

Yarnin Together

Welcome to the 3rd edition of Yarnin Together. This edition is designed to be available by the time of the NSW Aboriginal Mental Health and Wellbeing Workforce Forum. The Forum will take place in the Hunter Valley hosted by the Hunter New England Local Health District. The Convenor is Bronwynn Pascoe (Rose) and there is a really exciting program developed with the assistance of a Forum Planning Committee made up of people from the HNE LHD and others from across NSW. Around 250 people will be attending this year's Forum. Participants come from a range of mainstream mental health services, Aboriginal Medical Services and other relevant services providing care or working towards improvements throughout NSW in the Aboriginal mental health and wellbeing space. These Forums are an important opportunity for participants to network and share valuable experiences as well as contributing to the future developments in this important area of need. Appropriately the theme for this year's Forum is Celebrating Success.

Within the Forum Program there are approximately 40 presentations. The presentations came from many people directly involved with improving Aboriginal mental health and wellbeing. This year Professor Tom Calma (Co-chair, Ministerial Advisory Group on Aboriginal and Torres Strait Islander Mental Health and Suicide Prevention) and Raylene Gordon, Chief Executive Officer (Awabakal Newcastle Aboriginal Co Operative Ltd) will delivery Keynote Addresses to attendees. Copies of Forum presentations will be available on the MHDAAO website.

This is a busy time of continuing change in the area of Aboriginal Mental Health and Wellbeing throughout NSW. The revision of the *NSW*

Aboriginal Mental Health and Wellbeing Policy 2006 - 2010 is currently progressing. A revision/update is taking place for the implementation resource *Walk Together, Learn Together, Work Together: A Practical Guide for the Training of Aboriginal Mental Health Professionals in New South Wales* as recommended by the 2013 Program Evaluation of the Training Program of the NSW Aboriginal Mental Health Workforce Program. More about these revisions will be provided in future editions of Yarnin Together.



Also within this edition we have a profile of Donna Stanley from Western NSW LHD who has been involved in the mental health space since the early 1990's. We have a profile of Julieann Hall currently a 3rd year Trainee in Broken Hill. We have our regular updates from Ann Baker State-wide Coordinator for Mental Health from the AH&MRC and Christine Flynn, Senior Policy Officer from the Ministry of Health. We are also reporting on information from a recent meeting between Aboriginal Mental Health Clinical Leaders in NSW and the Djirruwang Program at Charles Sturt University.

We hope you enjoy this edition.

Tom Brideson and Robyn Owens
State-wide Coordination Unit, NSW Aboriginal Mental Health Workforce Program



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JULIEANN HALL

MENTAL HEALTH 3rd YEAR TRAINEE (CAMHS) Child and Adolescent Mental Health Broken Hill

I have always worked with the view that we need a holistic approach to Aboriginal health care – and more importantly that having an understanding of culture, connection and belonging to ensure my guidance and provide a pathway for intervention and prevention. The best outcomes I believe for our peoples' mental, physical, social, cultural and spiritual health creating healthier communities come from and through our connection to culture. Furthermore, the most important direction for me is improving the mental, physical, cultural and spiritual health for mothers and children using the Lancet's conceptual framework for interventions during the 'First 1,000 Days'. Having access to the best communities can offer right at the beginning of life, the first 1000 days is the most important. I have been following the work of Professor Kerry Arabena, Director, Indigenous Health Equity Unit, Onemda VicHealth Group, Melbourne. Connecting our young mothers back to their culture, giving understanding and importance to land and belonging using their grandmothers, aunts, sisters and a community of women creating a 'yarnin circle' with the baby at the centre is how I will continue to work.

Trainee Profile:

Tell us about your mob?

I am a proud Aboriginal woman, a descendant of the Ngiyampaa (pronounced nee-yam-par) on my father's side. Our people are known as 'dryland people'. My father grew up and worked in Cobar. I did not know I was Aboriginal nor where I was from or where I belonged, growing up in Sydney.

I refer to myself as the 'Lost Generation' and I am sure that there are many stories like mine.

