



## Indigenous Worker Wellbeing

### Case Studies

#### Instructions

Please read the case study below, and then in your group, look at the questions at the end and record the group's thoughts on butcher's paper, so your group can then share their ideas with the rest of the workshop participants.

### Case Study 3

A medium sized non-government organisation is going through a succession planning process, which means senior people are retiring soon and some current workers will have the opportunity to move into management positions. One of the positions will be the Manager of the Aboriginal Health Programs.

There are a number of experienced Aboriginal staff working in this program who have the skills to take on this role. But a less experienced, tertiary educated, non-Aboriginal person has been earmarked for this management position.

The Aboriginal workers are feeling disempowered, undervalued and deeply hurt, and don't know how to raise their concerns with the organisation. Some have applied for new positions in other organisations.

#### Questions

Thinking about what steps could have been, or should be taken to help improve the situation, please discuss the following questions:

1. What could their colleagues do?
2. What could management do?
3. What could the organisation do?
4. What else could be done?

**Feeling  
Deadly,**  
*Working  
Deadly*



