

Biripi ACMC Members Newsletter



"Our Health In Our Hands"

AGED CARE UPDATE

Due to the Covid outbreak in our community unfortunately most activities are postponed. Please call us to see what activities are being ran. It really has been a tough 2 years with Covid restrictions and now with the highest number of cases in our community, we have had to yet again limit service delivery.

On a positive note, we have ran some fishing trips with our Elders Men's group! It has been a great day out on the water fishing and cooking up lunch for everyone to share. The clients have really enjoyed this activity,

Our exercise physiologist, Matt Brown has been running classes to help our clients increase there core strength and assist with muscle tone.



HEALTH SERVICES / PROGRAMS UPDATE

Since the start of the year our Deadly Health Team has administered 2,304 jabs of the Covid vaccine this means we have vaccinated half of our active clients! Our team have gone above and beyond to ensure our community get protected against this terrible virus, and we are so proud of them ALL!

Due to the current Covid outbreak in our community, we have developed Covid safe practices to ensure we are all kept safe. We are limiting face to face appointments and increasing our telehealth appointments, this is not only to keep our staff safe but also to ensure our community is kept safe by not spreading Covid around.

We have purchased Covid rapid test kits, staff are tested each week, and we will use these tests for patients that have Covid symptoms that need to see doctors face to face.

Our new dentist Khushi has started! It is great to have a full time dentist back. Khushi comes with over 12 years of extensive skills and experience and qualifications, WELCOME Khushi!

Angie Stewart is our new Health Services manager, Angie has been the Programs manager for 12 months and will now be managing both services, CONGRATULATIONS!

It has been difficult to secure doctors over the past 2 years, but we finally have 7 doctors on board! We have Dr Brew, Dr Martin, Dr Wang, Dr Baruah, Dr Sweeney, Dr Pallabitta, Dr Norris & Dr Vlad.

Our GP's can refer you to the following in house allied health specialist clinics; Exercise Physiologist, Podiatrist, Optometrist, Pediatrician, Audiologist, Ears Nose & Throat Specialist & General Physician

HEALTH SERVICES / PROGRAMS UPDATE

With the current Covid outbreak in our community, it is so important to get tested even if you have the mildest of symptoms, we have recently ran a mobile testing clinic and also 2 onsite testing clinics, THANK YOU to the community that came forward to get tested!

The local police & Aboriginal Affairs donated 100 Covid hygiene packs which have been distributed to our community, THANK YOU!

If you have to isolate due to Covid, please contact our Programs team on (02) 5525 6070 we can assist in connecting you with emergency relief services and food hampers that have been donated to us by Food Bank

Due to Covid we are still unable to run programs face to face. Our Deadly Child, Youth & Families team are running our PlayGroup program online, families are provided with at home activity packs and the classes are being delivered VIA Zoom.

We now have a Connected Beginnings Registered Nurse who is able to provide childhood health assessments.

We are running the HAPEE Program out of Taree Public School. The HAPEE Program provides free diagnostic hearing assessments and follow-up treatment to Aboriginal and Torres Strait Islander children from 0-6 years of age who do not yet attend full time school. Assessment numbers have been reduced due to the NSW Education requirements that all people who visit the school must be Covid vaccinated, however we are also delivering this program in our clinics.

HEALTH SERVICES / PROGRAMS UPDATE

Our Drug, Alcohol and Sexual Health worker, Abbie has hit the ground running in her new role and is providing important services to our community, if you need assistance get in touch.

Our Family, Wellbeing & Violence Prevention worker Leapy, there has been an increase in support request during Covid, If you do need help or know someone that does, please reach out, we are here to help.

We support households with essential supplies that are in isolation in their homes due to Covid. If you do need support please get in touch.

With Covid cases being the highest that we have had in our community, it is so important to get tested even if you have the MILDEST of symptoms, we have recently ran a mobile testing clinic and also 2 onsite testing clinics, THANK YOU to the community that came forward to get tested!



HEALTH SERVICES / PROGRAMS UPDATE

If you have tested positive for Covid there are a few things you need to do straight away to protect yourself and mob



The infographic features a central text block surrounded by nine circular icons. The icons represent: self-isolation (house with person), hand and surface washing (bottle and hands), safe distancing (two people with arrows), mask wearing (mask), not attending gatherings (group of people with a slash), getting tested (hand with swab), seeking medical help (hospital building), no visitors (house with people), and the NSW Government logo (lotus flower).

COVID is spreading quickly throughout our communities.

If you are a positive case or close contact please:

Keep yourself safe.

Keep your community safe.

Help stop the spread.

- Self-isolate away from others
- Wash hands and surfaces regularly
- Keep a safe distance at all times
- Wear a mask if you need to be around others
- Not attending gatherings
- Get tested when required
- Seek medical help if unwell
- No visitors to your home

> KEEP OUR MOB SAFE

NSW GOVERNMENT

HEALTH SERVICES / PROGRAMS UPDATE

If you have tested positive for Covid there are a few things you need to do straight away to protect yourself and mob

> KEEP OUR MOB SAFE



When can I leave self-isolation?

People with COVID-19 must self-isolate at home for at least 14 days until medically cleared, even if fully vaccinated.

A medical practitioner or registered nurse will contact you at the end of your isolation period to confirm if you can be released from isolation and provide you with a medical



HEALTH SERVICES / PROGRAMS UPDATE

If you have tested positive for Covid there are a few things you need to do straight away to protect yourself and mob

COVID is spreading quickly throughout our communities.
Keep yourself safe.
Keep your community safe.
Help stop the spread.

- Avoid crowds
- Wash hands and surfaces regularly
- Keep a safe distance
- Wear a mask indoors
- Not attending large gatherings
- Get tested if you have symptoms
- Limit visitors to your home
- Staying home if you can
- Maintain safe spacing indoors

> KEEP OUR MOB SAFE

NSW GOVERNMENT

HEALTH SERVICES / PROGRAMS UPDATE

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COVID-19

How do I self-isolate?