My father was born in 1928 and passed on in October 2012 aged 84. In his early years he was a "jack of all trades" who worked on many stations around the Cobar area including Keewong and Paddington stations. He also worked with the returned soldiers clearing land for the orchards around Coomealla before being moved to Wilcannia. Later he left Wilcannia looking for a change found himself in Sydney and did a trade in stone masonry. Many of the sand-stone and marble buildings in the Sydney CBD were worked on by him. His last job was a chauffeur for the Naval Command Transport Pool at HMAS Kuttabull at Garden Island

and he retired to Broken Hill in 1989. It was at this time he re-connected with his culture, his past, his family – which in turn allowed me to know more about who I was and where I was from and begin my own journey of re-connecting which is still going.

What has been your career pathway to where you are now?

I have had many jobs on my life journey however the best job thus far is that of being a mother to my 25 year old daughter, Kate, however more recently being a grandmother to her daughter Ariaiah.

I have worked as an Aboriginal Education Support Officer at Western Institute of TAFE, Child Protection worker with Family and Community Services Broken Hill and Wilcannia, Early Intervention Worker and Team Leader at Sydney Day Nursery Redfern and currently Aboriginal Mental Health Trainee at Broken Hill Far West Local Health District (FWLHD).

Some of my achievements have been:-

Whilst on rotation/placement the joint participation in the Development of Men's AOD Program for Wilcannia with Special Team from Maari Ma, Co-Facilitated Women's Yarning and Craft Group with Social





Worker from Maari Ma, Developed for the Child and Family Service FWLHD, an Induction Manual for New staff at Child and Adolescent Mental Health, Charles Sturt University Deans Academic Excellence Award 2015.

What is the best thing about what you are doing now?

The study that I am doing and will continue to do, ensuring that I have a full understanding with evidence based knowledge to support my career around social emotional wellbeing of Aboriginal people and their communities.

What has been your motivation?

Seeing what can happen when there is very little education, very little hope, choices can move mountains and cross plains.

What advice would you give to someone starting out?

Make sure you are able to commit and be passionate about the causes and pathways you choose.

Julieann Hall E: Julieann.Hall@health.nsw.gov.au

http://www.kemh.health.wa.gov.au/services/amssu/docs/AHCWA_Model_of_Care.pdf

<http://www.onemda.unimelb.edu.au/sites/default/files/docs/The%20First%201000%20Days%20Program%20Overview.pdf>

<http://www.onemda.unimelb.edu.au/australian-model-first-1000-days-short-course>



NSW Aboriginal Mental Health and Wellbeing Workforce Forum 2016
Celebrating Success

Mercure Resort Hunter Valley Gardens
22 - 23 June 2016





Christine Flynn, Senior Policy Officer
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It's an exciting time to be... in Aboriginal mental health!

The Ministry of Health is pleased to continue its strong support of the Aboriginal Mental Health Workforce Program. We are working hard to develop Aboriginal mental health programs and responsive services together with our partners, the Aboriginal Community Controlled Health Services sector and Local Health Districts.

Aboriginal Mental Health and Wellbeing Policy: setting a new vision

A broad consultation process is underway to review the current policy (which was released in 2007) and to draft a new policy framework for the next 10 years. Mr Chris Holland, an experienced policy consultant, is working on the review process along with an Expert Advisory Committee comprising many Aboriginal experts and other managers in Mental Health and Aboriginal Health.

A review of achievements under the current policy has shown progress in areas such as workforce development and service planning at Local Health District level; this review is informing policy directions. Consultation has been undertaken stakeholders including Aboriginal Community Controlled Health Services, the Aboriginal Health & Medical Research Council, Primary Health Networks and the NSW Mental Health Commission.

Christine Flynn and Tom Brideson will co-present at the forum on the topic: Is good policy critical to successful programs and practice in Aboriginal Mental Health and Wellbeing? We look forward to sharing the latest information on the policy review; and hearing from you whether and how such policy can be useful in your everyday practice.

Practical Guide: review and update

The *Walk together, learn together, work together practical guide* is a vital document underpinning consistent implementation of the NSW Aboriginal Mental Health Training Program. We have engaged consultant Vicki Stanton to undertake the review and update. Vicki is well versed in the program as a former Clinical Leader and contributing author of the original guide. The Ministry is committed to ensuring the new program guide is up to date, accurate, clear and easily accessible.

