



Miwatj Health Aboriginal Corporation



Above: Galarwuy
Yunupingu, Kevin Rudd, and
Wali Wunungmurra

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Miwatj attends NAIDOC Week Celebrations for 50 Year Anniversary of the Yirrkala Bark Petitions

The theme for 2013 National NAIDOC Week this year was 'We value the vision: Yirrkala Bark Petitions 1963' which meant an extra-special celebration at Rika Park on Wednesday 10th July.

The day started with the formal ceremony for recognition of the surviving signatories and artists to the original bark petition, including our very own Miwatj Board Member, Wali Wunungmurra. Prime Minister, Kevin Rudd, presented the awards and spoke about his commitment

to Constitutional recognition for Aboriginal and Torres Strait Island people. Galarwuy Yunupingu, head of the Gumatj clan, also spoke about the future vision for Yolngu people and the need for self-determination in practice.

The afternoon was for the children, with plenty of fun activities including basketball, tennis, a water slide, and a jumping castle. Miwatj staff were on-hand to help out with t-shirt making, One Disease at A Time had a photo booth with crazy props, and Anglicare and Captain Starlight were painting faces. The Miwatj mobile (contd.)



CEO update

Welcome again to the Miwatj Health quarterly newsletter. It was good to see Prime Minister Kevin Rudd along with other Ministers and Shadow Minister attendance this year's NAIDOC celebrations at Yirrkala.

NAIDOC week this year celebrated the Fifty anniversary of the signing

of the Bark Petitions at Yirrkala. In August 1963, the Yolngu people of Yirrkala in northeast Arnhem Land sent two bark petitions to the House of Representatives.

The petitions protested the Commonwealth Government's grant of mining rights on land excised from the Arnhem Land reserve and sought Parliamentary recognition of the Yolngu people's traditional rights and ownership of their land.

Much has been achieved on the Gove Peninsula since then for the Yolngu people but there is still a long way to go if we are to reach genuine equality of opportunities.

Organisations like Miwatj Health are doing the very best to provide as many opportunities for the Yolngu community. For instance, health improvement, stable employment opportunities and strong control

of the services through Yolngu community control governance.

Whilst I am on the topic of Yolngu employment; I also wish to acknowledge those health care practitioners who were nominated for the Administrator's Medals in Primary Health Care and congratulate the individual and team award recipients – Ms Adele Gibson and the Strong Women, Strong Babies, Strong Culture Program.

I want to specially congratulate our Miwatj Health's Wellbeing team from Galiwinku on their nomination. The impressive and diverse field of nominees is a reminder of the innovative work being undertaken across the Northern Territory.

Eddie Mulholland
Chief Executive Officer

Dear Miwatj I would like to thank you. With your support you helped me with my coaching fees. my game has improved over the years. With miwatj's financial support this was made possible when my family couldn't afford it. I really enjoyed representing Miwatj and supporting the Yaka Ngarrali cause especially on the last trip to Elco Island. Now I am in Darwin and continuing with my training and going to school everyday. I would like to thank you for everything you have done.

from Zac

Message from Miwatj-sponsored
tennis star, Zachary Scott-Jones

(from p.1) clinic was also in attendance and our Yirrkala Clinic staff were kept busy teaching healthy messages in a fun, interactive way.

There were seaside markets offering a variety of food and other goodies, which went on well into the evening, at which time we were treated to a concert featuring East Journey and Gurrumul.

A great day was had by all. Thanks to all of the Miwatj staff who participated, in particular Kevin Bird who was instrumental in orchestrating the community event and Fiona Djerrkura who opened her home to the visiting dignitaries. A special thanks also comes from Fiona Brooks, Clinic Manager, to the Yirrkala Clinic staff for all of their hard work.



Above: Miwatj mobile clinic;
Below: (clockwise from top L) Gumatj clan bringing in Prime Minister

Kevin Rudd; 1D photobooth; T-shirt designing; local band East Journey performing after sunset.