Stay in your home

No work, school, shopping, visiting public places, or catching public transport.

*You can leave home to seek medical care or in an emergency.



No visitors



Wash your hands often

Use soap or hand sanitiser.



Cover coughs and sneezes



Clean surfaces you touch often



Monitor symptoms

Call Triple Zero (000) if symptoms become serious (e.g. you can't breathe properly).



If you live with other people

- Isolate in a room away from other people you live with
- Don't share a room or bathroom, if possible
- Keep your distance
- Wear a mask in the same room as others (even if they are also in isolation)
- Don't share household items like towels, bedding or dishes. Wash after use.



Keep up a normal routine

Exercise regularly at home.



Stay connected over the phone or online



Seek support from a counsellor 24/7

Lifeline
13 11 14
lifeline.org.au

Beyond Blue
1800 512 348
coronavirus.beyondblue.org.au



Still have questions?

www.nsw.gov.au/covid-19
National Coronavirus Helpline
1800 020 080 (24-hour help line)

> KEEP OUR MOB SAFE

For more information visit nsw.gov.au



HEALTH SERVICES / PROGRAMS UPDATE

If you have tested positive for Covid there are a few things you need to do straight away to protect yourself and mob

Where should I self-isolate?



You should spend your self-isolation period at the place you are staying. This may be your home, a hotel, motel or other form of accommodation, and you must be able to safely stay there and separate from all other people.

If you are staying in temporary accommodation that ends before you will complete your self-isolation period, please call the NSW Health Isolation Support Line on 1800 943 553 for advice and assistance.

You may be told to self-isolate in a different accommodation such as a quarantine facility, hospital or other medical facility by a designated health practitioner or an authorised contact tracer (including an officer in the NSW Department of Education) at any time if they determine you cannot safely isolate at your home.



HEALTH SERVICES / PROGRAMS UPDATE

If you have tested positive for Covid there are a few things you need to do straight away to protect yourself and mob



ABORIGINAL HEALTH UNIT
Artwork by UNILEED AIBU GNS Team

Keeping yourself and mob safe when self-isolating in a flat or apartment building

If you have to self-isolate and live in a flat or an apartment building, you will need to follow some extra steps to protect other building residents from COVID-19.

-  You must remain inside your own unit. You should not use shared laundry facilities, or any other common areas, such as a gym, pool or shared outdoor area.
-  Wash your clothes inside your own unit. Neighbours or friends should not do your laundry.
-  Ask a neighbour or contact your building manager about collecting your rubbish. Leave the rubbish outside your door, return inside your unit, and close your door. The other person can collect the rubbish and should wear gloves and a surgical mask while doing this, and thoroughly wash their hands afterwards.
-  If you are receiving deliveries including food to your home, please ask that it is left outside your door. Do not open the door to pick up the delivery until the corridor is empty.



 **NSW GOVERNMENT**

If you are having severe headaches or dizziness, difficulty breathing or have pain in your chest, call Triple Zero (000) straight away and tell the ambulance staff that you have been diagnosed with COVID-19.

CHILDREN'S SERVICES UPDATE

We are currently recruiting for a new Principal Officer; Penny Kay is currently acting in this role.

Unfortunately, we still have a shortage of carers. If you are interested in becoming a carer, please get in touch with us. Carers play such an important role in nurturing and providing stability for children that are in out of home care. We have included the carers booklet in this newsletter for more information on how to become a carer.

To be a carer you must be able to:

- o Make a commitment to being a meaningful person in a child's life
- o Provide a safe, loving and caring environment to a child
- o Respect children and their primary attachment to their families
- o Demonstrate that you are a creative problem solver, have listening skills, flexibility and a sense of humour
- o Manage your family finances with the addition of another child and the organisation's reimbursement for the type of care you provide
- o Participate in meetings, networks and training that involve your carer role
- o Work as part of a larger team



WALANBAA GAYAALI



BIRIPI ABORIGINAL
CHILDREN SERVICES

HUMAN RESOURCES UPDATE

Our HR team has been focusing on upskilling our organisation with a massive focus on Learning & Development

Our traineeship program has proven to be very successful, in the past year we have employed 22 trainees, and 10 of the trainees have secured full time roles!

95% of our current team members have completed Cultural Induction training, this includes a cultural presentation, cultural and site tour as well as a group lunch.

5 employees have completed a Diploma in Leadership and Management, this is part of our future leaders program and we have no doubt these team members will be future leaders in our organisation

5 employees in Aged Care are enrolled in a Cert III in Health Services Assistance it is a great pathway into further study with in the health sector and will equip the students to assist Nurses and health professionals in treating patients who are struggling with illness and injury.



BOARD OF DIRECTORS UPDATE

Since the recent AGM held in February this year, the current Board consists of Uncle Michael Saunders, Daniel Morrison and specialist director Craig Tapper.

Our 2021 AGM has been postponed and will be held on the 25th March 2022. It has been postponed due to the current Covid outbreak in Biripi's region. ORIC have approved for Biripi to hold the AGM by the 28th February 2022. This determination was made under section 201-155(2) of the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act).

On the 26th October 2021, the board received a request from members to hold a General Meeting to table proposed amendments to the current rule book. Based on the AGM exemption this year, It would not be safe to hold this General Meeting before the AGM due the Covid outbreak in Biripi's region.

The Board have made a decision to combine the General Meeting request by the members with the AGM and table all of the members proposed rule book amendments requested at the AGM, on the 25th March 2022. The official Notice and agenda for the AGM will be sent to members at least 21 days prior to the AGM.

The next AGM is a very important one as it is a voting AGM, all of the current Directors are to step down from their positions. If you are interested in becoming a director, we have included an "Expression of Interest" pack in this newsletter.

