

Bullinah
Aboriginal Health Service

Annual Report

2018-19



VISION

**A Strong, Empowered and Healthy
Goori Community**

PURPOSE

**Bullinah, as a leading Aboriginal organisation,
works together with our communities and partners
to achieve better health and wellbeing by delivering
sustainable, holistic health and wellbeing services
in a culturally strong environment.**



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Our Board



Brenda Holt
Chairperson



Nancy Walke
Director



Emma Walke
Vice Chair



Wendy Knight
Director

Brenda Holt - Chairperson

Brenda is a proud Bundjalung woman who works and lives in the local community area. She has been involved in Aboriginal Health for about 20 years in a variety of positions and is currently a Senior Aboriginal Health Educator with the Training and Support Unit as part of the NSW Health Education and Training Institute. Her role involves providing education, mentoring and leadership support to the Aboriginal Health Workers who care for Aboriginal mothers, babies and families throughout NSW. She has a strong commitment to the operation of Bullinah Aboriginal Health Service and to see the service develop and to watch the community grow within this organisation.

Emma Walke – Vice Chair

Emma is a Bundjalung woman from Northern NSW and her family is from Cabbage Tree Island/Ballina area. She is a mum, a potter and works in health.

Employed as the Academic Lead for Aboriginal Health Education at the University Centre for Rural Health, University of Sydney based in Lismore, her role involves working with medical and allied health students visiting the Northern Rivers area from around Australia to understand the Aboriginal health environment, effects of past government policy and the current health status of Aboriginal people. Working with people to help them to identify their own attitudes and behaviours when working with Aboriginal People is a passion, and my way of being part of a better future.

She was also involved in developing and implementing an Aboriginal health careers program for high school students called “Baribunmani Wanyi Ngay – I dreamed of you – Health Careers for young Aboriginal People”.

Emma has over 16 years’ experience in the Aboriginal and mainstream not-for-profit sectors in the Northern Rivers in both health and community organisations.

She was also engaged as the Manager for Aboriginal Health at the North Coast Primary Health Network and was involved at the beginning of the life of Bullinah AHS where she subsequently managed the service as 2IC/ Practice Manager for over six years.

Emma is also passionate about the health of our people and is really excited to be a part of Bullinah again in her role as a Board Director.

Our Board

Nancy Walke – Director

Nancy is a Bundjalung woman who comes from the first group of people to settle on Cabbage Tree Island. Her grandfather was Benjamin Bolt. Nancy has spent many years working in the health sector and is passionate about Aboriginal people being able to access a wide range of health services. Bullinah Aboriginal Health Service is a friendly and efficient health service that will continue to grow.