Thanks to everyone in Yirrkala for participating in the Healthy Skin day in June 2013

Scabies in children have decreased
by **7%**

Before
May 2013



1 out of 4 had scabies

After
July 2013



1 out of 5 have scabies

592 tubes of Lyclear were distributed
to 70 households

**Congratulations to Djakala and Nalwarri
who won washing machines**

Thank you to all those who helped out to make the day a success: Miwatj,
Jimmy Little Foundation, EA Shire, Yirrkala School, NT DoH, Buka-
Lannggay Mulka and all the ngapaki volunteers and Yolngu leaders.

Thank you to our sponsors **Nhulunbuy Woolworths** and **Yirrkala IGA**

**ONE
DISEASE
AT A TIME**





DMS update

I am sitting in Darwin as I write this, excited about the day to come. This evening I will be attending Government House, for the NT Primary Health Care awards.

Every day at work we drive on, providing health care and services to our patients and communities, and it is not often that we take pause to celebrate our achievements – our eyes are always on the next project,

the next day, the next patient.

So as I sit here preparing for the event I have the opportunity to reflect on all the good things that have happened over the last few months

I am so excited for the Healthy Minds Team from our Ngalkanbuy clinic, who have been nominated for an award tonight. I remember back to the times working at Elcho when I saw the team manage complicated patients with serious mental illness., and the confidence it gave me as a GP to know that this team was by my side, showing me the way through these tangled tales.

I am proud that their efforts have been recognised and are now celebrated with other services across the Territory, Aboriginal and mainstream. It makes me happy to see the contribution of our Aboriginal Health Workers recognised and valued by all.

Miwatj has grown so much in the last 12 months, and sometimes we have to stop and remember that this happened not by accident, but

because of the contribution of every single individual in the organisation, health staff, community staff and admin staff, united by the vision of the Miwatj Board.

So I take this opportunity to thank everyone, for every day, every effort, and every challenge overcome. And I look forward to seeing the next chapter of the story unfold.

And what happened at the awards I hear you ask?

Well, the medal for the NT Team went to the Strong Women, Strong Babies, Strong Culture Programme, which is lovely because they celebrated their 20th Anniversary this year.

And ***Congratulations*** to Joan Dhamarrandji, Charlie Yebarrar and Johnny Dhurrkay for their Nomination at this prestigious occasion!

Angela Woltmann
Director of Medical Services



Above: Dr Woltmann and the Healthy Minds team
Left: Joan, Johnny and Charlie receiving their nomination certificate

Men's Health programme update

In May the Miwatj Men's Health team worked in partnership with the Clontarf Football Academy at Yirrkala Community School. Clontarf work with engaging the young men and boys to have better school attendance using a sporting rewards program.



*Above: Dr Arpana and Richard Seden
Below: Richard measuring a patient's height*



This was a great way to continue to build stronger relationships with the boys and young men in Yirrkala. Our Men's Health Program organised a day of Health Checks working with Dr Arpana and a visiting medical student.

were unable to attend and follow up on any outstanding issues and concerns. We will continue to work with these young men and boys so that they can continue to stay in good health and feel more confident accessing services.

After the initial Health Checks, Richard also attended a Clontarf Partners Breakfast held at Yirrkala oval where there was a quick game of footy before everyone had breakfast together. It was great to see the young men who play in the local GAFL teams and the boys who come to support the footy games on weekends.

Robbie and Hamish from the Clontarf Academy do great work

with the young men and boys in Yirrkala and it is great that Miwatj is able to work with them and support what they do.

The Men's Health programme is coordinated by Ross Jackson and Richard Seden.

We were able to promote the importance of staying healthy by having regular health checks and made the young men and boys feel welcome and comfortable attending our clinic. Another session will be held this term to include those that



Above: Eye tests as part of Men's Health checks

Richard Seden is the new QAAMS Leader for the Northern Territory

Richard Seden from Miwatj's Men's Health programme has been chosen to represent Northern Territory services on the Quality Assurance for Aboriginal Medical Services [QAAMS] Leaders Team.

Richard has been involved in the QAAMS Program since 2006 when he attended the annual workshop in Alice Springs.



Miwatj staff at GARMMA 2013



Renal Workshop

The “Looking after people on Country” East Arnhem region – Renal care planning meeting was held on 7-8 May, 2013.