The CEO (Lisa Ogolo) is on leave until March 2022, Bob Davis is currently acting in this role.

BOARD OF DIRECTORS UPDATE

Daniel is a descendant of the Murriwarri people in Brewarrina, he grew up in Western Sydney and now lives in Port Macquarie. Dan has a keen interest in building capacity within Aboriginal communities. Dan completed a Bachelor of Health Science (Mental Health) from Charles Sturt University School of Nursing and Midwifery, Post Graduate Degree in Indigenous Health (Substance Use) from University of Sydney, School of Medicine, Post Graduate Degree in Health Service Administration from Latrobe University School of Public Health and a Masters in Health Service Management from the University of NSW School of Public Health and Community Medicine. Dan is currently the Network Manager for Aboriginal Health at MNCLHD.

Michael Saunders (Uncle Mick) is a proud Biripi man, one of his many talents is being an Aboriginal Resource Teacher, with over 20 years in teaching. Uncle Mick has a Diploma in Primary Education, is currently studying a Post Graduate in Counselling and has also completed a Certificate in Ghatang Language (TAFE). Uncle Mick is passionate about improving educational outcomes for Aboriginal people, keeping Gathang language alive by teaching language and building strong connections with the local community and Aboriginal families

Craig Tapper is an Adjunct Associate Professor at the business school of the University of NSW, and has taught there for over 23 years. As well as teaching he has also had a 25+ year career as a manager, executive and Board Member on a number of not for profit boards and has been involved in numerous consulting assignments with Commonwealth and State / Territory government departments, specialising in reviews of Aboriginal and Torres Strait Islander health, community and aged care programs.



BIRIPI APMC

CONTACT US

P: 02 6591 2400

E: info@biripi.org.au

W: biripi.org.au

OPENING HOURS

Mon–Thur: 8:30am to 5:00pm

Fri: 8:30am to 3:00pm

Weekends: Closed



Your Guide to Caring

*There is no better gift to give
a child than a safe & settled home*



BIRIPI ABORIGINAL
CHILDREN SERVICES

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About Biripi Aboriginal Children's Services

Biripi Aboriginal Children Services (BACS) provides culturally informed Out-of-Home-Care (OOHC) services to Aboriginal children and young people.

Areas of operations include Mid-North Coast (Taree office) and the New England (Inverell Office). The New England services are delivered through Walanbaa Gaayili Children's services, a culturally approved trading name meaning "Strong Children" in the Gamilaroi language from that region.

BACS are committed to giving children and parents the opportunity to be connected and a meaningful part of each other's lives. When safe to do so, the goal is always to keep families together and through assessments and the implementation of supports, many children return to live with family. When returning to family is not possible, we support children to maintain connections to family through coordinating family contact that ensures children spend time with their family in a manner that is meaningful and strengthens the psychological bonds that are crucial to all aspects of healing.

Our practise is underpinned by a strong conviction that children do well when they can. It is therefore our core focus to position children and families to succeed by supporting children with education, health, family and community connections, counselling and any other supports that may be required.

As a proud Aboriginal organisation we acknowledge the impact of intergenerational trauma and advocate that healing can and will take place but only in the context of a safe, nurturing and responsive environment that is connected to family, culture and land.



About Biripi Aboriginal Children's Services

Our Mission

Aboriginal children in care will be actively connected to their Aboriginal culture through live connections with family and community. We demand recognition that living in safety and cultural connection are not to be separate realities but instead, a human right that must be upheld.

Our Vision

To connect children and young people with committed carers who will nourish their development through connection to self, family, culture, community and above all, safety.

Our Values

Recognise the expertise of children and families

Children carry with them the context from which they came, none more important than family. Entry into care should not be an automatic exit from a family system even if returning to the family home is not an option. We will position children and their families to use their voice to express what they want and their need to remain connected in a manner that is **safe and considered**.

Children are connected to culture through family and community

Aboriginal cultural traditions are crucial to the optimal raising of Aboriginal children. In Aboriginal family and community, child raising is a shared responsibility of all family members therefore connection to culture **is** a connection to family. Through connection to culture, children develop a sense of belonging, an understanding of where they have come from and where they are going.

Cultural Respect

Through word, voice and action, we will uphold the Cultural Respect framework that demands "Recognition, protection and continued advancement of the inherent rights, cultures and traditions of Aboriginal and Torres Strait Islander people"

Collaboration

We will work in partnership with families, carers, schools and government to position children to succeed in life. When we work together, we gain the benefit of a diverse range of expertise and experience with which to understand and respond to a child's needs. Through that process, we inherit a collective wisdom that will shape the manner in which we support the holistic needs of all children.

Pursue social justice

As an Aboriginal organisation we do not forget the segregation and discrimination that our recent history has bestowed on Aboriginal people, families and the intergenerational trauma that has followed. We are committed to being the opposite of segregation, the opposite of racism and instead set the standard for how we treat people. This is a standard that is governed by respect, equity and care.

Coverage & Contacts

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 and all small towns in between these boundaries. We also cover the New England area



Biripi Aboriginal Children Services (BACS) Taree

102 Victoria Street, Taree, NSW, 2430, Australia

(02) 6591 2411 E: BacsReception@biripi.org.au

Walanbaa Gaayili Children Services (Inverell)

15 Oliver Street, Inverell, NSW, 2360, Australia

(02) 6721 1600 E: BacsReception@biripi.org.au

Out of Home Care (OOHC) Placement Type

- Relative or Kinship Care
- Emergency Care
- Respite Care
- Interim/Restoration
- Guardianship
- Short Term Care

What do the kids & young people need from you?

