant Research Institute (PIRI)
- Spinal Research Institute
- Mercy Hospital for Women
- Austin Medical Research Foundation.

The multidisciplinary alliance comprises world-class scientific leaders who conduct research into cancer, neurosciences, transplantation including xenotransplantation, heart disease and hypertension, immunology, infectious diseases and microbiology, endocrinology, sleep disorders, palliative care and spinal cord injury.

Responding to the care needs of all Victorians

We provide state-wide services to residents across Victoria. These include:

- Acquired Brain Injury Unit
- Austin Toxicology Service
- Victorian Liver Transplant Unit
- Victorian Poisons Information Centre
- Victorian Respiratory Support Service
- Victorian Spinal Cord Service.

Centres of Care

Austin Hospital

Austin Hospital cares for the current and future needs of the people living in the north-east of metropolitan Melbourne and Victoria.

The hospital has 26 wards accommodating medical, surgical and speciality services and more than 560 beds including a 23-bed intensive care unit and a 93-bed precinct for the care of patients with mental health disorders. This also includes a substantial 24-cubicle Emergency Department with a dedicated six-bed children's area, as well as 24 short stay beds for adults, children, and mental health clients. The hospital also has 11 operating theatres providing agile, responsive emergency surgery as well as selected elective surgery and procedures.

The hospital is home to many unique teaching, training, and research facilities. These include state-wide specialty care services: Austin Toxicology Service, Victorian Liver Transplant Unit, Victorian Poisons Information Centre and Victorian Respiratory Support Service.

Olivia Newton-John Centre

A part of Austin Hospital, the Olivia Newton-John Centre (ONJ Centre) is a leading cancer research and treatment institute. The ONJ Centre provides world-leading treatment, evidence-based wellness programs and supportive care that nurture the physical, psychological and emotional wellbeing of patients, carers, and families.

With more than 200 clinical trials undertaken every year, the centre is a world leader in cancer medicine. Our recent successes include new advances in immunotherapy, targeted therapy, and personalised medicine diagnostics.

In line with contemporary best practice, researchers and clinicians work together with laboratories located adjacent to where patients are cared for and receive treatment. This co-location of treatment and research facilities enables the rapid translation of scientific discovery into clinical trials and treatments, fostering the discovery and development of better therapies to improve health outcomes.

Heidelberg Repatriation Hospital

The Heidelberg Repatriation Hospital has evolved from a returned services hospital to a thriving care centre for a growing community. Offering 152 beds, the hospital provides responsive and proactive care services for the community.



These services include:

- Surgery - the hospital has eight operating theatres, specialists at the hospital are able to perform a large proportion of elective surgeries.
- Mental health - our mental health precinct houses the state-wide Psychological Trauma Recovery Service, Community Recovery Program and Transition Support Unit
- Ageing - the Heidelberg Repatriation Hospital provides aged care community programs including assessment and management services for older people moving into Residential Aged Care, or support for them to return home after receiving inpatient care
- Outpatient offerings - our Health and Rehabilitation Centre provides rehabilitation services, programs, and clinics, including the Kokoda Gym, hydrotherapy pool and consulting rooms.

The hospital is also helping to lead proactive care in the community, through the Northern Centre Against Sexual Assault.

Royal Talbot Rehabilitation Centre

Royal Talbot Rehabilitation Centre is a 77-bed facility offering specialist care and intensive rehabilitation for people with spinal trauma and brain trauma and disorders.

The centre is home to two crucial state-wide services: the Victorian Spinal Cord Service and the Acquired Brain Injury Unit. The centre provides leading multi-disciplinary rehabilitation services for patients following amputation, stroke, spinal injury, surgery and other illnesses and injuries.

The site also provides a range of mental health services. These incorporate a Brain Disorders Program, including a Community Brain Disorders Assessment and Treatment Service, a 33-bed specialist ward and a behaviour consultancy service for people with acquired brain injuries.

A range of creative therapies including art, music and garden therapy further aid recovery and treatment.

Partnerships

Taking radiation oncology services to regional residents

In partnership with Ballarat Health Services (Ballarat Austin Radiation Oncology Centre) and Stawell Regional Health (Stawell Austin Radiation Oncology Service) Austin Health operates two regional radiation oncology services.

By providing regional residents with easy local access to radiation treatment, the service cuts down on the need to travel to Melbourne. This dramatically shortens the time required for treatment and ensures patients are closer to home to start post-treatment recovery sooner.

North East Metro Health Service Partnership

The North East Metro Health Service Partnership (NEMHSP) enables health services to work together on a range of strategic priorities that focus on collaboration and partnerships as pathways to solutions for complex sector issues. Austin Health is the lead health service for the NEMHSP.

