

ALL OF STAFF MEETING 2013



2013 drew to a close for Maari Ma with its annual All of Staff meeting where each staff member had the opportunity to share their work, successes and challenges. The day was a highlight of information, objectives, values and future directions all of which helped to maintain and build on the sense of community among staff and the strong commitment to communities that has

become a hallmark of the organisation. CEO, Bob Davis, expressed his appreciation to all staff on their achievements and the progressive growth that had occurred throughout the year. He said their energy and enthusiasm will continue to ensure Maari Ma remains the major deliverer of comprehensive primary health care to Aboriginal people in western NSW.

MAARI MA HEALTH
ABORIGINAL
CORPORATION REGION OF
SERVICE



WORKFORCE DEVELOPMENT

Fostering further studies and skills:

Maari Ma encourages staff to increase their qualifications and skills to support the delivery of quality programs and a major strategy has been the range of business related programs funded through the IRSD (*Indigenous Remote Service Delivery*) program from the Department of Health and Ageing with the courses delivered by BCA National Training Group. Participants completed a range of training programs from Certificate IV in Business through to an Advanced Diploma of Management. Training is delivered through face to face blocks in Sydney and workplace assessments. In 2013 three staff completed a Diploma of Management, four completed a Certificate IV in Business and two were nearing completion of a Certificate IV in Business, and one staff member was in the process of completing an Advanced Diploma. Through other institutions one staff member had completed a Masters in Public Health, one of Maari Ma's dietitians completed a Certificate in Paediatric Nutrition and Dietetics, and another staff member had completed a Certificate IV Aboriginal Family Health (Family Violence, Sexual Health and Child Protection). This year, 2014, one Primary Health Worker will start her Bachelor of Nursing, one will complete her Bachelor of Nursing and two PHWs will start midwifery studies. Another staff member will commence a Bachelor of Health Science and one will do a Masters in Family Therapy.



Manager Community Engagement, Kaylene Kemp, completed a Diploma of Management at BCA National last year. Kaylene was one of more than a dozen staff to have achieved additional qualifications during the year.

In the 2012/13 period:

47% of Indigenous staff and 20% of all staff were studying towards a formal qualification ranging from certificate III level to masters programs.

Over 90% of all staff participated in ongoing training and development including in-service education, workshops and conferences.

Major workforce development strategy Primary Health Workers:

- 18 trainees completed the program
- 11 continue to be employed plus 2 cadets
- 1 studying nursing
- 2 accepted to study midwifery
- 1 mental health worker in training

Maari Ma employs 17 Primary Health Workers – eight have achieved AHPRA (Aboriginal Health Practitioner registration), seven are in the process and two are to apply.

GPs

In 2013 Maari Ma welcomed four new GPs to the GP team and visiting services, and continued to be an accredited GP registrar training post with two registrars completing their training last year and another to start in 2014.

WORKFORCE SNAPSHOT

Workforce Data	30/06/13	30/06/12	30/06/11
Number of employees (headcount)(full time, part time & casual)	108	95	95
Indigenous employees	57%	54%	57%
Full time equivalent employees	87	77	72
FTE Indigenous employees	52%	49%	49%

PRIMARY HEALTH CARE



Staff at the Broken Hill Primary Health Care Service once again delivered an entertaining presentation at the All of Staff meeting to demonstrate their services. The light hearted sketches did not detract however from the

hard work the busy Healthy Start, Keeping Well, Clinic and Practice Administration teams did through-out the year. For the 12 months 2012—2013 the Broken Hill PHCS provided 30,894 episodes of care.



The Wilcannia Primary Health Care team achieved their wish list in 2013 with walk-in clinics and more visiting female GPs. In the 12 months 2012 –2013 Wilcannia Primary Health had 2,466 episodes of care.



Community Transport Officers Renay Williams and Carmel King joined Healthy Start PHW Prissy Stephens for the Menindee presentation.

WINGS -WORKING WITH YOUNG PEOPLE AT WILCANNIA



Wings Drop in Centre Youth Worker, June Jones, was recognised at the All of Staff meeting for ten years of service at Maari Ma. June started working at Wings in September 2003. As well as school holiday programs, and after school activities Wings staff work with other Maari Ma service areas in developing and delivering focused programs such as youth resilience, female protective behaviours and weekly cooking classes facilitated by the dietetics team. In the 12 months from 2012-2013 there were 7,332 client interactions at Wings. Staff also undertook a range of accredited training during the year to increase their skills for working with young people.

COMMUNITY SAFETY RESEARCH PROJECT

While staffing provided some challenges in 2013, the CSRP pressed forward in its steps towards implementing a Healing Program to assist those affected by loss, grief and trauma. The quantitative phase of the program (the Adult Study) will continue this year and Broken Hill will be the first of Maari Ma's communities to be studied, with the first Healing Program scheduled to start soon after. The Healing Program has been developed out of the qualitative phase and is the voice of the community.

" The difference between Maari Ma's Healing Program and others in Australia is that it incorporates individual and group sessions so community can discuss issues one on one with staff who facilitate the Program"
Marsha Files, Manager CSRP.



The CSRP team of (left to right) Catherine Sanford, Bilyara Bates and Marsha Files will be increasing this year with the employment of an Aboriginal Family Health Worker and a Project Officer.



Maari Ma Health Aboriginal Corporation Regional Office 443 Argent Street
PO Box 339 BROKEN HILL NSW 2880 Phone: 08 8082 9888 Fax: 08 8082 9889 / 08 8082 9890

www.maarima.com.au