Changes within the Ministry structure and our branch: The Mental Health & Drug and Alcohol Office will become the Mental Health Branch from July 2016. Responsibility for Drug and Alcohol Programs is being transferred to the Division of Population and Public Health, under Deputy Secretary Dr Kerry Chant. This includes three Aboriginal drug and alcohol programs that were funded by our office, including the statewide Aboriginal Drug & Alcohol Network project.



DONNA STANLEY

A/District Coordinator Aboriginal MHDA WESTERN NSW LOCAL HEALTH DISTRICT

Tell us about your mob?

I am a proud Gunggari Umbi (woman), my country is in South West Qld and my family connections to that area I can trace back through eight generations, nearly the same amount of time Qld have been the winners of the State of Origin. Go the mighty Queenslander; Jonathon Thurston (JT) is my countryman but stronger, prouder and more deadly than JT to me is my mother and her influence in my life.

What has been your career pathway to where you are now?

I began working in health and later mental health 23 years ago. I have had a number of roles both clinical and strategic throughout that time. I have worked in Qld and NSW mainstream health systems and have also worked in the Community Controlled sector. I had the opportunity to work on some National Projects including Aboriginal Mental Health First Aid. My current role allows me to provide support to our Aboriginal Mental Health Workforce, influence policies, programs and services for Aboriginal people and to assist the Western NSW LHD in achieving outcomes for Aboriginal people suffering from mental illness.

Describe yourself in three words?

Strong, proud and probably intimidating (that's what people reckon anyway).

What is your favourite thing to do?

My favourite thing to do is having time with my grandchildren, Lylah-Jean, Levi and our new addition Amelia, we love to hang out and we love to cook together. Lylah-Jean is an aspiring cook and has an ambition of her and I doing the MKR thing.

What is the best thing about what you are doing now?

I like most about what I am doing now is the time I get to spend with Aboriginal people who come in contact with mental health services. They help me to stay focussed, to have empathy and they remind me that mental illness does not discriminate.

What has been your motivation?

I will most likely stay here in Western NSW LHD for a while as I feel my work here is not done yet, after that who knows, they say the world is your oyster so I could end up anywhere.

What advice would you give to someone starting out?

My advice to someone starting out is; 'To always remember that the people we work with are people, they belong to someone, and they are someone's family member, mother, father, sister, son, and niece and so on. Treat them as you would want others to treat you or your family member with dignity, respect, honesty and care.' This should follow you always in the work you do.

NSW Aboriginal Mental Health Clinical Leaders and Djirruwang Program Meeting at Charles Sturt University Wagga Wagga, April 2016

Regular annual meetings have taken place over many years between the two groups. Importantly it provides an opportunity for the two groups to come together and discuss matters of common interest and gain a better understanding of each other's roles and practical challenges in assisting to build the Aboriginal Mental Health Workforce. It is an important mechanism for ongoing engagement between the NSW Aboriginal Mental Health Workforce Program and the education provider, the Djirruwang Program. The type of issues discussed usually include academic matters (curriculum, teaching and clinical requirements) and student support matters (Away from Base, Indigenous Tutorial Assistance Scheme). Travel to and from CSU Residential Schools and Learning and Development Days to ensure consistent application and understanding are also important for the Trainees.

The meeting discussed the Review of curriculum due to take place in 2017 and this provides an opportunity for input from industry. CSU will continue to ensure needs of industry and the NSW Aboriginal Mental Health Workforce Program are considered in the Curriculum Review. Comprehensive Reviews of curriculum take place every five years and Clinical Leaders are encouraged to provide comments directly to CSU to inform their processes.

While the Bachelor of Health Science (Mental Health) through the Djirruwang Program is one component of the model within the Workforce Program, the University has to also consider the needs of all students from across the Australia. The focus of the curriculum and residential schools is to give the theoretical approaches to mental health care as the foundation. While some areas may need to be strengthened in teaching, there is a considerable amount of subject

NSW Aboriginal Mental Health Clinical Leaders and Djirruwang Program Meeting at Charles Sturt University Wagga Wagga, April 2016

information to get through in each subject within the teaching at Residential Schools and subsequent work to be undertaken outside of the Residential Schools. Competing interests in this case can at times be at the expense of other important scaffolding within the university's curriculum teaching and learning. The Workforce Program is well placed to provide input into the Review. The model of the Workforce Program outlines the implementation responsibilities of relevant people involved including the University.