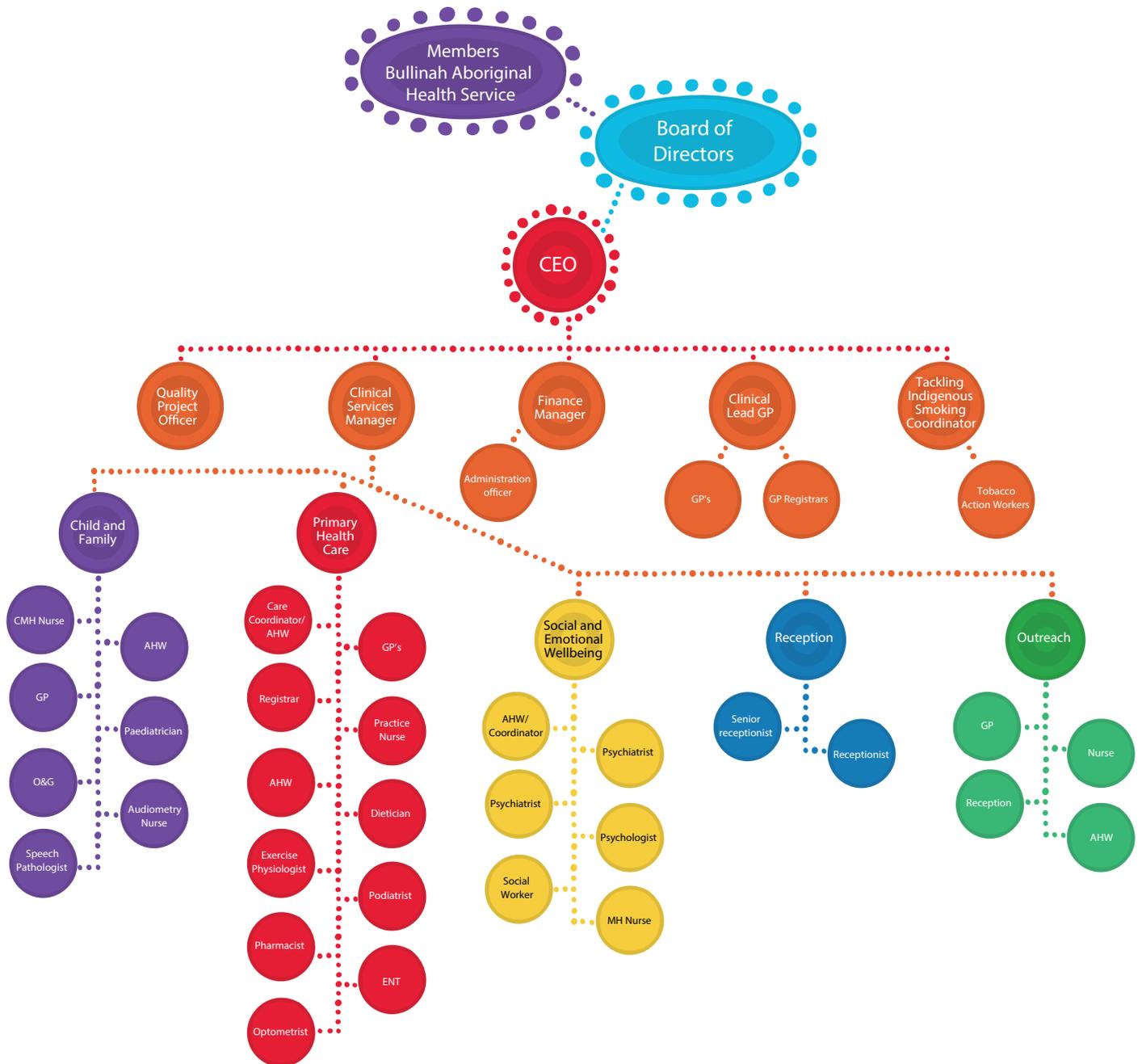
Wendy Knight - Director

Wendy is a results driven and accomplished senior community services executive with 15+ years' experience working on complex socioeconomic issues. She has extensive experience with child protection, out of home care (OoHC), and service sector contract management in both government and non-government roles. Her proven success to date includes, providing effective management of human, financial and physical resources, high level strategic and operational leadership, and organisational change support to ensure the achievement of strategic goals, financial sustainability and positive child protection outcomes.

Wendy is a confident and articulate communicator with the ability to build productive working relationships in complex and difficult situations with broad ranging NFP's, government agencies, and external organisations at state and national level.

A resourceful problem solver and innovative change manager with an ongoing commitment to excellence and best practice, her personal attributes include honesty, sincerity, integrity and empathy. Wendy is a proud Aboriginal (Barkindgi) woman, a strong advocate for the rights of Aboriginal people, with an unwavering commitment to helping others, and ensuring the promotion of an indigenous perspective on the various issues that are affecting our children and families in today's society.

Organisational Structure



Strategic Framework

The Bullinah Aboriginal Health Service (BAHS) was established in March 2008, for Goori People in and around the Ballina, Byron Bay, Mullumbimby, and Evans Head areas of NSW.

BAHS is an Aboriginal Community Controlled Health Service, which means it is owned and operated by Aboriginal People.

BAHS services are available for all Aboriginal People and their families, to assist in closing the gaps that exist between Aboriginal People and other Australians.

Our Vision

Is for ***A strong, empowered and healthy Goori Community.***

This is an enduring statement of BAHS' reason for existence.

Our Overarching Purpose

.....
*Bullinah, is a leading Aboriginal organisation,
working together with our communities and
partners to achieve better health and
wellbeing by delivering sustainable and
wholistic outcomes.*
.....

Guiding Principles

The Vision will be achieved through the following Guiding Principles that will remain cognisant of the needs, health, wellbeing and development, and aspirations of Aboriginal Peoples.

