

ALL OF STAFF MEETING 2018



Maari Ma's annual meeting of all staff for 2018 was held at the Broken Hill Golf and Country Club and took a different format this time. There was a shift from individual program presentations to a focus on the future, and staff workshoped ideas, thoughts and inspiration to help inform the Board and drive the organisation forward for the next five years. While the focus was strategic there was time spent catching up on some program achievements and highlights during the year as well as staff long service recognition. Chair, Maureen O'Donnell did the Welcome to Country. CEO, Bob Davis addressed staff and said Aboriginal health is a complex journey. He said there had been incremental change and improvements, and Aboriginal health is better now than it has been in the past. But he queried whether the change was sufficient and said organisations such as

Maari Ma needed to set ambitious targets otherwise they wouldn't strive to achieve further improvements. Mr Davis thanked all staff for their hard efforts throughout 2018 and set goals for 2019. On a different note, guest presenter at the meeting was Australian author, presenter and commentator, Anita Heiss who has written 17 books with Aboriginal themes and characters. She said part of what compelled her to write was a lack of stories available from an Indigenous perspective. She writes commercial women's fiction, historical fiction and writes Aboriginal people into the mainstream narrative. Anita was a lively guest speaker at the meeting who inspired and encouraged staff to one day pick up a pen. She also put staff to the test with a very challenging quiz on knowledge of Indigenous people, history, places and affairs.

VALUES

Community
Compassion
Culture
Empowerment
Quality
Respect

MAARI MA HEALTH
ABORIGINAL
CORPORATION REGION OF
SERVICE



SNAPSHOT 2018

124 employees

Indigenous staff June 2018 56 % (June 2017 55%)

- The number of visiting specialist days increased 6% and patient consults increased 10%
- Significant improvements to the health of clients with diabetes with Maari Ma's integrated care approach to the treatment and management of diabetes credited
- Record number of Aboriginal children tested for lead reflecting the work of the Lead program
- Achieved organisational re-accreditation through the Quality Improvement Council (QIC) for another three years
- Achieved White Ribbon re-accreditation
- Expanded allied health capabilities
- Contracted Getting it Together program from Family and Community Services
- Tarissa Staker won NSW Youth Worker of the Year at the 2018 NSW Youth Work Awards
- Marrabinya recognised nationally as one of four finalists in the National Dreamtime Awards
- Maari Ma attended the 2018 United Nations Permanent Forum on Indigenous Issues
- CEO co-presented at the 18th International Conference on Integrated Care held in the Netherlands
- Finalist for the third time in the 2018 Australian HR Awards in the category Employer of Choice (Public Sector and Not for Profit)
- Hosted Christine Anu workshops for Indigenous girls
- 26 children graduated from the Home Interaction Program for Parents and Youngsters (HIPPPY) - the largest group of children to graduate in the four years since Maari Ma started the program.
- Expanded Early Years program at Wilcannia



"We are the largest Aboriginal medical service in New South Wales in terms of funding and staff and we need strong Aboriginal leaders within the organisation. It's very important to have Indigenous leadership and have good succession planning. This will be a critical issue for us in the coming years and we don't want to lose corporate knowledge until Indigenous people are skilled up. We need to increase the number of skilled Aboriginal staff and grow and develop a competent and enabled workforce across the organisation. I'm very pleased to say that we are commencing our fourth cohort of Aboriginal health trainees in March who will undertake a Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care Practice and do on the job training. The course will take 16 months".

Bob Davis CEO.

THE FOCUS FOR 2019

Maari Ma's focus will be to :

- Increase the number of skilled Aboriginal staff
- Grow and develop a competent and enabled workforce across the whole organisation
- Strengthen community control by listening to and learning from regular feedback from its communities
- Focus on cultural awareness
- Ensure Maari Ma services have multiple entry points and are welcoming for Aboriginal people
- Ensure Aboriginal people have the confidence to use the services
- Focus efforts on the hard to access population
- Continue innovative social marketing

STAFF RECOGNITION

While employee recognition knows no calendar in Maari Ma, it understands the importance of recognising in a formal manner those employees who have worked at the organisation for a number of years. Their dedication to Maari Ma, to its communities and to Aboriginal health is respected and valued. Pictured clockwise from top left - Recognition of Service awards were presented by Executive Manager Primary Health Care Services, Kaylene Kemp to Wilcannia Community Transport Officer, Robbie Harris for ten years of service, Wings Youth Worker, June Jones for 15 years of service, Executive Manager Finance, Chris Eastwood for 15 years of service, and Executive Manager PHCS, Kaylene Kemp for 20 years of service. Kaylene's award was presented by Executive Manager Community Services and Programs, Justin Files. Also recognised for 20 years of service was Broken Hill Community Transport Officer, Guy 'Smiley' Crawford who had recently left Maari Ma and is not pictured.



MUSIC WORKSHOP AT WINGS



Staff at Wilcannia's Wings Drop-in Centre are looking forward to a busy 2019 with plans to continue to encourage teenagers to the Centre. A two day music workshop for the kids and community by South Australian rock group *David Blumberg and the Maraby Band* was a good start to encourage the older age group and culminated in a concert. Wings is run by Maari Ma and staff conduct after school activities and school holiday programs for young people aged five to 17 years. Wings focuses on building a committed and strong leadership group of community members and stakeholders to guide the programs. The kids are pictured above during rehearsals for the concert.

PARENTS AS TEACHERS PROGRAM

Maari Ma is looking forward to its first full year of conducting the Parents as Teachers Program in Wilcannia which last year saw 18 families enrolled in Term 3. The program targets two year-old children and their parents to support their children's playskills before pre-school entry. The Parents as Teachers Program is an adjunct to Maari Ma's Early Years Program and is being implemented by Early Childhood Coordinator, Valeri Bugmy, Early Years Support Officers, Shaylin Whyman and Shanisha Harris, and Early Years Support Officer, LeeAnn Adams.



During the year Maari Ma also took over the Save the Children Playgroup. Shaylin and Shanisha, pictured above, joined Maari Ma staff from Save the Children last year along with Valeri.



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