The meeting was attended by community members, Miwatj board members, Miwatj staff, NT Department of Health representatives (clinicians and policy makers), Menzies School of Health Research staff and Australian Government representatives.

The purpose of the workshop was to explore the range of options for improving the availability of end stage renal care in East Arnhem and to provide direction on the best way forward.

To help understand the reasons for the growth in renal disease presentation were given about the causes of renal disease and what the services are doing to address the underlying causes of renal disease.

To help explore the options available for renal dialysis on country, presentations were given about a range of models that were operating in the Northern Territory, Western Australia and Queensland.

Options for East Arnhem were discussed and initial ideas to inform the development of a model were presented to Warren Snowdon, Minister for Indigenous, Rural and Regional Health who attended the meeting for a session on day 2.

Warren Snowdon provided some advice about what it would be possible for the Australian Government to assist with.

He urged the participants to develop a comprehensive plan that addressed prevention and early intervention as well as dialysis and that the plan be developed in collaboration with NT and Australian Government stakeholders.

The recommendations from the workshop were to:

- 1. Pursue the establishment of a model for dialysis service delivery similar to WDNWPT using the framework proposed by the Yolngu group.**
- 2. Request the Miwatj Board to auspice the model until an incorporated body is established to manage the service.**
- 3. The Miwatj Board visit WDNWPT in Central Australia to get a full understanding of the service delivery model and to develop relationships for operational support e.g. offers of nurse relief.**

Priorities for action identified in the short term were:

1. Set up a node for training of carers, patients and IHW in East Arnhem
2. Improve sharing of data between Miwatj and NT DoH
3. Improve communication links at the operational level between Miwatj and NT DoH
4. Investigate how to get a better use of infrastructure already in place in communities to support dialysis on country
5. Work on increasing respite visits and patient information to help make it happen
6. Initiate a fund raising strategy to assist with supporting respite and return to country
7. Develop an East Arnhem regional plan – seek funding for a project officer to do a regional plan from the Australian Government. The project officer would be informed by a working group with community reps.
8. Approach Pacifica Alumina to identify if there is any housing to address some immediate and urgent accommodation issues.
9. Consider the areas that local people want research e.g. impact of Yolngu food on people with ESRD.

Following on from the workshop, the community based working group have met to reconfirm their commitment to moving the recommendations forward and Gurruwun Yunupingu will be providing some feedback

to the Miwatj Board in August to reiterate the importance of this issue and the high priority it represents for community members.

Miwatj Health has developed a proposal with Menzies School of Health Research to undertake a

baseline study into the development of regional renal services in East Arnhem and it has been submitted to Minister Snowdon's office.

Further negotiations have occurred between Miwatj Health and NT Renal Health in regards to their MoU and sharing of data and improving communication.

Renal programme update

Following the devastating loss of our first dependent haemodialysis client, we have now regrouped and are able to offer respite dialysis to our long term homehaemo dialysis patient, Morgan. His wife Jill has been his carer and provider of his dialysis therapy for 6 years and is quite worn out.



Juliette and Rowena were among the many Miwatj representatives who attended Dr Yunupingu's state funeral at Gulkula at the end of June.

I am doing his dialysis treatments at Yirrkala, and this will allow her the freedom to go home and have a very well deserved rest. These people were incredible support to me in those first hours and days after the passing of my previous client when I was shattered by the events of that day. They are very special people and deserve recognition for how well they have managed to live with End Stage Renal Disease for so long.

The end is in sight for the completion of the service agreement between Miwatj and NT Renal so we can look forward to having our next permanent client out here in the near future, who is in fact Morgan's brother, Frank.

I also hope to be able to offer dialysis to those clients who will be here in August for the funeral of my previous client and this will allow them to safely stay in country for the duration of the funeral. In the past they have missed treatments and become very unwell. Unfortunately we were hoping for the dialysis bus to come out to the Garma festival but that is not going to happen due to financial restraints.