- Aboriginal strengths
- The need for cultural understanding
- The impact of racism and stigma
- Recognition of the centrality of kinship
- The impact of history in trauma and loss
- Recognition of human rights and social justice
- Equitable needs based funding
- Universal access to basic health care, housing and education

Adopted from the National Aboriginal Health Strategy of 1989

*Delivering 'Wholistic' Comprehensive Primary Health Care
to Aboriginal Communities in the Ballina, Byron Bay,
Mullumbimby and Evans Head areas of NSW.*

BAHS Recognises and Values

- Self Determination through Aboriginal Ownership and Control
- Wholistic, comprehensive Primary Health Care approaches
- Trust, Loyalty, Respect, Courage, Listening, Leadership, Collaboration
- Accurate History from an Aboriginal Perspective
- Integrity of Aboriginal People
- Cultural Diversity
- Aboriginal strength and Resilience

Our Domains of Work

The key domains of work for BAHS include:

- Health and health related services/programs
- Continuous Quality Improvement
- Partnerships and Community Participation
- Health Information and Data
- Research

Our Ultimate Aim

*All Goori Peoples enjoy the
same level of health as other
Australians'*

Our Strategic Priorities

The **five** strategic priorities for the next three years are:

One | Governance and Culture | By 2020, we will have embedded excellent governance practices within a culturally appropriate environment.

Two | New Building | By 2020, we will be operating in our own 'fit for purpose' building which we own on a single site in Ballina.

Three | Staffing | By 2020, we will have developed and implemented comprehensive human resource practices within an Aboriginal Community Controlled Framework and Service.

Four | Services | By 2020, our services will be delivered under a "whole of life" preventative health strategy that is delivering on the Bullinah Vision.

Five | Funding | By 2020, we will be widely acknowledged as a financially strong, sustainable and independently controlled Aboriginal Community health organisation.

Chairperson's Report



Firstly, again it's been a great pleasure for the Bullinah Board of Directors to work closely with staff and the CEO. During the past year, we maintained an established strong Board who have all remained in a close working relationship with the CEO and Management team to steer the organisation through changes that were imposed on us at various times.

The Board oversaw the organisation flourish into a well-respected Aboriginal Health Service and along with many valuable contributions to our organisation the Bullinah Board continues to encourage the use of positive approaches to strengthen Bullinah Aboriginal Health Service in moving forward.

The Board of Directors would like to make a special acknowledgement of our Director, Paul Simpson who passed away in July 2019. Paul was a good friend and colleague and made a valuable contribution to Bullinah Aboriginal Health Service as a Director. We are grateful for the service Paul gave to Bullinah and he will continue to be missed.

The 2019 Annual report details our achievements and successes as well as the challenges we faced and the opportunities ahead. It also outlines our contribution to broader Government desired outcomes and compliance with legislation and policy. It highlights the organisation's considerable innovations, achievements and challenges over the past year as we continue our important work, providing quality, cost effective, primary health care services to the wider Bullinah community.

Finally, it is important to acknowledge the ongoing dedication of Bullinah Aboriginal Health staff and our ongoing partnerships with key stakeholders in which maintains strong links to a culturally safe service. From the Board of Directors to all our dedicated staff and members, thank you for improving our service delivery to Aboriginal and Torres Strait Islander communities in the Bullinah service area.

Key achievements include:-

Governance development:

After considerable planning and development a new Bullinah Aboriginal Health Service Constitution was developed and in March 2019 members voted to adopt the new constitution at a General Meeting. Members also supported a special resolution which saw Bullinah transfer registration to the Corporations Act which is governed by ASIC. The changes strengthen the rights of members and enable Bullinah to grow, develop and diversify well into the future.

The Bullinah Board or Directors also participated in a Finance Governance workshop to enhance the business and finance skills required of directors. Some of the key aspects of this workshop included Director's responsibilities in financial management, understanding the organisation's financial statements and ensuring financial policies and procedures are in place and are current.

IMPLEMENTING THE STRATEGIC PLAN (2017-2020)

During the 2018-2019 financial year we continued to implement the Bullinah Strategic Plan (2017-2020) developed by the staff and board in 2017.

Bullinah continues to progress in all areas set out as key strategic priorities, these priorities are:

Our Key Strategic Priorities

Strategic Priority One: Governance and Culture | By 2020, we will have embedded excellent governance practices within a culturally appropriate environment.

Strategic Priority Two: New Building | By 2020, we will be operating in our own 'fit for purpose' building which we own on a single site in Ballina.