"The Aboriginal Mental Health Worker Training Program Learning Model incorporates three components: workplace, university and clinical placements. The three components together develop an Aboriginal mental health professional who is qualified to work as a mental health clinician at the end of three years. Aboriginal Mental Health Worker Trainees are permanent, full-time employees of NSW Health, employed in Local Health Districts and Speciality Health Networks mental health teams. Trainees are employees of services and training on the job is provided by Trainees' workplaces and constitutes their major learning experiences. The Learning Model is underpinned by the National Practice Standards for the Mental Health Workforce 2002 (updated 2013)."

The Learning Model works best if all three areas (Workplace, University and Clinical Placements) are fulfilled and all responsibilities are applied in accordance with the Practical Guide. The University provides one component of this and the workplace is required to provide appropriate opportunities for undertaking additional training or hands on learning. Increased workplace learning are required and also the need to be applied along with the application for self-directed learning of Trainees. The workplace understanding and application of the model is critical to the Trainees success as employees of their service.

The Practical Guide

The *Walk Together, Learn Together, Work Together: A Practical Guide for the Training of Aboriginal Mental Health Professionals in New South Wales* (Practical Guide) published in 2010 was based on what is known to work and involved extensive input and high level support from the Mental Health Sector in its development. The Practical Guide if followed, remains the most likely chances of Trainee and service success. The main issue is to ensure consistent application.

The role of Clinical Leaders/Coordinators in this application and education with Teams locally is therefore critical. The 2013 Evaluation highlighted how valuable the Practical Guide is for all parties and the need to update the Practical Guide. Following the Evaluation, the Health Response to the Evaluation was agreed by Mental Health Directors in June 2014.

The meeting with the NSW Aboriginal Mental Health Clinical Leaders and Djirruwang Program also provided a an opportunity to bring together input into the revised Practical Guide from relevant parties. This meeting included the Consultant and became an opportunity to gain valuable inputs and engagement with people directly involved in the implementation. It also provided the opportunity to remind people of the importance of local examples of how this Program is being implemented. Areas for strengthening the Practical Guide; Award issues clearly articulated as Trainees (AHW) and Graduates (HPA), Roles and Responsibilities within the Practical Guide, Accountability linking Roles and Responsibilities with checks and balances, Recruitment getting the right person with the right motivation and entry skills, Options for those unsuccessful applicants who need more development (eg. Bridging Courses and VET Sector options), Leadership as critical to support success, Consistency for the Practical Guide, A comprehensive process for communicating use.

Suggestions also included to add a range of position descriptions as supporting documents into the Practical Guide, to add audio-visual resources as links to support the Practical Guide, for example, Clinical Leaders and Trainees on YouTube or video talking about best practice examples from their work.

Processes were discussed for promoting the Practical Guide review, such as providing a handout at the Forum, updating the process in the Newsletter, developing cheat sheets for users, and making reference to the Practical Guide in the new Aboriginal Mental Health and Wellbeing Policy and the Practical Guide review to take place every 3 years rather than 6 years. It was suggested that consideration should be given to communicating the process for use once the update has been finalised. It was noted that positions held within MH Services are often subject to change and therefore vigilance needs to be maintained to ensure all people responsible for implementation have sound information.

The Program Reference Group is the vehicle for sign off on amendments prior to being presented to the Mental Health Directors meeting for their continued support.





AH&MRC SEWB Workforce Support Unit - State Mental Health

Meet our new Team members:

Ty Madden – AOD Senior Project Officer

I'm a proud Gadigal man, and have grown up in the Redfern and Alexandria areas most of my life.

Over the years my career path included working in Aboriginal Education sector and Research Projects that have involved working with Aboriginal communities remote and regional/urban areas with in NSW. I'm very excited to get this opportunity be part of the team at the Social and Emotional Workforce Support Unit at AH&MRC.

Looking forward to meeting you all within the ACCHS and ADAN & NARHDAN* networks.



Paula Vale- AOD Project Officer

I am a proud Aboriginal woman of the Dunghutti Nation from the Kempsey NSW.

I am a mother of four children and grandmother of four. I started my career working part time in Aboriginal Health in 1993.

I am committed to working with Aboriginal families and individuals of all ages and to working with community, to support and identify their issues and needs in order to implement effective program delivery.