The NEMHSP plays an important role in designing the future health system and coordinating information and resources across our region and is guided by its Steering Committee, chaired by the CEO of Austin Health. The NEMHSP submits an annual workplan to the Department of Health, which governs progress on priorities such as Better at Home and Elective Surgery recovery, in addition to using the expertise of individual health services to progress local innovations.

In 2021-22 the NEMHSP was heavily focused on COVID-19. For 2022-23 the NEMHSP increased focus on elective surgery recovery, and uplift to home-based care and mental health reforms, with health services working together in achieving system change.



North Eastern Public Health Unit

During 2021-22, Austin Health in partnership with Eastern Health and Northern Health, led the North Eastern Public Health Unit (NEPHU) through its first full year of operation. The team worked collectively on the below activities:

- response to COVID-19 through case, contact and outbreak management
- response to influenza in residential aged care settings
- provided resources to work with the Department of Health on the response to Japanese Encephalitis Virus
- worked in partnership with the Department of Health, local councils, volunteer groups and community health organisations, to provide over 388,000 free test kits to approximately 232 unique organisations and community groups that support vulnerable individuals across the NEPHU catchment.

From 1 July 2022, NEPHU moved beyond COVID-19 to broader public health issues, taking carriage of the public health response to other communicable diseases.

Our Guiding Principles

Our Guiding Principles represent what we stand for. They are the foundation for all we do, providing universal and enduring guidance to our day-to-day behaviours and decision-making. We will test our ideas and decisions against these principles to ensure we stay true to what is important to us, our patients, community, people and the broader service system.

Timely access to high quality care

We provide high-quality care to our patients in the right place at the right time. We commit to remove barriers to accessing care and promote equity and consistency in our practices. We remain flexible in our care, using innovative and evidence-based practices to deliver appropriate care to our patients.

A great place to learn, work and grow

We are proud to be a major teaching and training health service that invests in developing our people to be the best they can be. We embrace our people's diversity and commit to strengthening our inclusive culture. We support the career development of clinical and non-clinical staff, who all play a vital role in our organisation.

Research activities that improve patient outcomes

Our research is highly relevant to our patients. Our research is recognised and helps us cultivate a culture of improvement in delivering care. We strive to harness our research and academic partnerships to convert discovery and innovation into improved health outcomes.

Listen to what our patients and community say

We know and appreciate that when it comes to caring for our patients, their needs are different and unique. Our patients require care that is personalised and involves them in decision-making. We put our patients and community at the centre of everything we do. Members of our diverse community will experience inclusive services.

Culturally safe services for Aboriginal and/or Torres Strait Islander Peoples

We acknowledge and respect the diverse and distinct cultures of Aboriginal and/or Torres Strait Islander Peoples and are committed to providing a culturally safe environment for patients, families, and staff.

Technology and infrastructure support patient care

We evolve with new technologies and tools to support contemporary and holistic care. We strive to ensure our physical spaces are fit for purpose, modern and safe for our people to help progressive patient care. We commit to take a leading role in setting the standard for the environmental and social agenda of the broader Victorian health system.



Our purpose

“Helping people live healthy, productive and fulfilled lives”

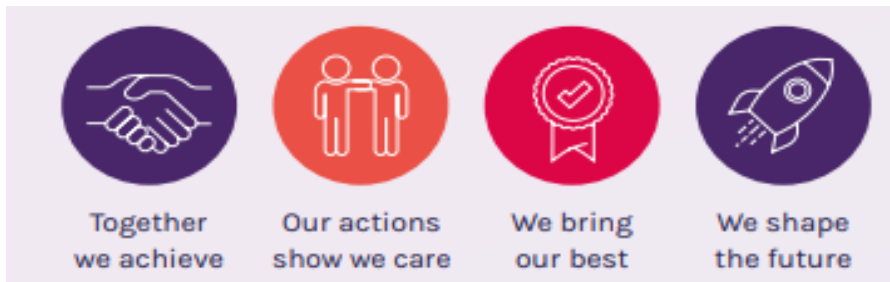
Our vision

“Shaping the future through exceptional care, discovery and learning”

Our Values

Our values reflect what we want to be known for. They shape our culture and the behaviours, practices, and mindsets of our people. Our values will help us achieve what we set to do over the next five years.

Figure 1 – Austin Health values



Our workforce

As of 30 June 2023, we had 7093 Full Time Employees (FTE). Nurses make up the largest portion of 40.11% followed by administration/clerical staff 15.37% and medical support services 13.35%.