I have found it hard to go into the renal unit at Yirrkala without thinking

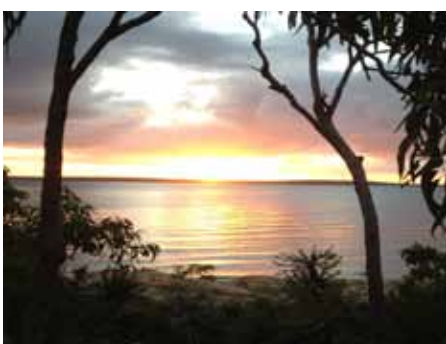
about and feeling sad for the loss of my first client; remembering his smile and laugh and when he would sing along to music that was on the TV.

He always remembered to ask about my children and we would talk politics. He was thrilled the day that his grandson TJ came in with his mum and gave his grandfather a painting that he had done at school, this is still on the wall facing the chair that he always sat in.

As with everything else he was a pioneer, and his legacy here will be all the renal clients that can return to Yirrkala and surrounds, to have their dialysis in a safe environment and be with their family at the end of the day.

I now have the luxury of working 1 day a week with Colleen from the Chronic Disease team and together we are going to engage and provide education and support for the CKD 3B, 4 and 5 clients in Miwatj's care. This should go a long way in slowing down the progression of the disease and in keeping them off the machine for as long as possible.

Rowena Stokell
Renal Care Coordinator



Eye Health Program

Miwatj Health has the only Eye Program for the East Arnhem Region, including Groote Eylandt and Numbulwar.

The program means that all Aboriginal people have access to the Visiting Optometrist. This program is in a position of coordinating with the Brien Holden Vision Institute and Miwatj Health to provide an Optometrist visit at least once every 2 months.

The travelling eye clinic aims to serve Aboriginal clients in the Miwatj region. The visiting optometrist scheme gives primary eye health examinations including slit lamp examination and dilated fundoscopy to diagnose the need for glasses as well as diabetic retinopathy, cataract, glaucoma and many other eye conditions.

We are able to provide access to



glasses at subsidised prices through the Low Cost Spectacle Scheme in Cairns, these can be purchased through the NTPCSS, CentrePay, Wage Deduction, Cash and Credit Card, and also have Ready Made Readers through the Eye Health Program.



Eye examinations and eye health

Vision loss from diabetes, cataract and refractive error (the need for glasses) is common in all Aboriginal communities in the Northern Territory and 94% of vision loss is unnecessary as it is preventable or treatable.





Regular eye examinations, early detection and treatment of eye problems helps prevent vision loss. An eye examination with an optometrist generally takes about 40 minutes and allows investigation of all aspects of how your eyes are functioning. Your eyes will be tested for eye diseases such as cataract, diabetic eye disease, macular degeneration, glaucoma, dry eye, binocular vision problems (how the two eyes work together) and your glasses prescription. Drops to dilate the pupil are usually used (especially if you have diabetes) to allow the Optometrist to check the health of the retina, macula and optic nerve at the back of the eye. If cataract surgery or laser treatment is needed, the Optometrist will arrange a Referral to an Eye Surgeon (Ophthalmologist)

Better screening of eye conditions, getting people the glasses they need to see, arranging for their cataract and other surgeries has changed people's lives and has given back their independence. Many



Aboriginal people in the Miwatj region once thought losing their eyesight was a natural progression in life but most now know that they can expect eyesight that will support them within their lifestyles of painting, beading, basket weaving and hunting.

The Optometry clinics are held at Miwatj Health, Gunyangara and Yirrkala where clients attend from Wallaby Beach and other Laynhapuy homelands are seen. Other serviced communities include Elcho, Ramingining, Milimngimbi, Numbulwar, Gapuwiyak and visits to Angurugu, Umbakumba (Groote Eylandt) and Bickerton which each have 2 visits per year.

The Brien Holden Vision Institute is a not for profit organization and VOS (Visiting Optometrist Scheme) a Federal funded program provides Miwatj Eye Health with an Optometrist for the community visits, this year we were fortunate to have Ben Hamlyn for three months.

Janet Richardson
Eye Health Coordinator



Galiwin'ku Celebrates World Yaka Ngarali Day

The Miwatj Health Tobacco Program supported by many services in Galiwin'ku, celebrated World Yaka Ngarali Day on Friday 31st May.

This international day reminds us of the devastating impact tobacco has in our communities and is a call to action to 'say no to the smokes'. The day was jam-packed with activities, targeting the no smoking message in different ways for maximum reach.