Children who are separated from their families may include:

- ☐ Infants who have special feeding and medical needs
- ☐ Brothers and sisters who should stay together
- ☐ Newborns withdrawing from drugs who need to be specially cared for
- ☐ Children and young people with developmental or physical disabilities
- ☐ Children with emotional problems
- ☐ Children with complex medical and health issues
- ☐ Children who need families that are sensitive to and respectful of their culture and their family
- ☐ Teenagers who have not experienced a positive family life and now need extra patience and commitment

All children in care are affected by the separation from their family and show signs of stress, worry and insecurity. Their anxiety and fears are often expressed in the form of difficult behaviours, such as tantrums, withdrawal and running away. Some children have never learnt to live within the usual routines of family life and will need extra amounts of love, understanding and patience.

Types of Care

RELATIVE OR KINSHIP CARE

Relative or kinship care is a type of care that places a child or young person with a relative like a grandparent or someone they already know. Caring by relatives is a common practice across cultures, but the term kinship care can have different meanings for different cultural groups.

In Aboriginal communities, kin may be a relative of the child or young person or someone who shares a cultural or community connection.

EMERGENCY CARE

Emergency placements are for children who need an urgent placement because there are concerns for their immediate safety. These placements can occur after-hours and on weekends. Emergency carers need to be able to provide care for very young children at short notice.

RESPIRE CARE

From time to time, parents and carers need a break from their caring role. Respite care is for short periods of time, such as school holidays, weekends or for short periods during the week.

INTERM/RESTORATION

Restoration means bringing children back to live with their parents, when it is safe to do so

GUARDIANSHIP

The child or young person will remain in the care of their guardian until they turn 18 or until the Children's Court changes the order. Under a guardianship order, a child or young person is no longer considered out-of-home-care but in the independent care of their guardian

SHORT TERM CARE

Short to medium-term care - this can last for anywhere from a few months to two years. Short to medium-term care has a strong focus on reuniting the child with their parents or extended family within two years of the child or young person coming to live with them. In some circumstances, a short-term carer may be caring for a child before they move to another carer who is a relative or kin.

Who Can Be A Carer?

You must be able to:

- Make a commitment to being a meaningful person in a child's life
- Provide a safe, loving and caring environment to a child
- Respect children and their primary attachment to their families
- Demonstrate that you are a creative problem solver, have listening skills, flexibility and a sense of humour
- Manage your family finances with the addition of another child and the organisation's reimbursement for the type of care you provide
- Participate in meetings, networks and training that involve your carer role
- Work as part of a larger team

Specifically you will be asked to:

- Make a 'Prohibited Employment Declaration' that you have not been convicted of a serious sex offence, as this prohibits you from applying to be a carer
- Consent to allow screening of your criminal and work record in relation to sexual misconduct and acts of violence involving children (Working with Children Check)
- Agree to BACS seeking information from the Department of Communities & Justice (DCJ) to ensure you have had no previous significant concerning involvement with DCJ
- You will need to provide a 100-point identification check which *must include a Passport or Birth Certificate* plus Driver's Licence, Medicare Card, etc.

You will be informed of your carer status in writing at the completion of the assessment. Should your application be unsuccessful, a Biripi Carer Support Caseworker will be available to speak with you and outline the reason(s) why



Carer Information

Biripi believes strongly in acceptance, inclusivity and providing a safe space for all regardless of colour, race, religion, marital status, sexual orientation, gender identity, physical ability or education.

For each decision we make, we always focus on the needs of the child first and foremost.

What age can I be to be a Carer? Each carer will be assessed on a case by case basis. However, we will take into consideration that you should be able to look after children until they are 18 years of age.

I have a disability - can I still be a Carer? BACS will look at your personal circumstances and make an assessment on a case by case basis.

I am in a Same Sex Relationship – can I be a carer? This isn't a problem as Biripi supports the placement of children with same sex couples.

Can I Work Full/Part time? BACS recommends that the primary/main carer is homebased for the children. However we will discuss your circumstances with you during the assessment process.

How Healthy Do I Need To Be? You need to be healthy enough (both physically & mentally) to make sure you're able to care for children. Keep in mind for long term care arrangements, this may involve raising the child to adulthood.

What About Caring as a Couple? As long as you can show you are in a stable relationship, this is fine.

What Should my House be Like? You need to have adequate, safe accommodation for a child. It's OK to be renting a home. BACS undertake a home inspection of where you are living which includes making sure a bedroom is available for a child, though this can be shared with other children when appropriate.

Caring Skills? You must be able to show you can undertake the special responsibilities involved in caring for a child. Carers must be able to:

- Show attitudes and connections consistent with being a good carer
- Demonstrate personal resilience
- Show and understand personal teamwork
- Provide child focused care; and
- Provide a safe environment that is free from abuse.

Carer Information

Will the Children see their Family? Yes, as long as it is safe to do so. You will need to demonstrate an understanding of the importance of the origins, culture and past experience of the child or young person in your care. You must show understanding and accept BACS's commitment to ongoing contact between the child and his/her parents and other family and be willing to facilitate such contact

What about My/Children's Religious and Cultural Beliefs? You do need to be able to support the cultural and religious belief of the child or young person in your care as this is important for them.

How Do I Deal with Behaviour of Children or Young People? You are expected to work closely with BACS staff in developing appropriate behaviour management strategies for children and young people in your care.

You aren't allowed to use any physical discipline for children who have been placed in your care.

BACS has a behaviour management policy which will show you how you can appropriately discipline children. Where appropriate, your child may be prescribed medication by a treating medical professional if there is an assessed need or diagnosis. When it is part of a planned response to specific challenging behaviour, it must be documented as part of the behaviour support/management plan.

What are Your Health and Hygiene Standards? Carers are expected to conform to guidelines designed to ensure that children are being cared for in a healthy environment. Such guidelines include practicing of universal infection control and ensuring that there is no smoking in your home.



Caring from a Carer's Perspective

What is it like to be a carer?

Being a carer for kids in out of home care can definitely be very challenging at times. Each child will be dealing with their own trauma and the emotional fallout from that, can be overwhelming for yourself and the child.

