

BULLINAH ABORIGINAL HEALTH SERVICE
ABORIGINAL CORPORATION



ANNUAL REPORT

2017

VISION

*A Strong, Empowered and Healthy Goori
Community*

PURPOSE

*Bullinah, as a leading Aboriginal organisation,
working 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.*

*This vision and purpose has now been updated with the
implementation of the 2017 -2020 Strategic Plan (page 7)*

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OUR BOARD

Brenda Holt - Chairperson

I am a proud Bundjalung woman who works and lives in the local community area. I have been involved in Aboriginal Health for about 20 years in a variety of positions. I am currently a Senior Aboriginal Health Educator with the Training and Support Unit as part of the NSW Health Education and Training Institute. My role involves providing education, mentoring and leadership support to the Aboriginal Health Workers who care for Aboriginal mothers, babies and families throughout NSW. I have 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.

Nancy Walke – Vice Chairperson

I am a Bundjalung woman who comes from the first group of people to settle on Cabbage Tree Island. My grandfather was Benjamin Bolt. I have spent many years working in “health” areas of various kinds and I am passionate about Aboriginal people being able to access as wide a range and type of health service as possible. We have a friendly and efficient health service that will grow.

Lenkunyar Roberts Hickling- Treasurer

I am a Bundjalung and Gumilaroi woman. I am an active and trusted member of the Cabbage Tree Island and the Ballina community. I am heavily involved in our local Aboriginal associations /community organisations. Being a part of these organisations we are entrusted to deal with all matters respectfully and I believe I conduct myself and the decisions I make with dignity.

Nita Roberts

I am a proud Bundjalung woman born at the local hospital in Ballina, and raised on Cabbage Tree Island. I have a very rewarding and productive role of working for an Aboriginal Community Controlled Organisation and I am pro-active in education issues for Aboriginal people via the Local Aboriginal Education Consultative Group. This has provided me with a solid foundation base that values our cultural identity, responsibilities and obligations.

Anthony Paden

I am a Bundjalung man who has resided in Ballina all my life. My interest lies in ensuring the health and wellbeing of our community, in particular our elders, is earmarked as a priority. I have previously held a seat on the Board of Directors at Bullinah and was successfully re-elected again in 2017. I am also a Board of Director at Jali Local Aboriginal Land Council. I have been involved with the local Aboriginal Community all my life and I am a member of a well know and respected family.