The morning started with activities for mums and little children at the playgroup, where we painted canvas bags with Yaka Ngarali and healthy eating messages, and talked about protecting children from second hand smoke. The kids also got T-shirts with the 'care for us kids – don't smoke near me' message on them.

An interview on

Yolŋu radio with Tobacco Worker Glen Gurruwiwi was broadcast live on loud speakers to the community. Glen spoke on a wide range of issues, focusing on the specific message of our campaign – Yaka Ngarali in the house, car, around children and non smokers.

The team then set up a stall outside the ALPA store, with lots of resources

and banners they had made featuring messages about smoking. They shared with people the health, financial and social consequences of smoking, and how the team of Tobacco Workers can support people to quit!

In the afternoon the older children designed t-shirts with their Yaka Ngarali message on them. The

winning design will be chosen by the tobacco workers and printed onto T-shirts for youth.

Local role model Evelynna Dhamarrandji, selected for the Indigenous Marathon Project, shared her story about marathon running, and how to be successful in sport you must say no to smokes and eat healthy foods. She was then joined by children and youth in a mini marathon race around the oval, with prizes for the winners.

In the evening there was a concert where local bands performed. The stage was beautifully decorated with all the banners made by the school, the babies hub, strong women workers, health, community and tobacco staff.

Manuel Dhurrkay played his 'No Tobacco' song which



HARD-WORKING TOBACCO ACTION OFFICERS: Oscar Munyarryun, Manuel Dhurrkay, Oscar Datjarranga, Julie Gapalathana, Ronnie Garrawurra and Glen Gurruwiwi.

MIWATJ Health Aboriginal Corporation's team of seven dedicated Tobacco Action Workers was praised during World No Tobacco Day on May 31, a day which highlighted the devastating burden of tobacco on Yolŋu communities.

Based in Gapuwiyak, Ramingining, Milingimbi and Galiwin'ku, they work without an office, literally walking through their communities and seeking opportunities to raise awareness about the devastating health impacts of tobacco, working with youth to prevent uptake and supporting smokers to quit.

Miwatj used the World No Tobacco Day occasion to acknowledge the hard work of their Tobacco Team who are funded by the Department of Health and Ageing under the Federal Government's Closing the Gap initiative.

After a long day of activities in the community, each was presented with Certificate of Appreciation.

Regional Coordinator of the pro-

gram Katharina Kariippanon said the passion and dedication shown by this team was second to none. "They are Tobacco Workers 24-7, absolutely committed to helping Yolŋu reduce the health and social consequences of smoking.

"Our message is now moving beyond the well recognised Yaka Ngarali (not tobacco) slogan, to specifically addressing smoking in the home, in cars, around children and non smokers."

The road ahead is long, said Katharina, but the capacity of the Yolŋu staff to reach out to their communities and address the challenges was a real strength of the program.

About 54 per cent of Indigenous Australians smoke, and in some remote communities this figure rises to 70 per cent. Smoking is the single leading preventable cause of ill-health and death amongst indigenous Australians, and accounts for 17 per cent of the gap in life expectancy.

he wrote for World Yaka Ngarali Day. The song is now a regular hit on Yolngu Radio!

To finish the day the Tobacco Workers were presented with an award of appreciation for the hard work they do to spread the message about Ngarali to their communities. Their passion, commitment and dedication is outstanding!

The Miwatj tobacco program would like to thank everyone that helped to make this a fantastic day! With a special thanks to the Children's Working Group, Manuel Dhurrkay, Evelyn Dhamarrandji and the EASC youth team.



Tobacco Forum

The Miwatj Tobacco Program recently hosted a 3 day Tobacco Forum that brought together a wide range of participants working in the tobacco space.

The Forum was an opportunity to exchange lessons learned, discuss what works and what doesn't, share resources and brainstorm creative approaches for the future. (contd.)

(from p.13) There were a variety of guest speakers who presented throughout the Forum, including Bernie Shields, Chronic Disease Strategy Unit; Moana Tane, Manager of Marthakal Health Service; Robyn Hopkins, Coordinator of Smoke Free Prisons; Brian Gleeson, Coordinator General for Remote Indigenous Services and Mavis Danganbarr, Indigenous Engagement Officer, FaHCSIA.