As a carer you will receive the appropriate training to work through these challenges but each child is different and it can be a lot of trial and error. You need to be very understanding and patient; there are reasons behind behaviours that these kids display.

The best advice I could give as a carer is to simply love the children like they are your own.

What do you get out of it?

Knowing that my help and support can have such a big effect on a child's life gives me a sense of pride every day. When I am able to see where these children have ended up and the things they have gone on to accomplish, it definitely makes it all worth it.

Even years later the children that you have supported will continue to love and hold so much respect for you.

As a carer, you will also receive support from Biripi Aboriginal Children's Services throughout the whole process.

What impacts does it have on the children you care for?

Providing care for a child can help ensure they feel safe and secure. It can give them a sense of belonging within a family and to community.

Working with an Aboriginal organisation is vital to ensuring the kids have a cultural identity and feel connection to their community.

Working with the children to overcome issues can build their resilience and the connection you form with them can make them feel loved and know that they are cared for.

Why would you recommend becoming a carer?

There is still a big need for carers to support our beautiful children and help them reach their full potential. BACS are always there to support you through the challenging times and the rewards far exceed the challenges.

As a proud Biripi woman I know that I am making a difference in my community, I have and always will do it for the children. The appreciation I get from them inspires me to continue.

Kyra

Caring from a Child's Perspective

What ways did Biripi Aboriginal Children's Services help with placement?

When I was 17 years old I had an incident with my old carers and had to leave the placement as soon as possible.

The day that the placement was breaking down with my previous carers BACS was ringing around and trying to organise another placement that would suit me. They managed to organise a placement I was happy with by that afternoon and I've been in the placement ever since.

What was your carer like?

He is very understanding and always gives me space and time when I needed it. It made it easier to deal with issues as they came up and prevent a placement breakdown happening again.

He is also very caring and has continued to support me even after I'd turned 18 and my leaving care plan was complete.

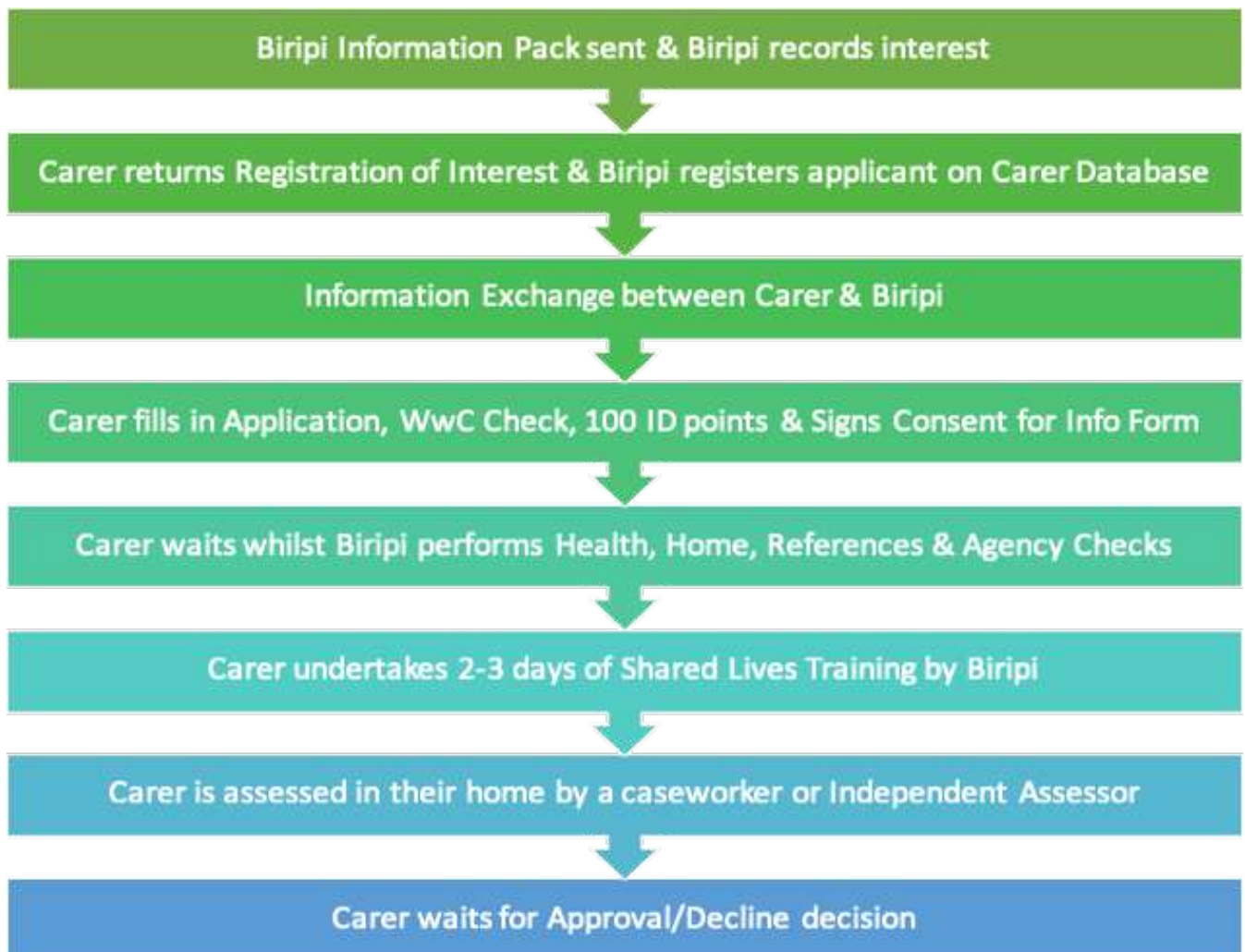
How did Biripi Aboriginal Children's Services support you to stay in the placement?