Kylie Jacky - Resigned

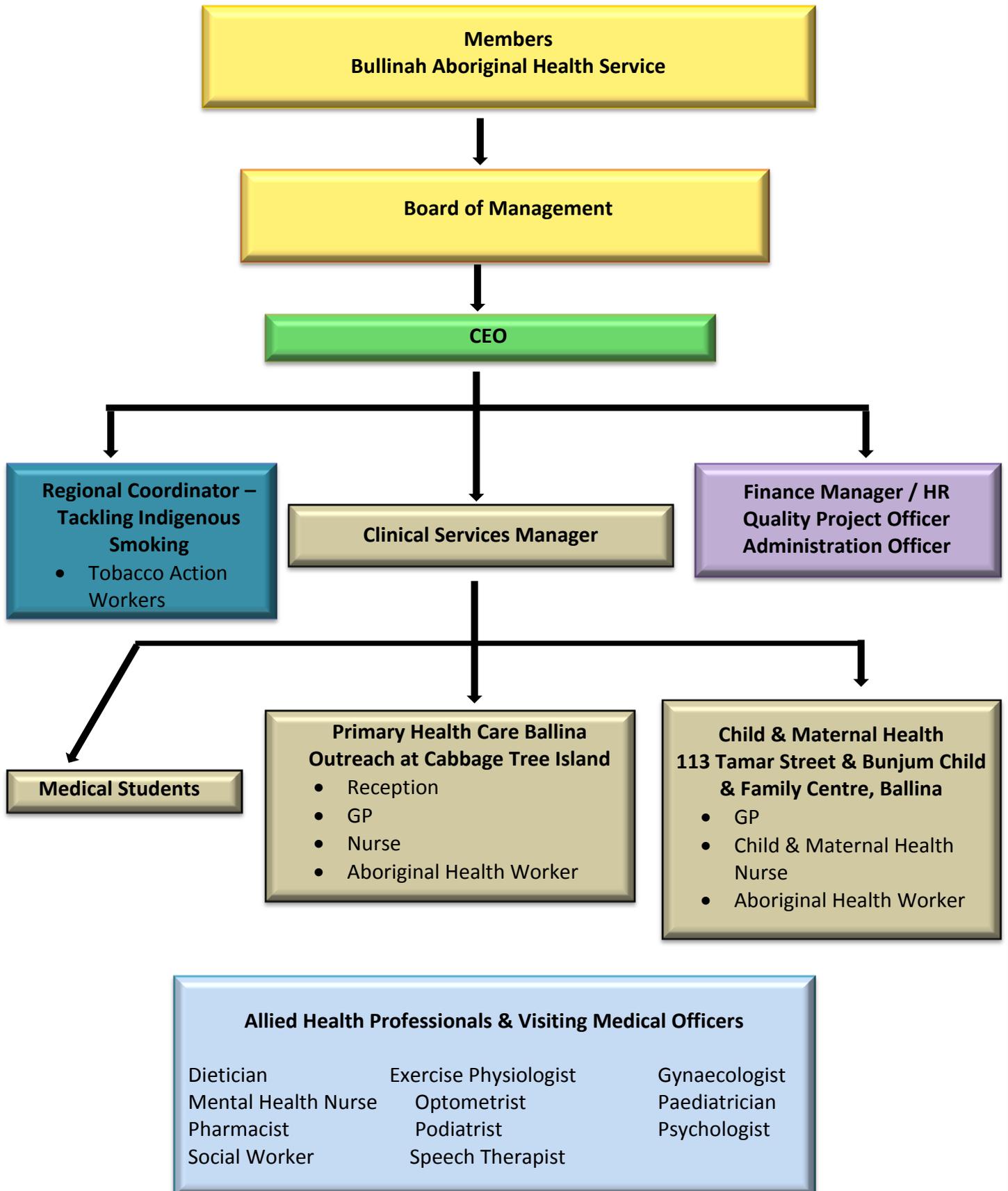
Kylie is a Bundjalung woman. Kylie's interests are Aboriginal community governance, social and economic advancement for our people and ensuring our children and young people are afforded the best opportunities for a fulfilling life.

Nathan Jacky - Resigned

Nathan is a Bundjalung and Dunghutti man who was raised on Cabbage Tree Island. Nathan's interests are culture, environmental protection and conservation and men's health and well-being.

Tania Marlowe - Resigned

BULLINAH ABORIGINAL HEALTH SERVICE ORGANISATIONAL STRUCTURE JULY 2017



Strategic Plan 2017 – 2020



Our Vision

A strong, empowered and healthy Goori Community

Our Purpose

Bullinah, as a leading Aboriginal organisation, working together with our communities and partners to achieve better health and wellbeing by delivering sustainable and holistic health services

Our Values

Cultural empowerment *We promote flexible delivery of healthcare that acknowledges the significant impact of Aboriginal culture and relationships within our communities*

We maintain a welcoming and culturally safe environment that recognises and celebrates diversity

Our staff *We value, support and develop our staff to be culturally competent and passionate in what they do*

We value our staff for their commitment, empathy, understanding and interest in Aboriginal health and wellbeing within a holistic health framework

Holistic Aboriginal health *We apply a “whole of life” approach that acknowledges all aspects of an individual’s health and wellbeing as defined in the National Health Strategy 1989*

Our communities *We value and work in partnership with our Aboriginal communities*

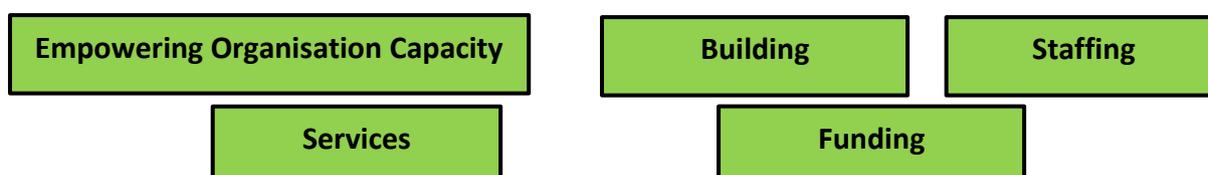
Partnerships *We develop partnerships with allied health professionals and other organisations to ensure the best possible care and outcomes for our communities*