Annual Report

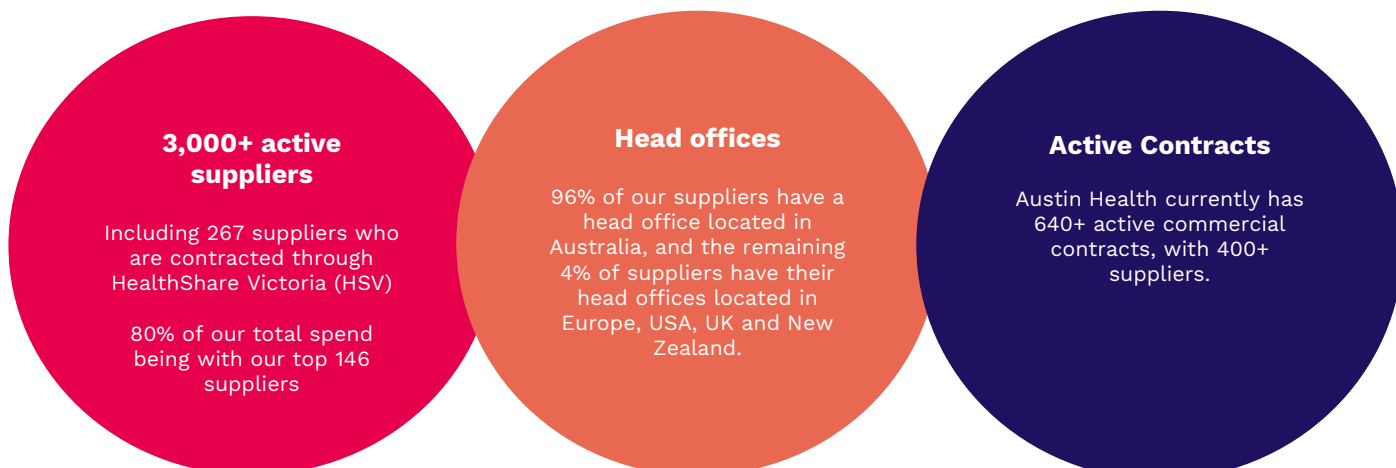
The FY22-23 Austin Health Annual Report had not been published at the time of completing this Statement.

Goods & Services

Austin Health is a major metropolitan hospital, providing a range of specialist services both in the hospital, community and patient homes. Austin Health sources a vast range of goods and services.

As a public health agency, Austin Health benefits from state-wide contracts that have been negotiated by Health Share Victoria (HSV). Where such contracts do not exist, the sourcing approach for each purchase is determined by value and risk considerations.

Below showcases the variety and breadth of the supplier and contracts landscape portfolio over FY22-23.



HSV works in partnership with public health services to understand their requirements, facilitate large-scale collective tenders and manage common-use contracts on behalf of the state. Austin Health purchases goods and services from suppliers who are party to HSV collective agreements. As such, it is recognised that HSV have a significant role in health service supply chains.

HSV contracts cover a broad range of services, equipment and supplies. Examples of sourcing categories covered are ventilators, beds, mattresses, patient trolleys, treatment chairs, hypodermic needles and syringes, gloves, pharmaceutical products, IV fluids, agency labour, catering supplies, laundry and linen services and non-emergency patient transport. A full list of HSV's sourcing categories can be found at <https://healthsharevic.org.au/contracts-and-tenders/contracts-and-documents>.

During FY22-23, Austin Health purchased a wide array of goods and services:

Clinical

- Medical consumable products & PPE
- Medical equipment
- Medical instruments
- Implants
- Food & nutrition
- Pharmaceuticals & vaccine
- Laboratory & radiology services

Non-Clinical

- Medical equipment service & maintenance
- Fleet / motor vehicles
- Agency labour
- Facility management & utilities
- Consultancy services
- IT and marketing

Our Supply Chain

Austin Health recognises the extensive nature of our global supply chains may expose us to modern slavery risks. Below are some general examples of where risks may exist in Austin Health's supply chain:

- Surgical and examination glove manufacturing occurs in Malaysia, Thailand, and Sri Lanka
- Surgical instruments such as scissors, scalpels and forceps manufacturing in Pakistan
- Linens, gowns and patient clothing manufacturing in India and Pakistan
- Healthcare equipment manufacturing mostly occurring in Asia.

Please see Criterion 3 for a more detailed analysis.

Given the level of complexity in such extensive supply chains, Austin Health in partnership with HSV will continue to refine our risk assessment methodology to further improve the visibility of high-risk areas within our health supply chains.

Additionally, for contracts entered into by Health Share Victoria and other Government entities that Austin Health uses, we are relying on these entities to complete appropriate supplier due diligence. Therefore, there may be exposure to Modern Slavery risks outside of Austin Health's control.