I was happy and comfortable in the placement and I basically just asked BACS if I could stay with the carer and they worked around that. I also got a lot of support in getting a good job and was able to remain employed for about 9 months before I moved on.

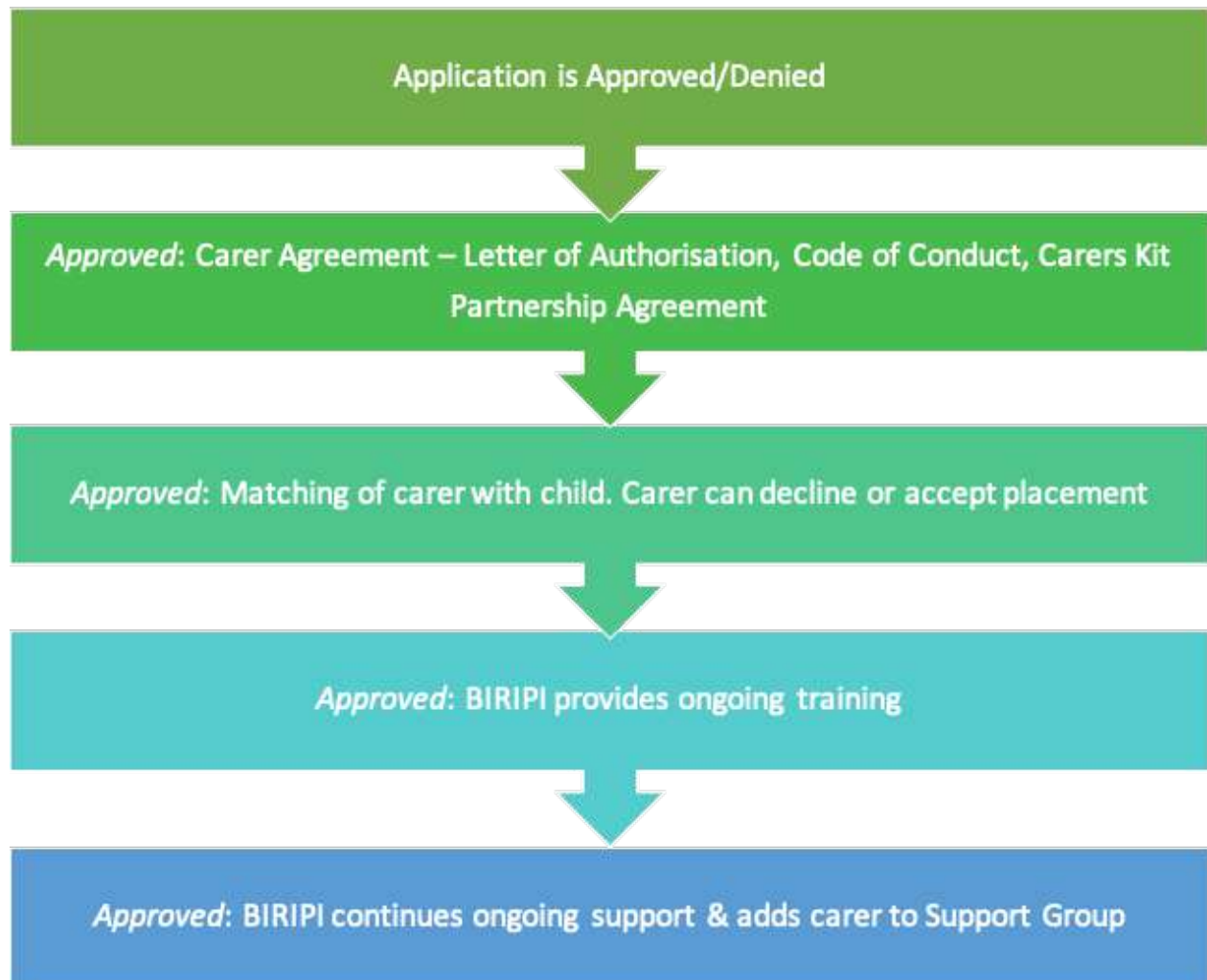
Dallas



The Assessment Process



The Assessment Process con't



Carer FAQ's

Are separate bedrooms needed for each child? This will depend on the child or young person's needs when being placed. For example a child with special needs may require a separate bedroom. It will need to be determined on a case by case basis.

Can I get Respite Care? It is possible that carers may be able to choose their own respite carer for children in their care; each individual situation will be taken into consideration.

When will I be matched? Once you have been authorised as a carer, you will be approached when a child or young person is matched with the type of care you can provide. You will have the opportunity to discuss any issues that may be raised for you and your family if you accept the placement of that child or young person. Sometimes it is possible for you to meet the child or young person before you make the decision about taking the child(ren) into care.

Are there limits on the number of children I can care for? The number of children BACS will place with a carer is assessed on a case by case basis. For example a child with special needs will involve a much higher level of care. If you would like to increase the number of children you have in your care, a reassessment will occur to determine your capacity to meet the needs of any additional child whilst not compromising the quality of care being received by the children already in placement with you.

Can I be a carer if I have my own children already? Essentially, yes. All members of the family are assessed and included in the process. Any children of your own over 16 years of age will need to undergo a Working with Children check.

Do I need to be Aboriginal to be a carer with Biripi? No you don't. We will offer appropriate cultural support to you and your child/ren. Our ultimate goal is to have the best, loving carers without race being a deciding factor.

Will I be expected to arrange family contact? Family contact occurs according to the child or young person's case plan. It is the role of the caseworker to arrange venue and transport, and to support the contact visit. Where it is possible, carers can assist with transport. Contact visits between siblings in care are often unsupervised, and are usually arranged with carers attending and providing transport.

What respite opportunities are available? BACS is always looking to increase our Respite Carer Pool. We always attempt to provide respite, when the needs of the child and carer indicate this is necessary.

Carer FAQ's cont

Is respite compulsory? No however, BACS does encourage carers providing Intensive Care to take regular respite breaks.

