PURPLE HOUSE

# TWO-WAY, RIGHT-WAY, WARLPIRI WAY

**Community Workforce Pilot Project (CWP) in Lajamanu - what patients and community can teach us about leadership**

Presented by Alston Wadpur and Abbey Quonoey

*"Every Voice. Every Patient."*

# Where the story began

***"Our people should be caring for our people."***

- The CWP did not begin with a workforce strategy – it began with a vision
- Over 10 years of community advocacy
- Lajamanu dialysis opened 2013
- Several attempts to deliver the CWP without the right funding and support
- Funding for training room 2019
- Training room completed by 2023
- Funding secured for CWP in 2025




*"No matter where they come from, we help them. It's more than doctors and nurses – it's so much more than that. We try and exchange culture." – Mr L Ross.*

# The Workforce Problem We Are Trying to Solve



**Current reality:**

- Purple House growth
- Remote recruitment challenges
- 16% of Lajamanu residents over 50 expected to require RRT within two years
- Extreme weather patterns impacting community access via road and plane

**Historical approaches:**

- Using traditional KPIs
- Recruiting staff amid national shortages

**Alternative approaches:**

Adjusting our KPIs and what we define as success

Reflecting on whether we have been overlooking existing knowledge and skillsets

# Two-way learning

**Nurses share:**
- Clinical knowledge and skills
- Dialysis
- Water treatment
- Government resources



**Community shares:**
- Centuries of knowledge and skills
- Language
- Culture
- Community resources

*Two-way learning is like “weaving together” to create something stronger*
*A reciprocal process that values contributions equally*
*Not one teaching the other* – Geoffrey Barnes
This results in better patient outcomes!

# What Does "Right Way" Look Like?

**What lessons have we learned from patients and community?**



**Gracie:**
"Munma (wait), pulya (go slowly)."

**Wanta:**
Right-way is working together delicately and deliberately, with integrity and intention at every step



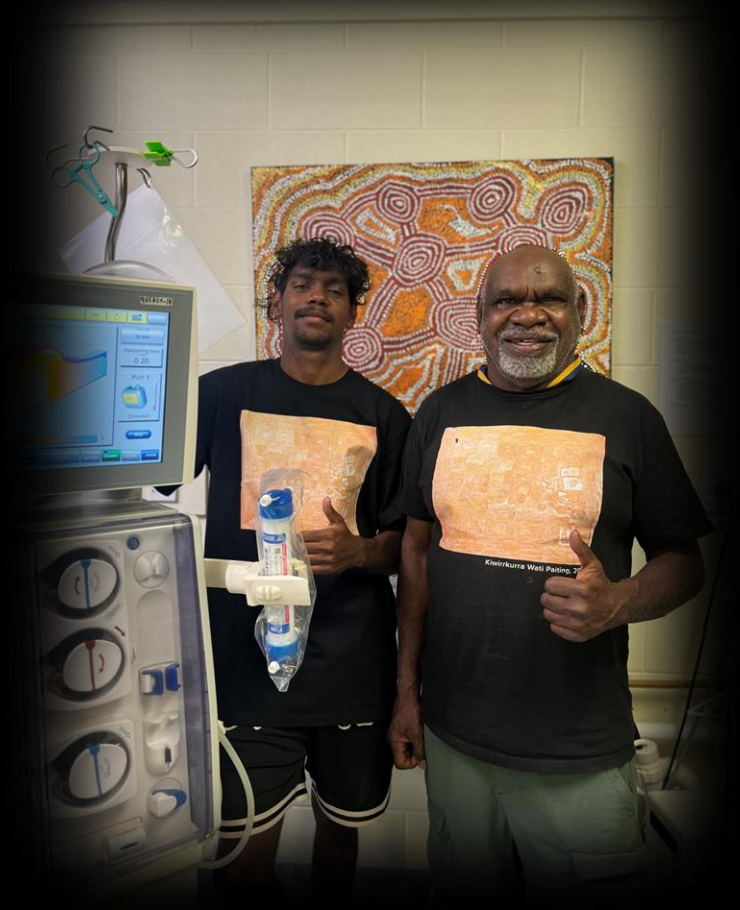


**Mr L Ross:**
"If you encounter a pirli (rock) be the ngapa (water)."

**Agnes:**
"Like making damper with rdaka (hands)"



# Putting It Into Practice - Community Workforce Pilot Project in action



**What does it look like?**

- Community
- Cultural safety
- Collaboration
- Training on country
- Paid employment
- Leadership
- Evaluating our current values, KPIs and rethinking our definition of success





# The vision:

**A future where:**

- Patients are leaders.
- Workforce pathways start in community.
- Cultural knowledge is valued alongside clinical knowledge.
- Every dialysis unit learns to work together.

## Two-Way.
## Right Way.
## Warlpiri Way.

*"If cultural safety is our goal, should community leadership become our most important workforce KPI?"*

