



B | BRAUN
SHARING EXPERTISE

Reconciliation

Action Plan

December 2022 - December 2023



RECONCILIATION
ACTION PLAN

REFLECT

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Reflect RAP CEO statement – B. Braun

Reconciliation Australia welcomes B. Braun to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

B. Braun joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.



The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables B. Braun to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations B. Braun, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our business

B. Braun is one of the world's leading providers and manufacturers of healthcare solutions today. The company was established 183 years ago in Germany. With over 64,000 employees across 64 countries B. Braun seeks to improve the health of people around the world. Every service that B. Braun provides incorporates the entirety of our knowledge and skills, the company's deep understanding of users' needs, and extensive expertise since 1839. With its constantly growing portfolio of effective medical care solutions, B. Braun makes a substantial contribution towards protecting and improving people's health. In total, the B. Braun product range comprises 5,000 different products, 95 percent of which are manufactured by the company. By offering supplementary services and consulting, B. Braun is a system supplier that develops the best solution for patients in close partnership with our customers, making a significant contribution to medical advancements.

B. Braun is a pioneer provider of dialysis technology. Around the world, B. Braun operates almost 380 renal centres, treating over 30,000 patients.

B. Braun Australia Pty Ltd (B. Braun) was established in 1985 and provides a tailored portfolio of products to the healthcare industry in Australia, New Zealand, and South Pacific. Our comprehensive and innovative range of quality products and services sets new standards in medical technology and establishes B. Braun as a competent supplier to the healthcare industry.

Our trained professional staff are fully committed to continue to provide patients in Australia and New Zealand with renal treatment of the highest quality and safety standards. We provide community-based haemodialysis services to approximately 316 patients in seven Renal Care Centres in Australia across New South Wales, Victoria and Queensland. We employ 120 staff who are culturally diverse, while we have minimal Aboriginal and Torres Strait Islander employees, we intend to capture this data during the employment process.

B. Braun does much more than simply manufacture top-quality dialysis machines, dialyzers and dialysis disposables and concentrates. The company offers an integrated system consisting of perfectly harmonized components which include a wide range of therapy options, software solutions for optimal and economical renal care treatment, and full technical service support.



Our Meeting Place

B. Braun embraces cultural diversity and collaboration with Aboriginal and Torres Strait Islander peoples. B. Braun Avitum opened a state-of-the-art Renal Care Centre at Gregory Hills NSW in 2021. A local contemporary Torres Strait Islander artist Zachary Bennett-Brook was engaged to paint a mural at the entrance to the Renal Care Centre. This has promoted Aboriginal and Torres Strait Islander cultural awareness and provide a welcoming environment to the First Nations patients and community.

The mural has a number of circular designs symbolising community and people coming together.

The overlapping circles within this artwork highlight the importance of society working together and supporting each other.

Larger lines and dots reflect knowledge in others, whom we look up to, symbolising our compassion and cohesive community spirit.



Our RAP

B. Braun vision for developing a Reconciliation Action Plan (RAP) is to validate our commitment to strengthening and advancing reconciliation through building relationships with First Nations peoples and improving the health of Aboriginal and Torres Strait Islander peoples who access our service.

As an organisation we acknowledge and recognise the historical, and inequalities experienced by Aboriginal and Torres Strait Islander peoples, that as a result of colonisation they have been confronted with injustices of poor health and wellbeing which reverberates across communities and generations.

We are committed to existing and developing new working relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations as this is fundamental to our ability to work effectively to improve Aboriginal and Torres Strait Islander health outcomes. This will enhance our awareness of health and culture, while learning about the challenges and issues faced by local Aboriginal and Torres Strait Islander communities.

B. Braun has formed a dedicated RAP Working Group (RWG) with members from all levels in our organisation which include: the Director Ambulatory Channel, Director of Nursing (RAP Champion), Safety and Quality Manager, Operations Manager, HR Manager and two patients who are First Nations people. Our RAP has been developed with input from members of this group and with recommendations and guidance from Aboriginal and Torres Strait Islander peoples.



Our partnerships/current activities

Our current activities to date include celebrating and participating in cultural events such as, NAIDOC and National Reconciliation Week, Sorry Day, and World Indigenous Day.