Strategic Priority Three: Staffing | By 2020, we will have developed and implemented comprehensive human resource practices within an Aboriginal Community Controlled Framework and Service.

Strategic Priority Four: Services | By 2020, our services will be delivered under a "whole of life" preventative health strategy that is delivering on the Bullinah Vision.

Strategic Priority Five: Funding | By 2020, we will be widely acknowledged as a financially strong, sustainable and independently controlled Aboriginal Community health organisation.

Infrastructure

- As previously announced Bullinah Aboriginal Health Service (BAHS) purchased property in Ballina in August 2018 and this will eventually become the home of a purpose-built culturally appropriate health facility. Advocacy for raising the funds required to deliver on this dream is underway and BAHS has begun the process of planning for the new development. The new building will be a significant development for the Ballina CBD area and the planning, fund raising and building process may take several years, however the outcome for the community will be worth the wait. Each stage of the project will include consultation with the community. BAHS has been outgrowing the current Ballina premises for some time with the increase in services being provided. To ease some space pressure during this year we leased an additional building at 115 Tamar Street to ensure we can continue to deliver an increasing number of services to the community.

Policy

- The BAHS Policy and Procedures Manual 2018, had been enhanced to reflect on the services organisation's Governance and Human Resource Management Policy Manuals.
- These Policies build and strengthen existing policies to ensure Bullinah Aboriginal Health Service is compliant with all relevant legislative requirements.

Continuous Quality Improvement (CQI)

- In this year BAHS' General Practice Accreditation was due for renewal. Through the AGPAL audit process BAHS demonstrated compliance of the RACGP Standards for general practices and achieved accreditation from

Australian General Practice Accreditation Limited (AGPAL) for the period 19th February 2019 to 19th February 2022.

- BAHS continues to embed CQI in all aspects of service delivery ensuring that the organisation establishes and maintains quality systems and processes grounded in evidence based practice to ensure effective, efficient, safe and culturally safe health service delivery.

Finance

- Bullinah has finished the financial year in a very sound financial position which will be evidenced by the Audit Report tabled by Crowe Auditors at the 2019 AGM.
- The 2019-2020 Indigenous Primary Health Care Budget was submitted to the Department of Health and approved.

Bullinah Aboriginal Health Service is host to the regional Northern Rivers Tackling Indigenous Smoking (TIS) program as part of the Australian Government's priorities of -

- National Action to Reduce Indigenous Smoking Rates and
- Helping Indigenous Australians Reduce Their Risk of Chronic Disease

Solid Mob -The Tackling Indigenous Smoking Program has undertaken significant activities across the Northern Rivers region with AMS's, Schools and Community groups to assist in the reduction of smoking rates and the increase in healthy eating and physical activity. BAHS entered into a deed of variation with the Commonwealth which sees the TIS program continue its funding until June 30 2022.

Partnership development

- Continued partnership with GP Synergy in relation to our GP Registrars, Medical Supervisors, Aboriginal Cultural Educators and Mentors.
- Continued participation in the Partnership Agreement with Northern NSW Local Health District, Bulgar Ngaru Medical Aboriginal Corporation Grafton, Casino AMS, Rekindling The Spirit (Jullums) and the North Coast Primary Health Network.
- Continued membership with the Many Rivers AMS Alliance at the regional level.
- NSW AH&MRC (Aboriginal Health and Medical Research Council) at the State level and NACCHO (National Aboriginal Community Controlled Health Organisation). The major focus of both these peak bodies is to assist the Sector in improving Governance practices.
- Funding partnerships with the Commonwealth Department of Social Services, NSW Ministry of Health, Australian Health Care Associates, NSW Rural Doctors Network, North Coast Primary Health Network and the NSW Department of Education.
- Continued partnerships with UCRH –University of Sydney, James Cook University, Western Sydney University and the University of Wollongong

Outreach development and services

Cabbage Tree Island Clinic is running Monday and Thursdays each week and working very well with the ongoing regular clinical team.

Future or activity development:

Bullinah staff will continue working with the AH&MRC to undertake upskilling in Clinical Governance.

We are supporting team members through a range of excellent training and development opportunities including Certificate IV in Aboriginal Health, Vicarious Trauma workshops, and developing staff wellbeing plans.