Risks in our operations and supply chains

Criterion 3

In FY21-22, HSV advised that they would take responsibility for engaging and assessing the modern slavery risk of all suppliers used by Health Services, not just those on HSV agreements. Therefore, Austin's focus during FY22-23 was not on preparing our own risk assessments. However, during FY22-23, HSV advised they would no longer be conducting risk assessments of all suppliers, only those on HSV collective agreements. HSV advised they will be preparing a risk assessment tool which Health Services can use, but this is not yet available. Therefore, only HSV specific suppliers were assessed in FY22-23.

During FY22-23, HSV identified 299 HSV suppliers for all health services. A risk assessment was conducted by HSV on all recognised suppliers with HSV collective agreements to assess any adverse Modern Slavery behaviours or trends in the supply chain.

Methodology

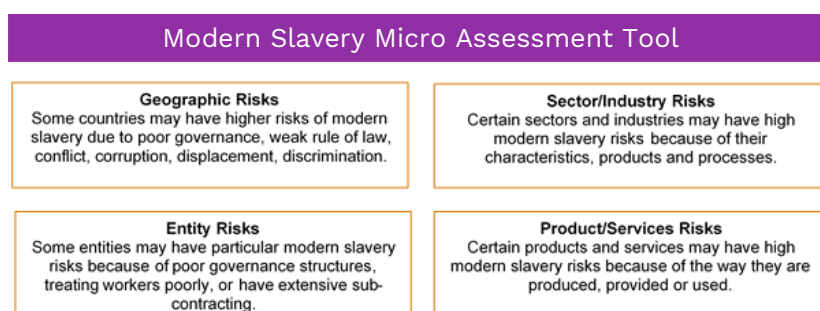
The methodology adopted by HSV for risk assessment was divided into two sections:

1. Company Details (Micro Assessment Tool)

This was compiled of four sub- categories. This involved considering whether there is a high prevalence of modern slavery in a particular sector or industry, or associated with a particular good or service, or in the location that the product or service is sourced or produced from. The micro assessment also considered whether the nature of the supply chain model carried a greater risk of modern slavery. This type of assessment provided a general understanding of the scope of modern slavery risks that suppliers may carry.

Company details were used to identify:

- the supplier's operational location/s;
- industry/ies they work in; and
- gauge visibility of who they supply to more broadly

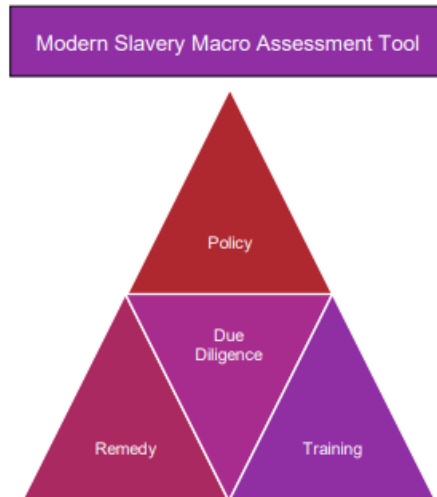


2. Modern Slavery (Macro Assessment Tool)

This was compiled of four sub-sections that are covered in the Act that being: Policy, Due Diligence, Training; and Remedy.

The modern slavery section included:

- Policy requested information on what policies are in place around Modern Slavery.
- Due diligence covered what actions were being taken to mitigate risk and what visibility the supplier had over their operations they oversee.
- Training revolved around what positions within the supplier were being trained on modern slavery and how they spread awareness of the issue within their organisation.
- Remedy requested information around processes in place when identified modern slavery acts/incidents occur and if any current allegations are being investigated against that supplier.



Scoring

Scoring was allocated to suppliers based upon both Company details and Modern Slavery. Company details accounted for twenty percent (20%) and Modern Slavery was weighted at eighty percent (80%) After combining the scoring of both sections, suppliers are allocated one of the following risk ratings: Very low, Low, Medium, High, or Very high.



Operationalisation

The Tool was operationalised in the form of an HSV Modern Slavery Supplier Questionnaire (Questionnaire) on the Informed365 platform, HSV's supply chain management platform.