Will I continue to receive an allowance when my child is in respite? Carer payments usually continue unchanged for weekend respite, however, this is determined on a case-by-case basis.

Who investigates allegations and what supports are available to me? BACS investigates any reportable conduct matters and will refer to independent professional bodies if required. Debriefing is offered along with clinical support and additional external counselling is available for all carers on an individual basis.

Will I be included in the decision making process for issues related to children I care for and my family? Carers participate in case reviews and other meetings to coordinate services and case plans for the child in their care. Caseworkers may liaise on a carer's behalf with other services so that the child has access to the services they need.

What supports can you offer if my child comes from a different background to me? Children, who require a cultural support plan, will have their Case Worker consult other key stakeholders to develop the plan that meets the child or young person's cultural needs.

Support from Biripi

How often will we be asked to meet with agency staff? BACS carers work in partnership with case workers, communicating regularly about a child or young person's ongoing needs and any concerns. This is a flexible arrangement that meets the needs of the child or young person. Carers are involved in reviews and are invited to attend annual case conferences.

Caseworkers will visit children/young people in the home on a regular basis, usually monthly.

What kind of support can I expect from Biripi?

- ☐ 24/7 support (out of hours support provided for critical incidents and emergencies)
- ☐ Allocated case worker for each child/sibling group
- ☐ The same case worker will provide support to the carers of that child
- ☐ Case workers provide regular home visits, phone calls and emails and access to after-hours support
- ☐ Initial and ongoing carer training is provided
- ☐ A carer debrief is done at the end of placements
- ☐ Support liaising with other services and professionals e.g. schools, medical practitioners, counselors etc
- ☐ Carer support groups, social activities (e.g. Foster Care Week)
- ☐ Facilitation, supervision and support for a child's contact with their family and significant others

Support from Biripi con't

Is There a Complaints Resolution Process?

If I disagree with a decision what is the process of appeal? BACS has a complaints procedure which will be given to you at the time of your authorisation.

What is your complaints policy and procedure? Is there an independent body? Carers are provided with the policy and procedure when they are authorised by the agency. Carers also have access to the NSW Ombudsman to lodge a complaint if you feel your complaint has not been resolved by the agency.

Can I choose my own support person? Yes.

What if I move to another area and your agency does not cover this area? BACS will assist in supporting a move. Where the move includes a child in care, the agency will support and facilitate case management transfer of the child or young person if it is seen to be in the best interests of the child and supported by BACS and DCJ.



Allowances

Child's Age Range	Fortnightly Standard Care	Fortnightly Care + 1	Fortnightly Care + 2
0 - 4	\$503	\$756	\$998
5 - 13	\$567	\$850	\$1119
14 - 15	\$761	\$1139	\$1502
16 - 17	\$507	\$885	\$1252

Child's Age Range	Respite Daily Standard Care	Respite Daily Care + 1	Respite Daily Care + 2
0 - 4	\$35.93	\$54	\$71.29
5 - 13	\$40.50	\$60.71	\$79.93
14 - 15	\$54.36	\$81.36	\$107.29
16 - 17	\$36.21	\$63.21	\$89.45

Correct as of May 2020

○ Allowances are paid fortnightly ○

What do the Allowances Cover?

What am I expected to pay for as a carer?

Carers receive a fortnightly allowance to meet the day to day expenses in caring for a child or young person.

For example expenses such as:

- ☐ General clothing
- ☐ Footwear
- ☐ Basic medical needs
- ☐ Toiletries
- ☐ Recreational activities
- ☐ School camps
- ☐ Sporting activities
- ☐ Education costs
- ☐ Uniforms
- ☐ Textbooks
- ☐ School excursions
- ☐ General medical needs and dental needs
- ☐ Pre-school fees
- ☐ Food



BIRIPI ABORIGINAL
CHILDREN SERVICES



BIRIPI ACMC - EXPRESSION OF INTEREST TO BECOME A DIRECTOR - APPLICATION PACK

Biripi ACMC are seeking Expressions of Interest (EOI) from suitable people to be considered for appointment to our board at the next AGM, director roles are voluntary and therefore not remunerated. The Directors form the governing body of the Corporation. Directors have legal duties and are answerable to the Corporation's members and other stakeholders.

We are a multi-layered, community controlled Aboriginal Health organisation that provides culturally appropriate care in the following service divisions:

Aged Care (Marangbah Cottage, Purfleet), Health Services (Bushlands & Purfleet Clinic)

Programs & Community Support (Purfleet), BACS - Out of Home Care (Taree / Inverell)

We are a community controlled Aboriginal organisation & always have and always will have our community's health and well-being as its core purpose, having knowledge of accreditation standards within our service divisions would be an advantage for a director.

We will continue to engage & empower our community by providing knowledge, skills, advocacy and play a vital role in closing the Gap in Aboriginal health.

The role of the board

- Setting the strategic objectives and direction for the organisation
- Monitoring the performance of the organisation against strategic and annual plans
- Making strategic, ethical or compliance decisions on behalf of the organisation
- Being accountable to the membership of the organisation
- Strong knowledge and skills in finance, accounting, audit & risk

Meetings and time commitment

- Our board meets monthly. Some time is required to read / review monthly board papers prior to each meeting
- Must have access to a computer to attend online teleconferences
- Additionally, there are up to two members' meetings each year, one of which is our Annual General Meeting

Directors Responsibilities

- Attend and actively participate in meetings
- Support the communication and promotion of Biripi ACMC's purpose and services to the community
- Build a collegial working relationship with other directors that contributes to a consensual approach to organisational decision-making
- Utilise skills, experience, knowledge, and networks to support the growth and success of the organisation
- Become familiar with Biripi ACMC's, services, finances, and sector
- Declare any Conflict of Interest during your position as a Director