We are currently developing a comprehensive operational improvement plan which will be implemented in stages and be designed to ensure quality, culturally safe, primary health care delivery within a long term sustainable model. The Commonwealth have announced a new funding model for the ACCHO sector to be implemented 1 July 2020 and this operational plan will also help prepare BAHS to transition as smoothly as possible to the new model.

We are also working on a project which could see BAHS deliver therapeutic support services to Aboriginal people under the NDIS.

Finally, the Board will continue to work closely with the CEO and the Management team to steer the organisation through any major changes as well as the growth that the organisation aspires to achieve as we enhance our service delivery to this local Aboriginal community.

I would again like to acknowledge the ongoing dedication of the Bullinah Aboriginal Health staff. The Bullinah Aboriginal Health team are a committed and caring team who give their all to provide high quality care to all who use this service and who strive each day to towards our vision of "A strong, empowered and healthy Goori community".

Brenda Holt

Chairperson

Finance Report

Revenue

Bullinah Aboriginal Health Service received major funding from the Department of Health (DoH-Commonwealth Government), NSW Ministry of Health (MoH), NSW Rural Doctors Network (NSW RDN), North Coast Primary Health Network/Healthy North Coast (NCPHN) and Australian HealthCare Associates during 2018/2019.

New, one off funding was also received from the NSW Department of Education.

Department of Health \$1 799 380

This is recurrent funding and supports the Indigenous Australians Primary Health care, New Directions (Child and Maternal Health) and Tackling Indigenous Smoking programs.

Ministry of Health \$228 300

MoH funding supports healthy lifestyles to prevent and manage chronic disease.

NSW Rural Doctors Network \$290 875

RDN funding provides medical specialist's services for outreach programs; these include Pharmacist, Psychiatrist, Social Worker, Diabetes Nurse, Nurse, Health Worker, Speech Therapist, Dietitian and ENT Services.

North Coast Primary Health Network (Healthy North Coast) \$189 538

NCPHN funding provides support for patients with chronic care and mental health and suicide prevention.

Pharmacy Guild of Australia \$25 483

Provides funding to purchase medications and Webster packs for some patients.

NSW Department of Education \$109 707

To develop an NDIS model of care including: clinical practice framework; culturally safe therapeutic services; IT systems; financial systems; and referral pathways.

Medicare Income (Self Generated) \$758 754

The Medicare income supports the funded programs and is expended to some staff wages, programs and events, donations, business planning and Board Governance expenditure.

In addition to the major funders listed, we received minor grants for one off specific programs.

Rental Property Income \$84 283

The out-right purchase of the properties on the corner of Tamar and Grant Streets Ballina in August 2018 has allowed the corporation to gain rental income. This income far out weighs the bank interest being earned in previous years. The properties were all tenanted at year end and seem to require little on going maintenance.

Overall, Bullinah AHS recorded a net profit of \$111 015. The Statement of Profit and Loss, Statement of Financial Position and Statement of Cash Flows at 30 June 2019 from the Audited Financial Statements follows.

Jill Campbell

Finance Manager



BULLINAH ABORIGINAL HEALTH SERVICE LIMITED
ABN 32 309 494 532

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
Revenue	3	3,665,343	3,564,799
Administration costs		(283,233)	(295,983)
Depreciation expense		(110,189)	(80,615)
Employee benefits expenses		(2,345,970)	(1,824,261)
Occupancy expenses		(289,542)	(233,823)
Other expenses		(20,258)	(18,047)
Services and supplies		(505,136)	(509,159)
Surplus before income tax expense		111,015	602,911
Income tax expense	1(a)	-	-
Surplus after income tax expense		111,015	602,911
Other comprehensive income, net of tax		-	-
Total comprehensive income for the year		111,015	602,911

The accompanying notes form part of these financial statements.

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BULLINAH ABORIGINAL HEALTH SERVICE LIMITED
ABN 32 309 494 532

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2019

	Note	2019 \$	2018 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	1,032,561	3,139,200
Trade and other receivables	6	165,284	21,038
Other assets	7	10,898	22,360
Financial assets	8	405,000	-
TOTAL CURRENT ASSETS		1,613,743	3,182,598
NON CURRENT ASSETS			
Property, plant and equipment	9	2,138,225	325,729
TOTAL NON CURRENT ASSETS		2,138,225	325,729
TOTAL ASSETS		3,751,968	3,508,327
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	198,766	187,905
Employee benefits	11	97,170	56,851
Other liabilities	12	155,623	108,131
TOTAL CURRENT LIABILITIES		451,559	352,887
NON CURRENT LIABILITIES			
Employee benefits	11	115,489	81,535
TOTAL NON CURRENT LIABILITIES		115,489	81,535
TOTAL LIABILITIES		567,048	434,422
NET ASSETS		3,184,920	3,073,905
EQUITY			
Accumulated funds		3,184,920	3,073,905
TOTAL EQUITY		3,184,920	3,073,905

The accompanying notes form part of these financial statements.