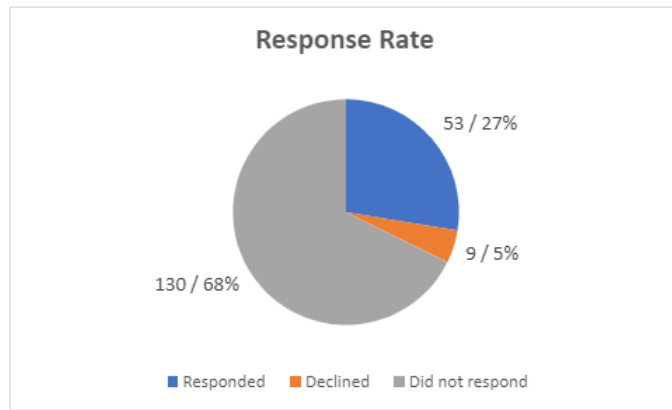
The Questionnaire was rolled out to 192 Austin Health suppliers on 10 October 2022 with a completion request date of 14 November 2022, to coincide with the conclusion of the reporting period under the Act.

Highlights of The Modern Slavery Risk Assessment report shared by HSV pertaining to Austin Health suppliers for the financial year 2022-2023:

Response Rate

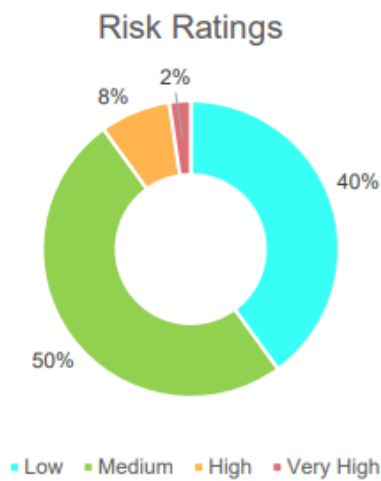
Of the 192 invited suppliers, 130 responded, whilst 9 declined to respond and 53 did not respond to the Modern Slavery Supplier Questionnaire.





Modern Slavery Supplier Risk Ratings

The below left diagram illustrates the all-inclusive, combined macro and micro risk assessment outcomes.



Supplier Risk Categories

Risk Category	No. Suppliers
Very High*	3
High*	10
Medium	65
Low	52
Very Low	0

***Note:** the responsibility for remediation of HSV shared contract suppliers sits with HSV. Austin Health is informed which suppliers score High or Very High but is not provided with information as to why they were given that rating. Austin Health is responsible for remediation for non-HSV shared suppliers.

Policy

The below table outlines the policies and procedures Austin Health suppliers have in place when encountering Modern Slavery issues. The intent was to see how many suppliers had a policy, if it was communicated to staff, and how is it monitored. From the 130 respondents, 110 suppliers have policies in place regarding Modern Slavery.

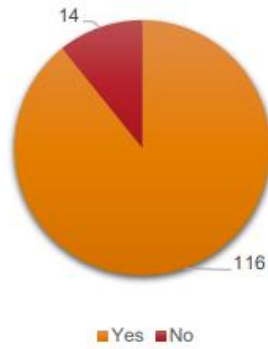




Due Diligence

This section reviews what the supplier is doing to actively mitigate modern slavery. It considers what screening processes of suppliers are in place, the mapping of their supply chain and a compliance overview of procedures. 116 suppliers have a role that is responsible for identifying and overseeing modern slavery risks in relation to the goods/services they provide.

Team/ Team members to oversee Modern Slavery risk



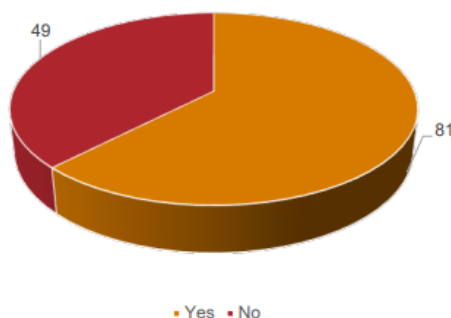
Training

The below graph highlights the training and materials a supplier has across its operation/s to educate and bring awareness to modern slavery. 101 suppliers train their staff to identify, assess and respond to modern slavery risks.



This segment reviews what processes and remedial action plans the organisation has to respond to allegations of Modern Slavery. 81 suppliers have remedy/ action plans to respond to allegations of Modern Slavery.

Remedy for allegations of Modern Slavery



Risk Rating insights and Modern Slavery in the health care sector

The healthcare sector is considered high risk for modern slavery practices, given the nature of the sector, geographical location of production facilities, and lack of transparency in supply chains. The broad range of operating activities in the healthcare sector requires the sourcing of goods from other high-risk sectors where base-skill labour, vulnerable populations and business models comprising extensive sub-contracting and the intersection of the informal economy, is mixed with a lack of transparency in recruitment practices and the use of agency labour contractors.

There is growing evidence that demonstrates a high occurrence of modern slavery in the sourcing of raw materials and in production of health care goods, including: gloves; surgical instruments; patient clothing; uniforms and footwear; sheets, towels, and other textiles; and electronic health care equipment.