I have studied a Diploma in Health Science (Aboriginal Health and Community Development) and a Graduate Diploma in Indigenous Health Promotion attained from the University of Sydney. I also hold a certificate IV in Training and assessment through the Aboriginal Health Training College.

*ACCHS – Aboriginal Community Controlled Health Services

ADAN – Aboriginal Drug & Alcohol Network

NARHDAN – NSW Aboriginal Residential Healing Drug & Alcohol Network

Peer Supervision Advisory Group – NOMINATE NOW!

The WSU wants to create an advisory group to inform, advise and guide its Peer Supervision activities.

The Peer Supervision model was developed by Aboriginal AOD workers in Victoria and develops reflexive

practice skills, and local networks that provide peer supervision.

We have been delivering Peer Supervision training across NSW for two years. We have trained over 120 people in the model and receive many requests to deliver this training. In May we will be running Train the Trainer, which will enable workers to deliver training in their organisations and regions and contribute to the sustainability of the peer supervision networks.

We want an advisory group to help us develop the Peer Supervision program so that it reflects the cultural and clinical needs of the workforce across NSW.

Much of the work can be done by email and telephone, but when necessary the WSU will cover costs to facilitate a meeting in Sydney.

The first task of the group will be to consider and advise on an appropriate title for the program. This will be a face-to-face meeting, probably in early June.

To nominate yourself or a colleague for this group, please email Gina O'Neill at goneill@ahmrc.org.au (remember to get your manager's approval before nominating).

DATES FOR REGIONAL SEWB FORUMS*

As in previous years, the WSU team works with community controlled services to host a regional SEWB forum for workers providing SEWB, Mental Health and Substance Misuse services to Aboriginal communities.

Partnerships are an essential element of service delivery, and past forums have been attended by other community organisations as well as LHD staff.

To keep up to date with regional forum information, subscribe to Message Stick at WSUteam@ahmrc.org.au

Date	Event	Location
12-13 July	Regional Forum	Walgett
26-27 July	Regional Forum	Taree
6-7 Sept	Regional Forum	Riverina
18-19 Oct	Regional Forum	Central
29-30 Nov	Regional Forum	N Coast

*subject to change.

Contact Information:

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Aboriginal Health & Medical Research Council of NSW

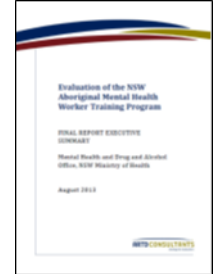
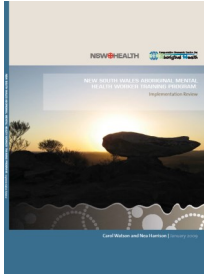
Ph: 02 9212 4777 Fax: 02 9212 7211

Website: www.ahmrc.org.au



Yarnin Together

Publications – Sharing Our Success



Watson, Carol and Harrison, Nea (2009) *New South Wales Aboriginal Mental Health Worker Training Program: Implementation Review*. Cooperative Research Centre for Aboriginal Health and NSW Health

Watson, Carol and Harrison, Nea with Brideson, Thomas and Greenwood, Catherine (2010) *Walk Together, Learn Together, Work Together: A Practical Guide for the Training of Aboriginal Mental Health Professionals in New South Wales*. Cooperative Research Centre for Aboriginal and Torres Strait Islander Health

Jones, Carmel and Brideson, Tom (2009) 'Using policy and workforce development to address Aboriginal mental health and wellbeing', *Australasian Psychiatry*, 17:1, S72 — S74

Brideson, Tom and Jones, Carmel (2007) 'NSW Aboriginal Mental Health Workforce Program', *Auseinetter*, Issue 29, No 2 pp 20 – 22

ARTD Consultants (2013) *NSW Aboriginal Mental Health Training Program Evaluation Report*. New South Wales Health.

Yarning Together, A periodical newsletter celebrating the NSW Aboriginal Mental Health Workforce Program, Edition 1 & 2

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Most Publications above and the important
Program Implementation Resource:

Walk Together, Learn Together, Work Together
A Practical Guide for the Training of Aboriginal
Mental Health Professionals in New South Wales

Can be sourced on the following link:

<http://www.health.nsw.gov.au/mhdao/workforcedev/Pages/aborig-mh-wrkforce-prog.aspx>

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