BULLINAH ABORIGINAL HEALTH SERVICE LIMITED
ABN 32 309 494 532

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		3,837,817	3,538,613
Payments to suppliers and employees		(3,629,616)	(3,172,630)
Interest received		12,845	27,730
Net cash provided by operating activities		221,046	393,713
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for plant and equipment		(1,922,685)	(214,237)
Proceeds from sale of plant and equipment		-	34,376
Proceeds from/(payments for) investments		(405,000)	-
Net cash provided by/(used in) investing activities		(2,327,685)	(179,861)
Net increase in cash held		(2,106,639)	213,852
Cash at the beginning of the financial year		3,139,200	2,925,348
Cash at the end of the financial year	5	1,032,561	3,139,200

The accompanying notes form part of these financial statements.
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Health Services Report

2018/19 has been yet another great year for the service thanks to the hard work and commitment from our entire staff who go above and beyond for our clients every day and are able to provide such integrated, culturally safe, comprehensive care from multiple sites.

Bullinah was successful in gaining full Accreditation through AGPAL aligning with the RACGP's 5th edition of general practice standards, this ensures that Bullinah continues to provide safe, best practice health care to the community with a strong focus on clinical governance and quality improvement.

Improvements to Services

Bullinah maintains a strong commitment to Continuous Quality Improvement year on year with this year saw multiple notable improvements to holistic primary health services through a number of different avenues, some of which include;

- Extra casual nursing staff recruited
- Enhanced appointment model
- Strategies aimed at improving performance against Key Performance Indicators
- Targeted health promotion strategies
- Participation in cancer prevention projects
- Improved recall, referral, and reminder processes
- Participation in data improvement project
- Projects aimed at addressing specialist shortages within our region
- Lease of a dedicated social and emotional well-being space
- Introduction of policies around drugs of addiction and Financial support for Vitamin D

- Increased availability of allied health and specialist services

Primary Health Care Overall

Our commitment to quality improvement saw access to services increase resulting in Bullinah being able to provide more than 13,300 Episodes of Care to over 2,000 clients, 12,425 of those episodes being provided to Aboriginal and/or Torres Strait Islander people, this is an increase of over 2,000 episodes of care compared to last financial year.

New additions to the primary health care team this year included a number of casual relief nurses, our Clinical Lead GP, Child and Family Health Nurse, and a Care Coordinator.

Continued commitment to proactive health care and prevention from staff, and community member's commitment to improving their own health this year resulted in the team achieving the following outcomes in relation to primary health care;

- More than 340 Aboriginal Health assessments (increase of 23% on last year)
- Over 300 Influenza Vaccinations (20% increase)
- More than 40% of Aboriginal clients over 50 receiving Influenza Vaccines
- 217 Chronic Disease Management plans or reviews (slight increase on last year)
- Over 1,400 allied health services provided (40% increase)
- 1% decrease in regular clients who are current smokers
- 7% increase in clients with Type 2 diabetes (T2DM) whose HbA1c Result was within the desired range
- 20% increase in clients with T2DM with kidney function within the desired range

Child and Maternal Health

Bullinah is lucky to have a number of staff with extensive knowledge, skills, and experience in, plus a strong commitment to working with Aboriginal and Torres Strait Islander children and pregnant women. Coupled with close partnerships within the region including the NNSWLHD who employs the Paediatrician, Gynaecologist/Obstetrician, and the AMIHS midwife, the team has been able to provide excellent care to our children and families. This year the child and family health team contributed the following to our community members;

- 120 Episodes of care to pregnant Aboriginal women
- 145 Aboriginal Health assessments to client's 15 years and under
- 30 GP Management plans to clients under 15
- Over 2800 episodes of care to clients under 15
- 48 Episodes of care with the Paediatrician
- 50 Episodes of care with the Obstetrician/Gynaecologist
- 100% Child immunisation rates for Bullinah clients

Social and Emotional Wellbeing

This year saw improvements to the level of access in relation to social and emotional wellbeing services with the recruitment a Child and Family Psychologist, additional service delivery days from our Mental Health Nurse, continued support from our Psychiatrists and social worker, and of course the hire of a space dedicated to social and emotional well-being which is free from clinical equipment, providing a very relaxing space for clients and staff.