While Austin Health is not directly involved in the production and/or manufacturing activities of medical goods, surgical equipment and medical suppliers, the highest modern slavery risk we face is in the procurement of these items from offshore suppliers in high-risk geographies (see graphic below). We recognise that the sourcing of raw materials and the production of these health care goods often involves hazardous working conditions, labour exploitation, child labour and other abuses.

Some of the examples where the health sector is facing these types of modern slavery risks include:

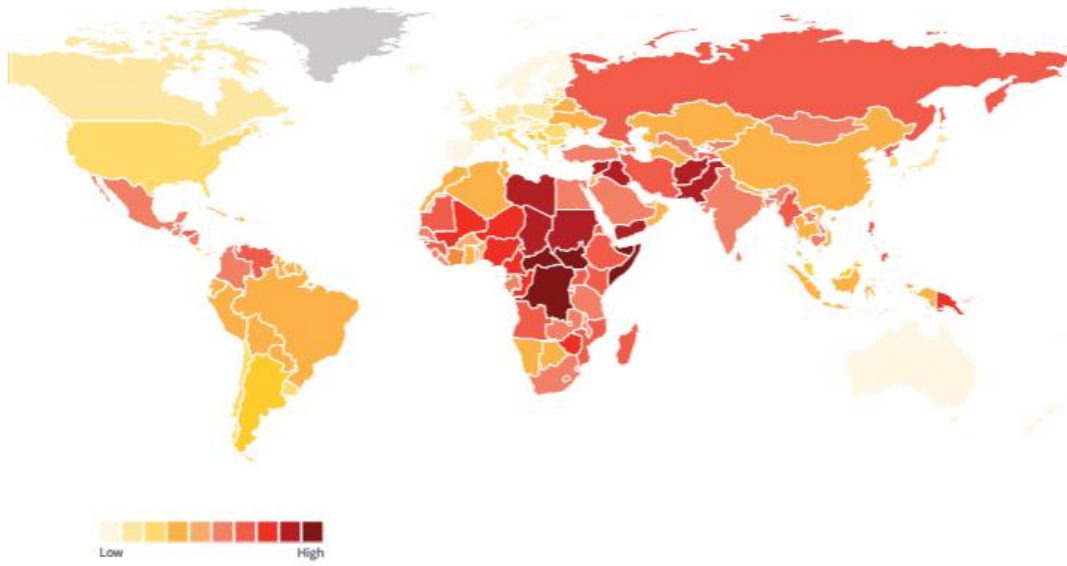
- The sourcing of raw materials used to produce medical goods and instruments, including rubber, cotton, minerals, and metals, are also known to carry significant modern slavery risks
- Production of 150 million surgical instruments annually in Pakistan, with heavy reliance on the informal sector, and has been scrutinised for the use of child labour, hazardous working conditions, and other labour rights violations
- The rapid increase of migrant nurses and doctors between 2004 and 2015 with reported language barriers and a lack of trust and mutual respect. A lack of transparency in recruitment processes, and the use of labour agency contractors, tends to increase the risk of modern slavery for health care workers.

Note: The above insights are taken from:

- HSV Modern Slavery Risk Assessment Report, shared with Austin Health on 20 March 2023; and
- The 2021 KPMG report on Modern Slavery in the Health Services Sector (https://humanrights.gov.au/sites/default/files/document/publication/ahrc_20211115_modern_slavery_-_health_services_v9_web.pdf)



Estimated vulnerability to modern slavery by country



Actions taken

Criterion 4

The focus of our reporting period was to deliver the actions below. In this reporting period, Austin Health continued to work collaboratively with HSV to address sector wide Modern Slavery risks by attending all the HSV Modern Slavery Community Learning and Working Group Sessions.

Actions undertaken by Austin Health

The FY22-23 Actions Austin Health committed to were:

Modern Slavery Framework Component	Planned actions FY22-23	Details
1) Modern Slavery Risk Assessment	Modern Slavery Risk Assessment	Submit threshold 2 and 3 suppliers to HSV to support the new centrally led HSV approach of completing risk assessments of all healthcare suppliers, not just HSV centralised contracts.
2) Due Diligence	Develop Risk Register	Develop an Austin Health Modern Slavery Risk Register, including oversight from Working Group.
3) Due Diligence	Operationalisation of Procedures, Templates & Risk Register	Operationalise the MS ITS Pre-Tender risk assessment, MS ITS Supplier Questionnaire, MS ITS Risk Evaluation Template, the Modern Slavery Risk Register and how these input into the ITS ESP and ESR.
4) Due Diligence	Supplier Corrective Engagement Plan	Develop a Supplier Corrective Engagement Plan that focuses on higher risk suppliers
5) Contracts	Evaluation	With Legal, review the risk of agreements identified as not having Modern Slavery clauses and assess if any action (for example contract remediation) is required.
6) Remediation	Establish Modern Slavery Working Group meetings	Formally establish Modern Slavery Working Group meetings and goals.
7) Training	Australian Border Force e-learning modules	Strategic Procurement Team and Working Group completed e-learning modules provided through the Australian Border Force Modern Slavery Register portal