Professional responsibility *We will deliver the highest possible standards of care with a commitments to:*

QUALITY	INTEGRITY	TRUST	TRANSPARENCY
ABORIGINAL CULTURE		SAFETY	SUSTAINABILITY
ETHICS	RESPECT	ACCOUNTABILITY	COMMUNICATION

Wellbeing through Employment *We recognise that employment has a major influence on health and wellbeing and are committed to affirmative strategic actions for Aboriginal employment within Bullinah Aboriginal Health Service*

Our Strategic Focus Areas



CHAIRPERSON'S REPORT

I would primarily like to acknowledge the Board members who over the past year have been very constructive in their approach and continual support to ensure that Bullinah Aboriginal Health Service is moving forward in a positive direction and for their time and effort they have volunteered to oversee the management of Bullinah.

We look forward to a further positive year and beyond. I would also like to acknowledge staff for all their wonderful work, commitment, support and assistance throughout the year. Without them having this commitment and a belief in Bullinah Aboriginal Health Service, things would not be where they are today without their dedication to improving the health status of our local Aboriginal people.

Bullinah Aboriginal Health Service has richly increased the access of local Aboriginal community members, providing specific health related services where needed, our service endeavours to provide self-determination and empower Aboriginal people in the local areas.

Highlighted are key events and successes that the Board has achieved with the ongoing support and assistance of the CEO and staff.

Key achievements include:-

The development of the 2017 - 2020 STRATEGIC PLAN:

- The Board and Bullinah staff recently participated in developing Bullinah's 2020 Strategic Plan.

The Key Strategic focus areas are:

1. Empowering Organisation Capacity;
2. Building
3. Staffing
4. Services
5. Funding

Our 2020 Strategic Objective is to increase, empower and embed excellent governance practices within an Aboriginal culturally appropriate framework built on Aboriginal Community controlled principles. Bullinah, is a leading Aboriginal organisation, working together with our communities and partners to achieve better health and wellbeing by delivering sustainable and holistic health services

Infrastructure development:

- Develop an Infrastructure Plan and seek Capital Works funding as Bullinah's first priority is to secure suitable land in Ballina to construct a "Purpose Built" Aboriginal Community Controlled Health Service around the principle of it being a "One Stop Shop". Bullinah is in the process of Health Planning to identify what Services we wish to deliver in the future so to enable us to identify how much land we would require including catering for future growth over the next 10 / 15 years.

Employment Development:

- To increase staffing and permanency within the Bullinah Health's 2020 planning strategy, this approach will lead and coordinate all activities and employment opportunities of our Aboriginal Health Workforce team.
- Bullinah's workforce delivery is to empower the local Aboriginal community and partners to provide high quality health services through leadership, support, advocacy and workforce development.

Policy Development:

During the last year the Board have endorsed the review and update of the organisation's Governance and Human Resource Management Policy Manuals.

- Building upon existing policies and strengthening them to ensure Bullinah Aboriginal Health Service is compliant with all relevant legislative requirements.
- The development of a Sponsorship Policy enhances the importance of Health checks whilst participating in sporting events supported by Bullinah Health check interventions.

Security Development:

- The establishment of a Safety Audit team in Bullinah Health service as recommended by SAFEWORK NSW
- SAFEWORK NSW raised issues and concerns so this was addressed by the installation of security systems with a key concept of securing entry points into Bullinah's Health service. This will ensure that all staff and clients are safe on entry to the building.

ORIC Governance development:

- Effective ORIC Governance training was to enhance corporate governance for members and directors of this corporation; it introduced members to some of the key aspects of running a corporation whilst enhancing professional

development to undertake the role in the ever-evolving governance environment.

- A Board Evaluation / Governance Review is a requirement and an effective process which *evaluates* the performance and appraises directors at least once a year.

