

NYIIRUNBA YABANG (Our Path) 2020-2023

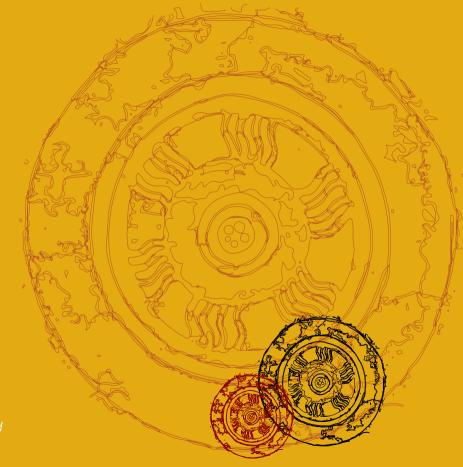






ABOUT BIRIPI ACMC

Biripi Aboriginal Corporation Medical Centre is a duly recognised incorporated body legally established under The Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI).



Understanding the past, combining with the present, to create our future

The current poor health and wellbeing of many Aboriginal and Torres Strait Islander people stems largely from the effects of colonial policies and their ongoing legacy. These policies have resulted in loss of land, family and community connections, and denial of free cultural expression and growth across generations. They affect the physical, emotional, social and spiritual dimensions of wellbeing for Aboriginal and Torres Strait Islander individuals and communities.

- Australian Commission on Safety and Quality in Health Care 2017.

TimAllen CHAIRMAN Uncle Michael Saunders

Daniet Morrison DePUTY-CHAIRMAN

Uncle John Clarke

Board Introduction

We the Directors of Biripi ACMC are pleased to present to our communities Nyiirunba Yabang (Our Path) for the next three years.

Biripi ACMC in February 2021 will celebrate 40 years of operation and while we have had some challenging times it has been the determination of the many community members who have supported the work of Biripi over those years that has seen it survive and grow. Our planning over the next three years will see Biripi ACMC continue to grow and meet your wellbeing needs.

Please note our revised vision, 'For People to Heal, be Healthy and live a life they feel has value'. To achieve this vision a key focus of this plan is to develop our Wellbeing Support Model (pg 6), which as a first step will require a more detailed understanding of the issues impacting or likely to impact your Wellbeing.Page 14 & 15 provide a snapshot of the information we will continue to develop and have a conversation with you on.

Dr David

Norling

Craig Tappe

This public document only highlights some of the many strategies we have identified for the next three years.

We commend the plan to you and look forward to discussing the content with our communities and staff.





For our People to Heal be Healthy and live a life they feel has value.

Our Core Beliefs

Culture

We will embrace Aboriginal history, beliefs, and cultural expectations in the way we support our Community.

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Biripi ACMC Board and staff have a collective accountability to deliver on their core purpose and to act with integrity. Empowerment Enabling our People through knowledge, skills, belief, and instilling hope

> Relationships We will develop collaborative partnerships with our communities and all contributors to the work of Biripi ACMC



To improve the Wellbeing* of the Aboriginal People within the Biripi Nation area. We will do this through engaging, empowering providing knowledge, skills, belief, support, and hope. (This Core Purpose is linked to the Biripi ACMC Company Constitution).

*Wellbeing is not just the physical wellbeing of an individual but refers to the social, emotional and cultural wellbeing of the whole Community where each individual is able to achieve their full potential".



Respect We will recognise the uniqueness of each individual we support including their histories and perspectives.

Advocacy

We will advocate for health equality and self-determination for Aboriginal people.

We will take our work seriously and personally and have high expectations of the wellbeing outcomes of our service.

Compassion We will make people

feel valued and welcome

NYIIRUNBA WELLBEING SUPPORT MODEL

The reason Biripi ACMC was established was

"To improve the Wellbeing of the Aboriginal People within the Biripi Nation area. We will do this through engaging, empowering providing knowledge, skills, belief, support, and hope".

The Wellbeing Model identifies eight key elements that influence our wellbeing. While Biripi ACMC only have direct influence on two of these elements (as highlighted) they will take an advocacy role where clients wellbeing is being negatively impacted by other elements.



Determinants of Health & Wellbeing

Broad Features of Society

Social & Community Characteristics

Individual factors

Leadership

To be accountable to our Community, Workforce and Partners by providing clear direction, responding to wellbeing needs and by acting legally and ethically.