In regards to social and emotional wellbeing our team was able to provide the following services for the community;

- More than 290 mental health plans/consults with GP's
- Over 500 episodes of care with Bullinah's clinical, or child and family psychologists
- More than 70 clients accessing psychiatry services
- More than 280 episodes of care with the Mental Health Nurse or Social worker

Outreach Clinics

Bullinah attempted to enhance our outreach clinics with varying success this year, we re-established a GP clinic at Jarjum Bugal Nah in West Ballina but were unfortunately unable to sustain it mainly due to staffing. We also trialed an outreach clinic at Mullumbimby which unfortunately had to be withdrawn due to client numbers.

Although these attempts were not as successful as hoped, our Cabbage Tree Island Clinic has been able to thrive and improve with GP availability back to two days per week as well as regular visits by members of our allied health team being provided. Our outreach clinics this year accounted for more than 3,000 episodes of care to more than 500 clients.

Integrated Team Care

Through partnership with NCPHN Bullinah has again been able to provide care coordination and supplementary services to clients with chronic conditions through the Integrated Team Care Program, this program allows Bullinah to provide care coordination services which may include: appointment arrangements, advocacy, liaising with services, organising equipment and services, and varying other support services.

The supplementary services component of this program allows Bullinah to provide some limited financial

Health Services Report

assistance to client's needing access to specialist and allied health services which aren't bulk-billed, brokering transport, and purchasing medical equipment aids which are identified in a client's care plan.

Through the ITC program we have been able to provide;

- 584 Care Coordination services
- 206 payments to specialist and/or allied health providers
- 68 Medical equipment aged purchased

WOMB Project

Bullinah is supporting the 'Women's Action for Mums and Bubs' project which is aimed at improving health outcomes for pregnant women, children, and their families, whilst our staff support this project as requested, the group is facilitated by community, for community, with the group having complete control of their activities and allocated budget, this project recognises the power of true self-determination in Aboriginal Health.

GP Registrars

Bullinah continues to provide training places to GP registrars through GP Synergy's training program, A GP registrar is a doctor who has finished their studies and wishes to specialise in general practice, the registrars benefit greatly from the experience gained within our service and Bullinah benefits from the expertise and high level of care they bring to the community. We hope that more doctors being trained within Aboriginal health services leads to better understanding and improved services for Aboriginal people across Australia, and

Bullinah has been lucky to secure a number of our long term doctors through this program in the past.

Medical Students

In partnership with both the University of Western Sydney, and the University of Wollongong, Bullinah assists with the training of a number of medical students, helping them to gain experience in, and an understanding of the nature of true Integrated, Client Centred Comprehensive Primary Health care model that is most often found within Aboriginal Health Services, during their placements students experience the entire service by spending time with all positions in the service. Students complete a project during their placement which benefits both the service and the community.

Staff Training

Bullinah's commitment staff wellbeing and development has resulted in a wide variety of training opportunities completed by our staff this year which have included;

- Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care
- Medical Reception workshops
- Medicare Training
- Mental Health First Aid
- Women's Health training
- Sexual Health training
- Ear and Hearing Health Training
- Immunisation Training
- Diploma in Practice Management and;
- A range of other short-courses/workshops

It's wonderful to see such dedication to Bullinah's vision of "A Strong, Healthy, and Empowered Goori Community" sustained through positive times and adversity. I would like to personally extend thanks to all of the health services staff for making such a beneficial service possible. It is a pleasure to work with such caring and committed team (shown below) as we aim to continue improving our services year on year long into the future.