Finance development:

- Bullinah has finished the financial year in a very sound financial position which will be evidenced by the Audit Report that will be tabled by our Auditor at the AGM.
- The 2017-2018 Indigenous Primary Health Care Budget was submitted to the Department of Health and approved.

Solid Mob development:

- *Bullinah Aboriginal Health Service is host to the regional Northern Rivers Indigenous Tackling Smoking 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*

The Tackling 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.

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 Local Health District. Bulgar Ngaru AMS Grafton, Casino AMS and the North Coast Primary Health Network.
- Continued membership and participation in meetings and workshops with the Many Rivers AMS Alliance at the regional level.
- NSW "AHMRC" 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 has been is to assist the Sector in improving Governance practices.
- Continue a working Partnership with the Primary Health Network (PHN).
- Funding partnerships with the Ministry of Health, Pharmacy Guild and NSW Rural Doctors Network

Outreach development and services:

Cabbage Tree Island

- Bullinah has dramatically increased the access of local Aboriginal community members to Jali health Post Cabbage tree Island.
- We welcome further infrastructure works to be completed so these programs can be extended further.

Future activity development:

- Develop an Infrastructure Plan and seek capital works funding opportunities with both the Corporate and Public Sector to enable the possible purchase of a building that will provide an extensive “one stop shop” Health Service to ensure better access to all services provided to the local Aboriginal people in the Bullinah Aboriginal Health Service catchment area.
- Stronger Governance within Bullinah Aboriginal Health Service
- The growth of Aboriginal employment

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

I would like to acknowledge the ongoing dedication of the Bullinah Aboriginal Health staff. The delivery of services to our community is vitally important and valued.

Brenda Holt, Chairperson

CHIEF EXECUTIVE OFFICER REPORT

Bullinah Aboriginal Health Service Aboriginal Corporation as an Aboriginal Community Controlled Health Service operates under the following philosophy as identified in the National Aboriginal Health Strategy 1989 –

“Aboriginal Health is not just the physical well being of an individual but is a social, emotional and cultural well being of the whole community in which each individual is able to achieve their full potential thereby bringing about the total well being of their Community. It is a whole-of-life service and includes the cyclical concept of life-death-life”

The definition of an Aboriginal Community Control Health Service is a primary health care service initiated by local Aboriginal and Torres Strait Islander communities to deliver holistic and culturally appropriate health care to people within their respective community.

Bullinah Aboriginal Health Service Aboriginal Corporation has operated as an Independent Aboriginal Community Controlled Health Service since 1 October 2010.

During 2017, staff and the Board of Directors worked together to develop the 2017 – 2020 Strategic Plan. Our Vision is ‘A strong, empowered and healthy Goori Community’

We provide primary health care services through our clinic in Ballina, and twice a week at Cabbage Tree Island, plus Child and Maternal Health services at the Ballina premises and the Aboriginal Child and Family Centre at West Ballina (1 day a week). Our clinical team continue to focus on client health checks / assessments which are central to our model of care that works effectively to prevent and detect early and unrecognised disease, promote healthy lifestyles and provides quality chronic disease care.

The Tackling Indigenous Smoking Program conducted numerous regional smoking cessation activities across the Northern Rivers region and worked closely with the three Aboriginal Community Controlled Health Services in the region, as well as other health services that provide services to Aboriginal people.

In relation to representation and advocacy, Bullinah Aboriginal Health Service continues to participate as an active member of both the National peak body – National Aboriginal Community Controlled Health Organisation (NACCHO) and the State peak body – Aboriginal Health & Medical Research Council (AH&MRC). The major focus on an ongoing basis is to advocate for the preservation of our Aboriginal Community Controlled Sector, championing the economic value our sector offers as well as the Sector’s inherent ability to understand and be responsive to local needs through a comprehensive approach to primary health care.

Bullinah is also a member of the Many Rivers AMS Health Alliance (The Alliance) which is a regional forum comprising the nine Aboriginal Medical Services from Taree / Forster in the South, Inverell to the West and to Casino / Ballina in the North. Through this Alliance we also have an affiliation with the North Coast Primary Health Network (PHN) as The Alliance was one of the founding members of this new organisation. This affiliation is particularly important as the PHN implements their commissioning of funding for Aboriginal Health programs in the future.