A highlight outcome was a banner painted by the Tobacco Workers to be taken to Berrimah prison, in support of Yolngu who have gone 'smoke free' since 1st July 2013. The banner had messages of encouragement and urged inmates

to seek support from the Miwatj team to remain quit, upon return home.

Forum participants left with renewed enthusiasm for their work and were particularly motivated by the talk given by Brian Gleeson who really communicated his appreciation for the difficult task at hand and sincerely thanked the tobacco workforce for what they do.

Thanks to Sue Stewart, Tracy Sheehan, Ruth Phinn, Shane Flanigan, Marlene Liddle, Jan Robertson and Bernie Shields for their participation in the Tobacco Network Group meetings that assisted with planning and

implementation of the Forum.

Some feedback from Forum participants:

"It was so refreshing to spend time with your Tobacco Action Workers and great to see their dedication and commitment" Robyn Hopkins - Smoke Free Prisons, Department of Correctional Services.

"I also feel it was a great success and I for one thoroughly enjoyed the experience of working with the Tobacco Action Workers, they all showed enthusiasm and commitment to their task". Ruth Phinn – Preventable Chronic Conditions Educator, Department of Health.



Miwatj Healthy Lifestyles and Tobacco Control Teams were both involved with the VAMP Camp at Gapuwiyak last month

Girls' Camp - July 2013

On Friday 26th July the Child and Maternal Health Team took 17 teenage Yolngu girls on a camp to a remote bush location for 3 days.

The aims of the camp were to take the girls to a safe place to provide education around:

- hygiene
- puberty
- reproduction
- sexual health
- sexually transmitted infections
- keeping safe in community and in relationships
- protective behaviors
- safety online
- kidney health

Six core staff organized the camp with 4 planning meetings prior to the camp: Tina, Emma, Valerie, Melanie, Dipililnga and Kathy from CDC. Three of the staff were Yolngu staff employed by Miwatj and Strong Women's team, N.T government and the other three staff were two nurses employed by Miwatj and one nurse from CDC, N.T Government.

The Miwatj renal nurse, Rowena, stayed for one night to deliver her presentation and Lorita the RAN/midwife from Gunyangara visited for



one day.

The 17 girls came from three different communities so going to another location with them made it a neutral space. The three Yolngu staff worked alongside the nurses providing the girls with the education in language and ensuring cultural safety particularly during sensitive topics.

The equipment for the girls to camp was borrowed from other agencies i.e.: Yirrkala CEC for tents and swags and CDC brought a remote trailer with a fridge and generator.

A program was developed during the planning meetings, this included a menu plan which made shopping for the camp easier. The program was loosely adhered to with plenty of scope to revisit and revise at different times throughout the 3 days. The program included fun activities for the girls such as time to go hunting with the senior women and movies and a disco in the evening. Jason Dyson, a martial arts expert from Shim Jang Taekwondo visited from Nhulunbuy with two female team members to teach the girls self defense techniques on Saturday morning.

Once the girls had been picked up in one of the 4 cars and we had arrived at the destination they were encouraged to set up tents and swags for themselves and help with the shades and tables for the

food preparation area. The group then sat together with the staff and some guidelines for the camp were developed and written up by the girls.

The girls were encouraged to think about what the guidelines should be and they included such things as having respect for each other and no teasing or bullying. On Friday evening a movie screen was set up on the side of a troopie and the girls watched some education movies and Bran Nue Dae and on Saturday evening the girls enjoyed a disco, some more education movies and we watched Dirty Dancing.

A post camp meeting was arranged to discuss what worked well and what was challenging. It was agreed that the combination of leaders worked well, everyone had input and felt listened to by the other staff. We revisited the guidelines that were set up at the beginning. The non-indigenous staff worked in consultation and collaboration with the Yolngu staff.

Good team work enhances the leaders' ability to gain the girls trust and ability to build engaging relationships that will flow on to the clinic setting. When the girls have been seen post camp they have seemed relaxed and happy to see the staff.