Note: No specific 'Policy' component updates were committed to or required, but Border Force reporting guides suggest all Framework Components are listed, hence the minor Policy update below.



Policy

The Austin Health Procurement Policy was updated in FY22-23. No changes were made to Modern slavery section as all requirements are covered. The Policy outlines Austin Health's commitment to addressing Modern Slavery by detailing Austin Health's: position on Modern Slavery, Modern Slavery Policy, Roles and Responsibilities for implementation of the Modern Slavery Framework, Modern Slavery Statement, and the Modern Slavery Remediation Process.

1) Modern Slavery Risk Assessment (Modern Slavery Risk Assessment)

As committed by HSV in FY 21-22, a risk assessment was conducted by HSV on Threshold 3 suppliers with HSV collective agreements (see Criterion 3). The risk assessment report provided by HSV will assist Austin Health in identifying suppliers of higher risk within our operations.

Per Austin Health's FY21-22 Modern Slavery Statement, HSV had committed to completing the risk assessment for all healthcare suppliers, not just HSV centralised contracts. Austin was waiting for HSV direction on how to share supplier data to support this initiative.

However, per recent advice from HSV, the Risk assessment of suppliers who are not under HSV collective agreement will now need to be conducted by individual Health Services. Therefore, no supplier data was shared in FY22-23.

HSV have advised they are developing a Risk Assessment tool for Health Services to use that should be available in FY23-24.

Due Diligence

1) Austin Health Modern Slavery Risk Register

The Austin Health Modern Slavery Risk Register has been created to document modern slavery risks, root causes and controls in a central location. The register has been tabled at the Modern Slavery Working Group (MSWG) and is reviewed at the MSWG as required. Austin Health is working with HSV on the implementation of the Modern Slavery Risk Register.

2) Operationalisation of Procedures and Templates

Procurement tender documents have been updated and operationalised with Modern Slavery questionnaires in all new tenders commencing in FY 22-23. The ITS documents comprise of six Modern Slavery specific questions and consists of yes/no, multiple choice and written answers. The supplier must provide responses of these questions as a mandatory requirement in accordance with the *Conditions of Participation* of the tender process.

The Supplier's responses are evaluated by Strategic Procurement using a standardised template and are tallied to give an overall Supplier risk rating. These ratings are then used to determine if a risk is entered into the Modern Slavery Risk Register and if any controls or a corrective engagement plan is required. The Supplier Risk Ratings form part of the risk assessment which will be outlined in the Executive Sourcing Report (ESR) and recorded in the centralised Modern Slavery Risk Register.

3) Supplier Corrective Engagement Plan

Austin Health had planned to develop a Supplier Corrective Engagement plan to use for suppliers identified as having Modern Slavery risks. However, during discussion with HSV, HSV committed to developing a Supplier Corrective Engagement Plan template on behalf of all health services. HSV is working with Health Services to formalise this program of work. HSV will provide guidance, training material, templates etc to Health Services to use for non HSV suppliers identified for modern slavery risks. The Supplier Corrective Engagement Plan will clearly outline the actions required from suppliers to mitigate or eliminate this risk. Austin is a member of the Working Group involved in consultation on development of these and other templates.



Contracts (Contract Review)

Austin Health's legal team determined that the risk of modern slavery is low. Accordingly, it was determined that Austin Health would not conduct a retrospective audit of existing contracts for the purpose of varying those agreements to include a modern slavery provision. Instead, the focus would be on ensuring that Austin Health template contracts for new contracts going forward include appropriate modern slavery-related clauses.

Remediation (Establish Austin Health Modern Slavery Working Group meetings)

Austin Health has an established Procurement Governance Committee. The committee is responsible for the governance of Austin Health's Modern Slavery Framework. The committee is also accountable for:

- Oversight of the Austin Health Modern Slavery Working Group (MSWG) actions and outcomes, and
- Reviewing the risk register and addressing any complaints or risks that arise.