Bullinah Aboriginal Health Service along with the other Aboriginal Medical Services in the Northern Rivers continue meet on a quarterly basis with the Senior Executives of the Primary Health Network and the Northern Rivers Local Health District to address the gaps in health services to Aboriginal people and communities across the Northern Rivers region.

Bullinah Aboriginal Health Service has finished the 2016 / 2017 financial year in a very sound financial position which is evidenced by the Audit report that will be presented to the Corporations members at the Annual General Meeting. This is an acknowledgement of the good financial management practices that we have implemented and maintained. This continues our successive years since inception as an independent entity that we have finished in a surplus financial position.

I would like to acknowledge the commitment, dedication and contribution of all our staff at Bullinah Aboriginal Health Service as we strived to maintain and grow the provision of quality primary health. We have said farewell to some of our long term employees and look forward to welcoming more staff in the next few months so we can continue to deliver the high level of service the Community expects. I would also like to acknowledge the Bullinah Board of Directors for their ongoing support throughout the year for all staff. The Board have met regularly throughout the year and provided guidance and direction to the operational arm of the organisation. I would also like to acknowledge the work of my colleagues on the Bullinah Management Team and for their support to me in my role.

In closing, it is a pleasure for staff to have the opportunity to work closely with the local community to address their health needs. I would like to thank the local Aboriginal community members for their support, appreciation and positive feedback. Bullinah Aboriginal Health Service is fully aware that we must continually strive to improve the level of our service delivery to ensure we are meeting the community's health needs and that we also have a role in empowering our community to take a more active role in addressing their own health needs. We are taking a more decisive approach to embedding a continuous quality improvement framework into our organisation to ensure we are providing "best practice" models of care to our community.

On behalf of outgoing CEO Mark Moore.

Jill Campbell A/CEO

PRIMARY HEALTH CARE SERVICES REPORT

Bullinah is an AGPAL Accredited Aboriginal Health Service committed to providing high quality health care to Aboriginal and Torres Strait Islander people in Ballina and surrounding communities. We maintain a strong focus on primary health care including, preventative health assessments, care planning, chronic care, and acute clinical services. We provide outreach clinics to Cabbage Tree Island, as well as services to the children at the Ballina Aboriginal Child and Family Centre at West Ballina.

Health Care Team

Bullinah has a highly skilled health care team which comprised of three receptionists, two practice nurses, one child and maternal health nurse, two Aboriginal health workers, one Aboriginal health practitioner, and approximately 2.5 full time equivalent general practitioners throughout the year.

We also have a number of allied health professionals and visiting specialists (some of which are provided through partnership with NSW Health and the Rural Doctor's Network) attending Bullinah to provide care to community members. Some of these health providers include;

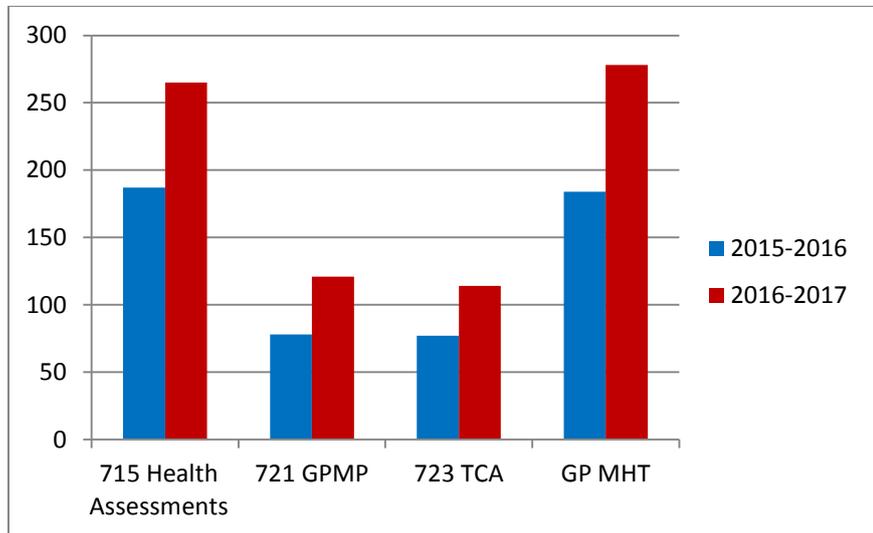
- Dietician
- Exercise Physiologist
- Social Worker
- Gynaecologist
- Paediatrician
- Psychiatrist
- Psychologist
- Podiatrist
- Speech Pathologist
- Liver Clinic Nurse
- Diabetes Educator
- Audiometrist
- Pharmacist
- Physician
- Mental health Nurse
- Optometrist