BIRIPI ACMC - EXPRESSION OF INTEREST TO BECOME A DIRECTOR - APPLICATION PACK

Eligibility of Directors

- Be at least 18 years old
- Be a member of the corporation. A person who is appointed as a “specialist director” is not required to be a member of the corporation
- Consent in writing before being appointed as a director of the corporation
- Complete National Police Check on a 12-month basis under the Aged Care Act 1997
- Complete Working with Children’s Check (WWCC) with a clearance to work with children or immediately apply for a WWCC upon appointment

The following people are *not* eligible to become directors of the corporation

- Employees of the corporation
- Persons who are otherwise disqualified from managing a corporation
- Any persons who were directors at any point in the 12 months prior to the special administration that commenced on 22 October 2018. These persons will be ineligible for election as a director of the corporation until the 2023 Annual General Meeting

Composition of the board of directors

- No more than two (2) people from each immediate family is eligible to be a director at any one-time
- The maximum number of member directors is 8 and 2 specialist non-member directors (10 in total)

Members are invited to submit Expression of Interest applications. Applicants should be committed to see Biripi ACMC fulfil our role in improving the health and wellbeing of Aboriginal / Torres Strait Islander people.

Interested applicants should email info@biripi.org.au for additional information.

Your application must include:

- ✓ Board of Directors Application Form (all selection criteria questions must be addressed)
- ✓ Current Resume
- ✓ Signed Members and Directors Code of Conduct (included in this pack)
- ✓ Signed Consent to become a Director form (included in this pack)

Please submit your Director application 7 days prior to the AGM VIA email only to: info@biripi.org.au



BIRIPI APMC - EXPRESSION OF INTEREST TO BECOME A DIRECTOR - APPLICATION PACK

BOARD OF DIRECTORS APPLICATION FORM (Add additional pages if you run out of space)

Name:

Phone: Email:

Position Applying for (please circle): Member Director or Specialist Non-Member
Director

SELECTION CRITERIA QUESTIONS

Why do you want to be a Director for Biripi APMC?

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What personal and/or professional skills, knowledge, experience, and networks will you bring to enhance the Board’s function?

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BIRIPI ACMC - EXPRESSION OF INTEREST TO BECOME A DIRECTOR - APPLICATION PACK

What is a "Conflict of Interest"?

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What additional information would you like to share to support your application to become a Director?

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ZERO TOLERANCE

CODE OF CONDUCT FOR MEMBERS & DIRECTORS

In an effort to provide a safe and healthy environment for directors, staff and members, Biripi Aboriginal Corporation Medical Centre (**Biripi ACMC**) reminds members and directors to refrain from unacceptable behaviours that are disruptive or pose a threat to the rights or safety of other patients and staff.

Workplace violence and aggression is a WH&S hazard. Biripi ACMC has a Zero tolerance of aggression and violence in the workplace. The effective prevention and management of aggression and violence in the workplace is a responsibility of Biripi ACMC.

Under the *Work Health and Safety Act 2011* (NSW), we must provide a safe and healthy work environment for all workers including board members, members and employees.

Clause 3.4 of the Biripi Consolidated Rule Book also notes that members (including Board members) must:

- Treat other members with courtesy and respect:
- Comply with any code of conduct adopted by the corporation; and
- Not behave in a way that significantly interferes with the operation of the corporation or of corporation meetings.

The following behaviours are prohibited and may result in a member or director being banned from ALL Biripi ACMC meetings and services:

- Inappropriate, intimidating and offensive behaviour in person or through written, verbal or electronic communication, including but not limited to the following: profanity, harassment, offensive or intimidating statements or gestures and/or threats of violence.
- A breach of privacy by divulging information which is private and confidential.
- Racial or cultural slurs or other derogatory remarks associated with race, language, gender, disability or sexual orientation.
- Making threats or other intimidating or offensive behaviours such as speaking in a raised voice.
- Any behaviour that causes a person to believe they are in danger of being physically attacked, whether an actual or implied threat to safety, health or wellbeing.
- Physical assault or inflicting bodily harm, verbal, physical or psychological abuse.
- Physical attack, such as pushing, shoving, tripping, grabbing, hitting, pinching, scratching, kicking, biting, spitting or any other type of direct physical contact.
- Aggravated assault, such as attacking with a weapon (knives, guns, clubs) or any other type of weapon.
- Sexual harassment, inappropriate sexual remarks to any other person present and/or sexual assault.
- Requests that would constitute illegal or unethical behaviour on the part of Biripi ACMC.
- Intentionally damaging equipment or property.

As a Member or Director of Biripi ACMC you must abide by the rules within the code of conduct that the corporation adopts, and that any breach of the Code of Conduct will result in a Member or Director having their membership cancelled and a ban from accessing any of Biripi ACMC services”



Biripi Aboriginal Corporation Medical Centre [ICN 99]

Consent to become a director

I, _____ (full name of person)
of _____ (residential address, a postal
address is not sufficient)

give consent to become a director of the corporation.

I confirm my date _____ (date of birth)
of birth is _____
and my place of _____ (place of birth)
birth was _____

I acknowledge I am automatically disqualified from managing corporations if I:

- have been convicted of an offence under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* (CATSI Act) that is punishable by imprisonment for more than 12 months
- have been convicted of an offence involving dishonesty that is punishable by imprisonment for at least three months
- have been convicted of an offence against the law of a foreign country that is punishable by imprisonment for more than 12 months
- am an undischarged bankrupt
- have signed a personal insolvency agreement and have not kept to the agreement
- have been disqualified under the *Corporations Act 2001* from managing corporations,

and I will notify the corporation if any of the above events occur after my appointment.

Signature of person _____

Date _____

NOTE: This form should be completed and given to the corporation before the person is appointed as a director—section 246-10(1) of the CATSI Act.

The period of automatic disqualification is set out in sections 279-5 and 279-10 of the CATSI Act.