Payden Samuelsson

Clinical Services Manager

Health Services Team (as at 30/06/2019)

General Practitioners

- Dr Eric Sambaiew (Clinical Lead)
- Dr Kayte Evans
- Dr Erin Stalenberg
- Dr Monica Taylor
- Dr Daniel Ewald
- Dr Jane Burgess
- Dr Steven Skov (relief)
- Dr Frank Schultheiss (relief)
- Dr Grace Leung (registrar)
- Dr Christopher Wee (registrar)

Nurses/Aboriginal Health Workers

- Sumara Etuati
- Lee Clark
- Naomi Wenman
- Cherrie Lovejoy
- Lawraye Anderson
- George Johnson
- Deb Mylrea (relief)
- Liam Byrne (relief)
- Jolene Hall (relief)

Allied Health/Specialists

- Josh Reed (dietician)
- Mark Roberts (exercise physiologist)
- Janet Layton (Social Worker)
- Dr Ellen Mollongat (paediatrician)
- Linda Casuarina (Child and Family Psychologist)
- Helene Wightman (pharmacist)
- Dr Therese Grotowski (Psychiatrist)
- Jane McDonald (Diabetes Educator)
- Jane Bryant (Speech Pathologist)
- Dr Neil Phillips (Psychiatrist)
- Dr Priya Sokhal (Obstetrician & Gynaecologist)
- David Belyea (Podiatrist)
- Anais Cross (Optometrist)
- Catriona McComish (Clinical Psychologist)
- Graeme Turner (Renal Nurse)
- Bronwyn Gibson (Mental Health Nurse)

Tackling Indigenous Smoking Program Report

TIS program

According to the Australian Bureau of Statistics report, *Aboriginal & Torres Strait Islander People: Smoking Trends, Australia, 1994 to 2014-2015*, significant advancement has been made in reducing the smoking prevalence since the commencement of TIS tobacco control program.

However, smoking rates remain substantially higher in Aboriginal & Torres Strait Islander populations than among other non-Indigenous populations in Australia.

(Circa Monitoring and Evaluation Framework for TIS, V3 – April 2019)

The overall objectives of the TIS program are:

1. Increase awareness of the health risk of tobacco use and pathways to quitting;
2. Promote and support a smoke-free workplace;
3. Develop partnerships to establish a united community-based approach to tobacco control;
4. Build positive attitudes and social norms around reducing tobacco use
5. Increase quit intentions and the number of quit attempts among Aboriginal & Torres Strait Islander people in the TIS region, especially among pregnant women.

Bullinah Solid Mob has worked tirelessly in the implementation and delivery of population health tobacco control initiatives across the funded region. The Solid Mob team continues to attend regional schools, community events and host programs and activities designed to support smoking cessation and tobacco control.

Highlight of 2018/2019

A 3-day national TIS workers workshop was held in Alice Springs in April 2019. TIS workers from the 37 teams across Australia attended including Solid Mob.

A strong focus of the workshop was to share updated information from all aspects of the TIS program; learn from each other; explore innovative methods of success; create solidarity; enhance our approach to tackling smoking in our communities.

Community Engagement

The Solid Mob team continued to further develop its quality and reach of community engagement to support Aboriginal people who want to stop smoking.

The Solid Mob TIS team reached conducted activities, brief intervention and education and smoking cessation through the Northern NSW region, such as:

- o 27 School programs
- o 54 Community events
- o 21 Juhm Buster programs
- o 38 Brief Interventions at AMSs

Meet the TIS team

During this financial year, the TIS team consisted of the following staff members:

- Gail Turnbull Regional Tobacco Worker (FT)
- Adrian [Mook] Harrington Tobacco Action Worker (FT)
- Deb Wright Tobacco Action Worker (FT)
- Leteisha Franks Tobacco Action Worker (FT)
- Joseph Gordon Tobacco Action Worker (FT)
- Robyn Heuston Admin/Reception (PT)
- Loretta Hickling Admin/Reception (PT)

During this period TIS staff completed high levels of professional development to enhance their skills and competency in population health promotion; tobacco

control and addiction; mental health first aide; Practice management, which was provided by The University of Sydney, Quitskills SA, TAFE NSW and Woolcock Research Centre and National Best Practice Unit.

Bullinah Solid Mob team members are passionate, enthusiastic and committed to tackling the biggest preventable killer and cause of chronic disease for Aboriginal and Torres Strait Islander people – **Smoking!** We look forward to seeing you and working with you around the region.

Making Tobacco Everyone's Business...

Gail Turnbull

Regional Tobacco Coordinator
November 2019

Bullinah farewells the following people:-

Dr Chris Wee

Tracey Callegari

Dea Delaney-Thiele

Dr Richard Taylor

Loretta Hickling

Cassandra McKechnie

Isaachar Fraser