We are incredibly lucky to have a diverse team with varying skill-sets to provide a high number of quality services to our clients. Please see the table below for number of total services provided.

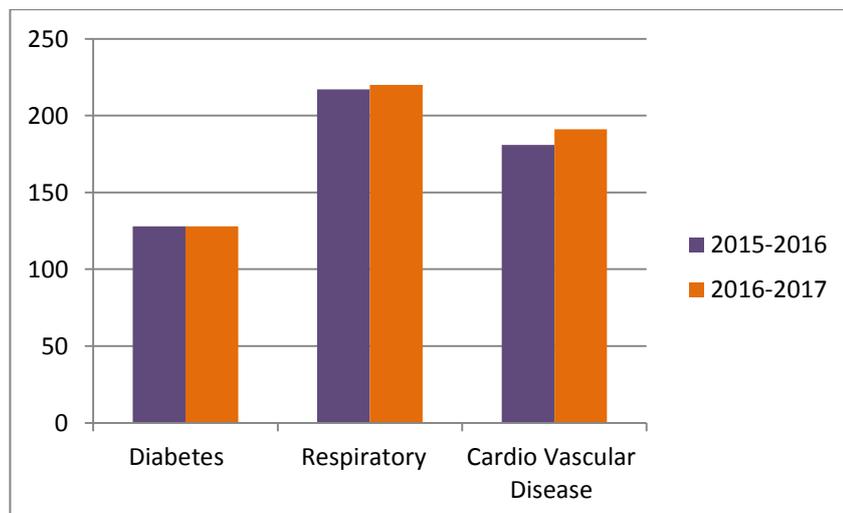
Ethnicity	Aboriginal and/or Torres Strait Islander	Non-indigenous
Number of clients	1913	247
Number of services	11405	983

Health Assessments

In the 16-17 financial year we saw a 25% increase in the number of clients who participated in complete health assessments. These health assessments enable us to address any health issues early, which is vital in maintaining strong, healthy communities into the future.



Our ATSI health assessments enable us to detect chronic conditions earlier, which reduce the difficulty of management for our clients. If detected early enough, a number of these conditions are managed without regular medication, through our client centred management plans and team care arrangements. Please see the following graph for the number of clients currently managing their chronic conditions with Bullinah.



Healthy Kids Day

We were again able to have a 'Healthy Kids Day' at Cabbage Tree Island School with the help of NSW Health and our Solid Mob Tackling Indigenous Smoking team. This day involved the children having health assessments, as well as assessments by occupational therapists, and speech therapists. The day was a lot of fun for all involved and allowed for appropriate services to be organised for the children. Solid Mob helped out with Indigenous games for the students to play, and the kids also enjoyed a mobile petting zoo.

Flu Clinics

Bullinah also ran influenza vaccination clinics across all sites, as well as the Cabbage Tree Island School. We were able to protect over 250 community members during the flu season.

Cooking Group

Our weekly dietician led cooking groups have been successful this past year with attendance at averaging 5-10 clients and rising. The group involves participants cooking a healthy meal, and sitting down to eat with our dietician and Aboriginal health worker whilst discussing healthy lifestyle choices, and the effects different foods have on our body. The participants of the group decide on the recipe for the next week in consultation with the dietician.