Community

To enhance the lives of our people through valuing our culture and history; by engaging, empowering, advocating, and providing culturally respectful and safe services.

Workforce

To build the capability of Biripi ACMC through developing and supporting our workforce.

Viability

To ensure Biripi remains viable by applying best practice in our services, systems, resourcing, asset management and through transparent performance reporting.

Cultural Awareness

18g

Biripi ACMC will advocate and promote cultural awareness across the Biripi nation

What Have We Learnt from COVID-19

We will undertake a comprehensive review of the management of the Covid -19 crisis and use outcomes in future service planning.the Biripi nation

Managing service and business risks

We will have organisation wide knowledge of the risks we face and what needs to be in place to manage those risks; be they standards of care, legal responsibilities,finances, contractual obligations.

Planning our services

Biripi will develop a Community Wellbeing Profile looking at all the issues that impact our wellbeing and planning our services and advocacy around that evidence.

We will undertake a viability analysis for the purchase of the remainder of the Bushland Drive HUB building for expansion of services on that site.

Getting things done

Will ensure that the Nyiirunba Yabang strategies are implemented by connecting all levels of the organisation and every staff member with the direction the organisation is going and what needs to be done to get there.

Celebrate our history and success

2021 will mark 40 years of operation of Biripi and we will ask the community to celebrate that milestone with us.

Partnerships

Biripi will involve the community in our service planning and will have ongoing engagement processes in place to ensure all our community has an opportunity to contribute.

Biripi recognises that the best way to support our community is to develop and maintain strong relationships with all levels of Government and with other services providers.

We will develop Local,State & Commonwealth partnerships to support our communities..

We will strengthen our partnership with universities and education and training providers to support, ongoing and new research, training for our staff and pathways for our future staff.

Self-determination

We will promote the importance of self-determination and healing through our policies and practice.

Service Access and Pathways

We plan to make our service pathways seamless (no more gaps) both for Biripi ACMC and mainstream support.

We will adopt a lifespan approach to supporting our community.

Health Literacy

We will lead and advocate for improvement in Health Literacy to ensure our people are confident to question health interventions. This allows people to understand services and treatments being provided and be confident to ask questions.

Disability Services

We plan to introduce the NDIS Disability Services.

Primary Health Care

We will support the Primary Health Network to introduce programs targeting health needs in our area.

Mothers & Babies

Continue to expand services for mothers and babies through the nurse led home visits for the first two years after childbirth

Pharmacist Services

We plan to expand pharmacy services to support safe use of medicines.

Children's Services

We will continue to expand our children's services to transfer Aboriginal Children from non-Aboriginal providers and from non-Aboriginal families.

Work with Department of Communities and Justice and the Inverell Aboriginal Community to explore the most appropriate options for the ongoing delivery of Children's services to the Community

Drug & Alcohol Detox

We will work with the Primary Health Network and other service providers to advocate for a locally based D&A detox service

Aged Care

We will expand home based care services through both Home Care Packages and the Commonwealth Home Support Program.

We will work with the Commonwealth Government to reintroduce overnight respite services.

Cultural Competency

Ensure that cultural perspectives are imbedded into our services and practice. These perspectives to respect the rights, views, and expectations of all clients.

We will have mandatory cultural competency training for all staff and contractors.

We will imbed cultural respect, rights and views of clients in our service and practice

Workforce planning

Our workforce planning will be linked to community wellbeing needs.

We will continue to expand the numbers of GP's and AHW positions.

We will review our service locations and structures to link to community needs.

Supporting our workforce

We will provide an annual independent analysis of the views of staff and use this information in our planning.

We will give staff opportunities to have their say through independently managed surveys.

Workforce Development

We will support our staff with professional development opportunities

We will support the wellbeing of our staff through support for Sorry Business, cultural and spiritual support and support regarding health and fitness programs

Strengthen our Business

We will position and strengthen Biripi's business to withstand and/or prosper from change in government policy/funding and any inefficiencies within individual parts of the organisation.

We will explore the expansion of our geographic reach within the Biripi Nation based on the Wellbeing Profile

Meeting Service Standards and Contract Obligations

We will ensure our services are evidenced based, culturally appropriate and meet legislated standards.