We provide a welcoming environment for Aboriginal and Torres Strait Islander patients visiting our centre by:

- Supporting Aboriginal and Torres Strait Islander Artworks which are displayed in all our dialysis centre
- Kidney Australia Aboriginal and Torres Strait Islander information pamphlets and posters available to share with First Nation patients
- Displaying an Aboriginal and Torres Strait Islander Acknowledgement of Country poster at the entrance of the centre
- Collaborating with Toowoomba Hospital and Royal North Shore Hospital Aboriginal and Torres Strait Islander liaison officer.
- Caring for Aboriginal and Torres Strait Islander people policy developed, this will provide a guide to our employees on appropriate and respectful behaviour when caring for Aboriginal and Torres Strait Islander people. This document was reviewed by a First Nation patient at our Toowoomba centre.





Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	December 2022	Renal Care Centre Manager
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander organisations 	May 2023	Director of Nursing and Clinical Quality and Safety Manager
	<ul style="list-style-type: none"> Connect with local Traditional Owners in each state. 	February 2023	Renal Care Centre Manager
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	March 2023	Director of Nursing and Clinical Quality and Safety Manager
2. Build relationships through celebrating National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2023	Director of Nursing and Clinical Quality and Safety Manager
	<ul style="list-style-type: none"> Reconciliation Working Group members to participate in an external NRW event. 	27 May- 3 June, 2023	Director Ambulatory Channel, Operations Manager
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June, 2023	Renal Care Centre Manager, Nurses
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Distribute our RAP to all employees as part of our commitment to reconciliation. 	December 2022	Renal Care Centre Manager
	<ul style="list-style-type: none"> Publish our RAP on our company website. 	December 2022	Marketing Manager
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	December 2022	Renal Care Centre Manager
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	June 2023	Renal Care Centre Manager
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	June 2023	Human Resources Manager
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	June 2023	Human Resources Manager





Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	<ul style="list-style-type: none"> Develop a strategy to increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation. 	May 2023	Director of Nursing and Clinical Quality and Safety Manager
	<ul style="list-style-type: none"> All new employees to complete online cultural awareness education as part of induction. 	December 2022	Director of Nursing and Clinical Quality and Safety Manager
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs for current employees within our organisation. 	March 2023	Director of Nursing and Clinical Quality and Safety Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	June 2023	Renal Care Centre Manager
	<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	December 2022	Director of Nursing and Clinical Quality and Safety Manager
	<ul style="list-style-type: none"> Purchase and display Aboriginal and Torres Strait Islander geographic posters/maps which outline local language groups/nations to be displayed in each centre. 	December 2022	Director of Nursing and Clinical Quality and Safety Manager,
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	June 2023	Director of Nursing and Clinical Quality and Safety Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June 2023	Renal Care Centre Manager
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June 2023	Director of Nursing and Clinical Quality and Safety Manager
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2023	Director of Nursing and Clinical Quality and Safety Manager





Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Develop a plan for Aboriginal and Torres Strait Islander employment within our organisation. 	July 2023	Human Resources Manager
	<ul style="list-style-type: none"> Ensure all job advertisements include for Aboriginal and Torres Strait Islander peoples to apply 	December 2022	Human Resources Manager
	<ul style="list-style-type: none"> Build an understanding of current Aboriginal and Torres Strait Islander staffing and future employment and development opportunities. 	July 2023	Human Resources Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Investigate procurement from Aboriginal and Torres Strait Islander owned businesses. 	March 2023	Director Ambulatory Operations Manager
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	April 2023	Director Ambulatory Channel, Operations Manager



Governance			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation. 	December 2022	Director of Nursing and Clinical Quality and Safety Manager
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	December 2022	Director of Nursing and Clinical Quality and Safety Manager
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	January 2023	Director of Nursing and Clinical Quality and Safety Manager
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	December 2022	Director of Nursing, Safety and Quality Manager,
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	January 2023	Director Ambulatory Channel,
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	December 2022	Director of Nursing and Clinical Quality and Safety Manager



12. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. 	June, annually	Director of Nursing and Clinical Quality and Safety Manager
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	1 August annually	Director of Nursing and Clinical Quality and Safety Manager
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September, <i>annually</i>	Director of Nursing and Clinical Quality and Safety Manager
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	<i>November 2023</i>	Director of Nursing and Clinical Quality and Safety Manager

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<https://www.bbraun.com.au/en/patients/renal-care-for-patients.html#>