Exercise Groups

Our exercise physiologist runs a weekly exercise group on a Monday afternoon in partnership with the North Coast Area Health Service, as well as a walking group, and a weekly gym group between 12 and 2 on Thursday afternoons. These groups have been a hit with our clients, with an average attendance of 5-15 clients, providing a safe and friendly environment for them to exercise and learn more about the benefits of physical activity.

Mum's and Bub's

Our Mum's and Bub's program has once again been successful with our Child and Maternal Health Nurse, and Female Aboriginal Health Worker helping to meet the needs of our expectant mothers, and children. The team has weekly groups supported by the Aboriginal Maternal and Infant Health Strategy (AMIHS) Midwife and Aboriginal Health Worker.

During the groups, participants are able to have open discussions around all things related to pregnancy, birth, and early childhood, as well as private consultations with the team. These groups run year round and generally have around 8-15 attendees weekly.

The team also includes a Female GP available when required, which means they are able to provide health assessments, 6 week checks, immunisations, advocacy, and follow up referrals for a variety of required health professionals.

Go4Fun

Bullinah also successfully ran a GO4FUN program in the first term of the 2017 school year with 10 participants and their families attending. GO4FUN is a ten week program which provides interactive nutrition education sessions for parents and children followed by a one hour physical activity session with the children.

NAIDOC

Our team was able to attend a number of events during NAIDOC week which has helped to further strengthen our relationships within the community. This is important to us as we value community input and strongly encourage feedback which enables us to meet our clients' needs.

Our team has continued to grow this year, with a strong focus on quality improvement, community feedback, sustainability, and best practice. We aim to increase and adapt services to ensure we continue to provide high quality primary health care to the Aboriginal and Torres Strait Islander people of Ballina and surrounding communities into the future.

Payden Samuelsson
Clinical Services Manager

SOLID MOB REPORT

The TIS team has further developed its quality and reach of community engagement to support Aboriginal tobacco control. **SOLIDMOB** played a key role in the delivery three workshops to seven Aboriginal communities across the Northern Rivers for Women's Heart Health Awareness program. Smoking is a major cause of heart disease in Aboriginal & Torres Strait Islander people. The program ran from 14 March 2017 to 13 July 2017. There were two hundred and sixty Aboriginal women participants in the program.

SOLIDMOB team has worked tirelessly to involve 20 organisations in tobacco reduction in the region. A major partnership was developed with NSW Health and North Coast Aboriginal Chronic Care section to engage Aboriginal women and men in heart health information sessions in the target region.

SOLIDMOB worked to engage the Board members and staff of the Land Councils in Ballina, Maclean/Yamba and Kyogle on educating community leaders on the health risks of smoking for their members and the need to make a change and promote that 'smoking is everyone's business'.

There are many highlights this year for the **SOLIDMOB** team, such as:

- Brief Interventions/outreach visits - 109 sessions, with a total of 617 brief Intervention contacts. 20% of the members reported that their smoking behaviour changed. 4% of members sought additional support from the TIS team, the local AMS and their families.
- Events with TIS activities = 62 activities to raise awareness of the health risk of smoking tobacco.
- School program = 12 schools with a total of 1395 students. We presented our school-based program called the 'Amazing Race 2 Happy' [Version 1 & 2], which has tobacco related activities. This program has been very successful with schools and students alike.

SOLIDMOB presented our program at the State and National level of Tackling Indigenous Smoking program.

- Education sessions - 27 sessions with a total of 1058 participants (90% Indigenous). Education sessions were delivered to men's groups, women's groups and Aboriginal organisations.
- Facebook likes = 1069

SOLIDMOB were committed to providing regular contacts with:

- Men's groups – to implement a smoking cessation programs and provide ongoing education and support.
- Mum's & bubs groups – raise awareness of the health risks of smoking when pregnant, reduce smoking and provide education about passive smoking for baby.

- Community members - promote that helping people to stop smoking is everyone's business.
- University – engaging the Indigenous Unit at the local university to implement a collaborative workplace smoking policy.
- Fitness Groups – to provide a physical activity program to support clients quit smoking journey and provide information and advice to participants living with smokers.

Over the twelve months, through smoking cessation programs, community events, health promotion activities and NAIDOC activities, **SOLIDMOB** has continued to develop strong working partnerships with Aboriginal Medical Services and Tobacco Support workers and other health professionals across the Northern Rivers region.