We will meet our contractual requirements through strong performance management systems and processes.

Looking After our Assets

We will ensure that our physical assets are maintained and upgraded as required by having an asset management plan and supporting systems.

Technology improvements

We will have a Technology Plan that expands our use of technology and improves services.

Measuring our performance

 We will work with AHMRC to develop a comprehensive performance management system.
We will use the performance management system to report to our community and to benchmark against other AMS in NSW.

Self-determination & Enpowerment

We represent the oldest continuous culture in the world; we are also diverse and have managed to persevere despite the odds because of our adaptability, our survival skills and because we represent an evolving cultural spectrum inclusive of traditional and contemporary practices. At our best, we bring our traditional principles and practices – respect, generosity, collective benefit, collective ownership – to our daily expression of our identity and culture in a contemporary context. When we are empowered to do this, and where systems facilitate this reclamation, protection and promotion, we are healthy, well and successful, and our communities thrive.

- (Dr Ngaire Brown, New York, 2012) (Brown N. Pacific caucus intervention to the 12th session of the United Nations Permanent Forum on Indigenous Issues. New York: 20–31 May 2013)

Aboriginal Health Profile



Population

Aboriginal and/or Torres Strait Islander people represented 71% of the total population of the Mid-Coast LGA.

is is more than double e proportion of Aborigina d/or Torres Straif Islande ople in NSW (3.1%). This Aboriginal Health Profile presents available data on health and socioeconomic outcomes for the Aboriginal and/or Torres Strait Islander population of the Mid-Coast Local Government Area (LGA).

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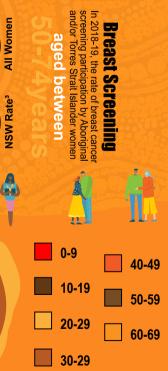
249%

22.3%

9.6%

9%





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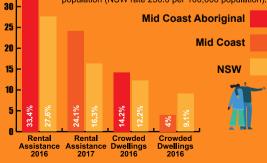
boriginal & Torre

Strait Islander

Housing Statistics⁴

The rate of Aboriginal persons living in severely crowded dwellings⁶ in the Mid-Coast LGA was ^{(III}/₂) per ^{(III, III} population in 2016 (NSW rate 256.6).

The rate of all persons living in severely crowded dwellings in the Mid-Coast LGA was 10.0 per 100,000 population).





Age distribution of Aborigina and/or Torres Strait Islander persons in Mid-Coast LGA



Strait Islander earning less than \$100 All Mid-Coast households earning less than *≩*100

Aboriginal

Aboriginal

&/or Torres

&/or Torres

Strait Islander earning less than 2100

The employment rate for all persons in the **Mid-Coast LGA** was 91.0% (NSW rate 93.4%]

317

69%

Domestic violence related assaults for non-Indigenous people in the Mid-Coast LGA



Purflee Airic

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TAREE NSW 2430 (02) 65913000

102 Victoria Street TAREE NSW 2430 (02) 6591 2411

Malarbaa Daayili -

15 Oliver Street INVERELL NSW 2360 (02) 6721 1600

2A Edward Drive PURFLEET NSW 2430 (02) 6591 2410

2A Edward Drive PURFLEET NSW 2430

151 Manning Drive

TAREE NSW 2430

(02) 6550 0788

(02) 6591 2413

39-41 Mudford Street

Corporate Gervic

2A Edward Drive PURFLEET NSW 2430 (02) 6591 2455

BIRIPI NATION MAP

Our service covers all of Biripi Boundaries but also extends to include Tuncurry, Forster and Bulahdelah to the South, inland across to Gloucester and North as far as Port Macquarie and inland to Wauchope. We also cover all small towns in between these boundaries.





Acknowledgements



"The design is a mix of traditional and contemporary Aboriginal circular art that represent 'special place' and 'families'. The circles are connected by lines to represent a sense of home, community, and belonging"

"I really enjoyed creating this special piece for Biripi ACMC. Celebrating the connection of families and community to this highly valued, and much needed service. I wanted to show that there is a place to go to for help and healing for everyone"

- Raechel Saunders (Artist)





Biripi ACMC thanks **Calibrations Consulting** for their guidance in the development of our Integrated planning and **Skeen Creative Designs** for the associated design work.