The AH MSWG includes a diverse set of Austin staff. In FY23 we established regular MSWG meetings, which occur every 8 weeks. The MSWG aims to drive initiatives to address modern slavery risks within the organisation and to assess and implement the modern slavery implementation plan.

The members of the MSWG include:

- Group Procurement Manager (Chair, Modern Slavery Statement Owner)
- Procurement Specialist (Modern Slavery Lead)
- Contract Administrator (Legal)
- Clinical Products Manager (Clinical)
- Cleaning Services Manager (Support Services - Cleaning, FM, Food etc.)
- Employee Relations Advisor (Talent, Workforce Planning and Employee Relations).

Training (e-Learning Modules)

The Procurement team and the MSWG committed to completing the e-learning modules provided through the Australian Border Force Modern Slavery Register portal. These modules have been designed to help healthcare organisations understand what modern slavery is, and what can be done to practice ethical procurement practices, and rid slavery from global operations and supply chains

Both the Strategic Procurement Team and all members of the Modern Slavery Working Group have completed the e-learning modules comprising of:

- Modern Slavery in Public Procurement
- Identifying and Assessing Modern Slavery
- Managing Modern Slavery Risks.

Link: <https://modernslaveryregister.gov.au/resources/>

HSV Community Learning and Working Group Sessions

During FY22-23 Austin Health participated in HSV provided Modern Slavery community learning and Working group sessions, which assisted Austin Health in advancing our understanding of Modern Slavery as an organisation.

Sessions comprised of:

- July 2022- Drafting Modern Slavery Statements
- August 2022- Modern Slavery Supplier Risk Assessment Questions Template
- September 2022- Reporting trends, modern slavery statistics & program of work update
- February 2023- Modern Slavery Risk Assessment and Mitigation Program
- March 2023- Demonstrating Progress
- March 2023- Working Group Session No. 2
- April 2023-New Modern Slavery Resources for Health Services
- April 2023- Working Group Session No.3
- May 2023- Health Service Compliance vs HSV role
- June 2023-Modern Slavery Act Cth review. The sessions aided Austin Health to collaborate with other Public Health services on the implementation of the Modern Slavery Act.



Assessing the effectiveness of actions taken

Criterion 5

Assessment mechanisms undertaken by Austin Health

Austin Health understands the importance of assessing the effectiveness of actions taken to assess and address modern slavery. However, before measures of effectiveness are implemented, Austin Health is first focusing on setting up and implementing the Modern Slavery Framework and the appropriate tools to capture modern slavery risks. The FY23-24 planned activities below support this approach.

Planned activities for FY23-24

Table 2 – Austin Health modern slavery planned activities FY23-24

Modern Slavery Framework Component	Planned actions FY23-24	Details
Modern Slavery Risk Assessment	Modern Slavery Risk Assessment	<p>Continue to work with other health services to encourage HSV to take a centralised approach to conducting Risk Assessments.</p> <p>Upon publication of the HSV Risk Assessment tool, group suppliers into the Procurement Policy spend thresholds (1: \$0 - \$25k, 2: \$25k - 250k and 3: >\$250k). Commence Risk Assessments on Threshold 3.</p> <p>This will be a high volume of work for Austin Health and suppliers, hence it is the main activity planned for FY23-24.</p>
Due Diligence	Supplier Corrective Engagement Plan	Once the HSV Supplier Corrective Engagement Plan (Plan) template is published, develop and enact a Plan for any vendors assessed as having a high-risk rating.
Training	Grow Modern Slavery organisational awareness	Publish e-learning modules provided through the Australian Border Force Modern Slavery Register portal onto the Austin health intranet for all staff to access.



Consultation

Criterion 6

Consultation with owned or controlled entities

Austin Health does not own or control any other entities.



Closing statement

Austin Health is confident that the steps taken this year have continued to build a strong foundation for a robust modern slavery framework. We recognise there is more to do, and Austin Health is committed to continually improving our approach, partnering with our stakeholders, and working to eradicate modern slavery.

The Austin Health Board is pleased to see Health Share Victoria taking a leading role in assessing and managing the sector wide risks of Modern Slavery. We look forward to seeing this central leadership role grow further, with the support of the Victorian Public Health Service.

This modern slavery statement was approved by the principle governing body of Austin Health as defined by the Modern Slavery Act 2018 (Cth) (“the Act”) on *07 December 2023*.

This modern slavery statement is signed by a responsible member of the Austin Health Board, as defined by the Act:



Ross Cooke
Board Chair

18 December 2023



For further information contact:

Strategic Procurement

145 Studley Road
Heidelberg VIC 3084

Email

procurement@austin.org.au

Austin Health acknowledges the
Traditional Custodians of the land
and pays its respects to Elders
past, present and emerging.