SOLIDMOB team has developed a strong working relationship with our support organisation, National Best Practice Unit. We meet on a regular basis to share ideas discuss training needs, new project proposals and project evaluation to strengthen the TIS projected outcomes.

SOLIDMOB Facebook page continues to encourage upload of health and wellbeing activities, share quit journeys and promote future role models in tobacco control.

Like us on FACEBOOK. www.facebook.com/solidmob1

On behalf of the **SOLIDMOB** team I would like to thank the Bullinah Board and staff for their continued support and we look forward to working with you in 2017/2018 to strive for a smoke-free community.

I would like to take this opportunity to say a huge thankyou to the **SOLIDMOB** team for their commitment and enthusiasm to promoting smoking cessation for our Aboriginal communities across the Northern Rivers.

Goori wishes

Regional Tobacco Coordinator
November 2017

SOLIDMOB – “Making smoking everyone's business”

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 (NCPHC) and the Pharmacy Guild of Australia during 2016/2017.

Department of Health

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

This funding is to support healthy lifestyles, prevent and manage chronic disease.

NSW Rural Doctors Network

Funding from the NSW RDN provides medical specialist's services for outreach programs; these include a Social Worker, Physician General, Nurse, Health Worker, Diabetes Nurse, Speech Therapist, Pharmacist and ENT Nurse.

Pharmacy Guild of Australia

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

Medicare Income (Self Generated)

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

Overall, Bullinah AHS recorded a net profit of \$218 840. Bullinah is growing at a steady rate.

Jill Campbell
Finance Manager

Revenue

Indigenous Australians Health Care	\$1 075 460
Tackling Indigenous Smoking	\$ 573 399
Ministry of Health	\$ 217 300
NSW Rural Doctors Network	\$ 204 167
Healthy North Coast	\$ 44 757
Pharmacy Guild	\$ 35 168
Other grants	\$ 30 140
Grants carried forward	\$ 198 694
Interest received	\$ 15 852
Management fees + other income	\$ 159 438
Facility Fee	\$ 11 112
Medicare benefits	\$ 529 489
Practice Incentive Payment & Nurse Incentive Payment	\$ 154 983
Salary subsidy of GP Registrars	\$ 66 621
TOTAL REVENUE and OTHER INCOME	\$3 311 580

Expenditure

A summary of the major expenses for the year are

Salaries, Wages & on costs	\$1 826 706
Consultants	\$ 89 319
Rent	\$ 142 150
Client consumables	\$ 60 240
Client support & Allied Health	\$ 138 130
Programs & Events	\$ 29 735
Management Fess	\$ 109 231
Others (includes depreciation)	\$ 376 312
TOTAL EXPENDITURE	\$ 2 771 823

Liabilities

Unexpended Grants	\$ 320 917
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BULLINAH STAFF

Corporate Services

Mark Moore	Chief Executive Officer
Jill Campbell	Finance Manager
Tracey Callegari	Quality Project Officer

Clinical Services

Payden Samuelsson	Clinical Services Manager
Jane Burges	General Practitioner
Kayte Evans	General Practitioner
Dan Ewald	General Practitioner
Francesca O'Neil	General Practitioner
Carlos Perez-Ledesma	General Practitioner
Monica Taylor	General Practitioner
Erin Stalenberg	General Practitioner
Eric Sambaiew	General Practitioner
Frank Schultheiss	General Practitioner
Stephen Skov	General Practitioner
Lee Clark	Registered Nurse
Sumara Etuati	Registered Nurse
Naomi Wenman	Registered Nurse
Lawraye Anderson	Aboriginal Health Worker
Tarni Jarrett	Receptionist
Shantelle Olsen	Trainee Receptionist
Gail Turnbull	Regional Coordinator
Adrian Harrington	Tobacco Action Worker
Tamika Olive	Tobacco Action Worker
Michael Roberts	Tobacco Action Worker
Deborah Wright	Tobacco Action Worker

Bullinah farewells the following people:-
Marilyn Tolman, Tristan Charles and Barry Phylball.