



Danila Dilba
Health Service

Media Release – 6.12.18

Danila Dilba receives AHRI Stan Grant Indigenous Employment award

At the AHRI (Australian Human Resources Institute) awards ceremony in Melbourne on the 29th November, Danila Dilba Health Service was successful in winning the Stan Grant Indigenous Employment Award along with the Department of Human Services (Federal government). The Stan Grant Indigenous Employment Award recognises excellence in Indigenous employment initiatives and programs in the workplace. This is a fantastic achievement by their HR team and all their staff, especially competing against leading Australian companies as finalists.

The AHRI Awards recognises best HR practices and is Australia's most prestigious HR awards program, with HR and business excellence recognised and celebrated. This award celebrates the success of Danila Dilba's Indigenous Employment and Career Pathways initiative, which commenced in 2017 as part of their HR strategy around talent management, engagement and learning, and career development.

This initiative has helped the organisation to achieve 50 percent Indigenous employment overall. Indigenous staff make up 60 per cent of their executive leadership team, with five management positions being filled by Indigenous staff in 2017-18 alone.

As Danila Dilba's CEO, Olga Havnen explains, the aim is to maintain Danila Dilba as an employer of choice, and to ensure continuing leadership by a well-qualified, skilled Indigenous management team.

Senior executive officer of workforce strategy and planning, Sulal Mathai explains that their initiative involved setting up traineeships, mentoring for emerging leaders and introducing new positions such as safety and community liaison officers – which gives them more opportunities to bring Indigenous staff onboard.

Another key part of their Indigenous employment program is their participation in the Australian Nurse Family Partnership Program (ANFPP).

“The ANFPP is a new home-visiting, social-support service for first time mums who are having an Aboriginal or Torres Strait Islander baby. All members of our ANFPP team are Aboriginal and Torres Strait Islander women and Danila Dilba is the only team in Australia to have an all Indigenous visiting team,” says Mathai.

Last year Danila Dilba received an Indigenous workforce grant from the Northern Territory Government, something Mathai says is “the first of its kind”. This allowed them to introduce their career pathways project, formal mentoring program for Indigenous future leaders, and an online learning platform for all health professionals.

Danila Dilba would like to acknowledge all of our staff who have contributed to this outstanding result to achieve a dynamic health service that respects Aboriginal cultures, is committed to world's best practice and has a passion to make a difference to the well-being of Aboriginal people.