

## ALL OF STAFF MEETING 2019



Maari Ma's annual get together this year was held at the recently refurbished Broken Hill Civic Centre. The opportunity to showcase achievements and bring to the fore new plans and programs was well received by staff. Maari Ma Chair, Maureen O'Donnell did the Welcome to Country and the guest speaker at the meeting was former CEO and now newly appointed CEO of SNAICC, Richard Weston. As well as delivering an informative and engaging address, Richard outlined the Family Matters campaign of which Maari Ma became a signatory at the meeting. Staff were reminded of the challenges which lay ahead with the impact of the prolonged drought on the social and

emotional well-being of Aboriginal communities in the region. Maari Ma's programs will become increasingly important for not only helping those with acute and chronic health issues but also for assisting clients through distress. Last year, staff workshopped ideas and thoughts at the annual meeting to inform the Board on Maari Ma's five-year strategic plan. This was presented back to the meeting this year with five priority areas identified – respecting Aboriginal community control; delivering quality services; supporting workforce development and capacity; upholding high standards of governance; and building strong relations.

### VALUES

Community—Compassion  
Culture  
Empowerment—Quality  
Respect

MAARI MA HEALTH ABORIGINAL  
CORPORATION REGION OF  
SERVICE





# FAMILY MATTERS COMMITMENT



Maari Ma has officially joined the SNAICC program called Family Matters – a national campaign to ensure Aboriginal and Torres Strait Islander children and young people grow up safe and cared for in family and community. Chair, Maureen O'Donnell and SNAICC CEO, Richard Weston signed the agreement committing Maari Ma to the Family Matters' goal of eliminating the over representation of Aboriginal and Torres Strait Islander children in out-of-home care by 2040. The commitment requires all signatories to work in accordance with key principles and to implement corresponding actions.

***Family Matters operates under six core principles, which underpin all campaign relationships, strategies and activities:***

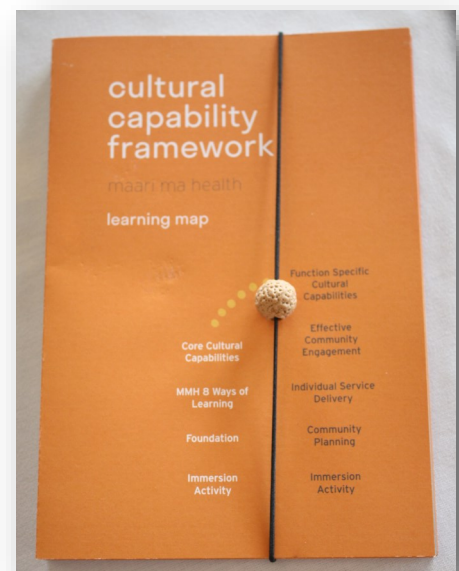
- Applying a child-focused approach
- Ensuring that Aboriginal and Torres Strait Islander people and organisations participate in and have control over decisions that affect their children
- Protecting Aboriginal and Torres Strait Islander children's right to live in culture
- Pursuing evidence-based responses
- Supporting, healing and strengthening families
- Challenging systemic racism and inequities.

*Pictured left are Maari Ma Chair, Maureen O'Donnell and Richard Weston who is CEO of the Secretariat of National Aboriginal and Islander Child Care (SNAICC). SNAICC is the national non-government peak body in Australia representing the interests of Aboriginal and Torres Strait Islander children.*



## A FRAMEWORK FOR CULTURAL EXPERTISE

A competent and culturally aware workforce is vital for ensuring an Indigenous health organisation has the capacity to address the needs of Aboriginal and Torres Strait Islander communities. This year senior Indigenous staff worked on a Cultural Capability Framework to guide Maari Ma in its work. To be fully effective as an organisation providing competent health care for Aboriginal people, Maari Ma's policies and practices need to recognise and reflect the rights, views, values and expectations of Aboriginal people. Maari Ma hopes the framework will harness the strengths of its leadership, workforce, specialists and partnerships so that it may deliver services in the most holistic, informed and effective manner possible.



# MAARI MA'S WORKFORCE

<b>Workforce Data</b>	<b>30/06/19</b>	<b>30/06/18</b>	<b>30/06/17</b>
Number of employees (headcount—full time, part time and casual	121	124	124
Indigenous employees	63%	56%	56%
Full time equivalent employees	104	104	104
FTE Indigenous employees	60%	51%	51%

Maari Ma's aim is to increase the number of skilled Aboriginal staff and this year was very pleased to see an increase of Indigenous workers. 17 employees - 13% of staff - have worked for Maari Ma for more than 10 years and 40 or 30% for more than five years.

## RECOGNISING LONG SERVICE



Maari Ma recognised four staff members at the annual staff meeting for their dedication and service to Maari Ma. Systems Development Manager, Kate Gooden was recognised for 15 years of service and three staff were recognised for ten years of service – Menindee Aboriginal Health Practitioner, Dimity Kelly, Primary Health Nurse/ Midwife, Tiffany Cattermole and Aboriginal Youth Health Worker, Tarissa Staker. Pictured with their awards with Executive Manager Community Services and Programs, Justin Files are Dimity Kelly (left) and Kate Gooden (right).



# WILCANNIA PARENTS AS TEACHERS PROGRAM



In July 2018, the Department of Education approved funding for the Wilcannia Parents as Teachers program which at the end of 2019 celebrated the young graduates. The Parents as Teachers program is a home based program developed and written by Maari Ma. The focus is on capacity building parent and child play interactions the year before the children attend the local preschool. The Wilcannia Early Years team develops play based activities and delivers these in each of the homes every fortnight. Feedback from families has been very positive - "The program is great; it gives children something to do and helps them to learn". "The program is fantastic and helping our son to get ready for school". Elders in Wilcannia have also commented - "It's great to see positive things happening in the community and focusing on the children – they are our future generation and knowledge is power". Maari Ma congratulates all families involved in the program and especially the young graduates.



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