Tina White
Child & Maternal Health Coordinator





Miwatj Meaderers - Relay 4 Life 2013

On behalf of Relay4Life, NT Cancer Council and Miwatj's Healthy Lifestyles program congratulations and many thanks to those who participated in the 18 hour event and to Kevin Bird for setting up and organising the team.

As a group the Miwatj Meaderers averaged 12 laps per hour from 2.00pm on 17th August to 8.00am on Sunday 18th. Each team member completed a minimum of 2 hours walking, with Sky and Juliette clocking up 4 hours each!



Indigenous Marathon Project runners



Yirrkala Miwatj HLS Indigenous Marathon Runners departing for Uluru Marathon 13th/14th July

Contact details

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PO Box 519
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Ph. (08) 8939 1900
Fax. (08) 8987 1670

Nhulunbuy Clinic

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Fax. (08) 8987 3271

Gunyangara Clinic

Ph. (08) 8987 2650
Fax. (08) 8987 0366

Yirrkala Clinic

Ph. (08) 8987 2650
Fax. (08) 8987 3470

Ngalkanbuy Clinic

PMB 230
Galiwin'ku via Winnellie
NT 0822
Ph. (08) 8970 5700
Fax. (08) 8987 9061

Opening Hours:

Administration:

Monday to Friday 08:00 – 16:30

Clinics (except Yirrkala):

Monday to Thursday 08:30 – 16:00
Friday 08:30 – 12:00

Yirrkala Clinic:

Monday – Wednesday 8:30 – 16:00
Thursday 8:30 – 12:00
Friday 8:30 – 16:00

Messages from HR

Positions Vacant

Male AHP- Yirrkala

For more information, please contact the HR Department or email hr@miwatj.com.au

Welcome New Starters!

Lorita Bauman - **Gunyangara RN**

Ross Jackson - **Men's Health**

Becc Rutherford - **Payroll**

Colleen Gibsone - **Chronic Disease RN**

Fay Marika - **Raypirri Rom CW**

Fiona Brooks - **Yirrkala Clinic Manager**

Patricia Nhundirribala - **Yirrkala AHP**

Ziggy Fatnowna - **HLS CW**

Sandy Miers - **Ngalkanbuy RN**

Lexman Patel - **Ngalkanbuy RN**

Priscilla Yunupingu - **Yirrkala Clinic Receptionist**

Dr Julian Charles - **Nhulunbuy**

Jackie Watkinson - **Ngalkanbuy Reception Relief**

Nicky Akehurst - **Ngalkanbuy Administration Relief**

Please make them feel welcome :)

Policy of the Quarter- EEO, Discrimination and Bullying Policy

The Policy is that discrimination is not tolerated at Miwatj

For the purposes of this policy, a person (the discriminator) discriminates against another person (the aggrieved person) if the discriminator imposes, or proposes to impose, a condition, requirement or practice that has, or is likely to have, the effect of disadvantaging persons of the same race, sex, marital status, age, persons with disabilities or any other person identified in any relevant Act as the aggrieved person.

It is unlawful to discriminate against a person in the workplace

Where a person believes they are being discriminated against harassed or bullied or are likely to be discriminated against by an act or policy they may invoke the grievance procedure outlined in the policy, or invoke any rights under any legislation applicable to the alleged discrimination.

An aggrieved person who is dissatisfied with the outcome of an investigation within the workplace may invoke their rights under applicable legislation.

Miwatj takes its responsibility to provide a workplace that is free of sexual, racial or other hostility very seriously

Under federal legislation unlawful harassment occurs when someone is made to feel intimidated, insulted or humiliated because of their race, colour, national or ethnic origin; sex; disability; sexual preference; or some other characteristic specified under anti-discrimination or human rights legislation. It can also happen if someone is working in a 'hostile' - or intimidating - environment.

Harassment can include behaviour such as:

1. telling insulting jokes about particular racial groups
2. sending explicit or sexually suggestive emails
3. displaying offensive or pornographic posters or screen savers
4. making derogatory comments or taunts about someone's race or religion
5. asking intrusive questions about someone's personal life, including their sex life

Hostile working environment

Miwatj takes its responsibility to provide a workplace that is free of sexual or racial hostility very seriously. This is why Miwatj has clear policies on the expected standard for interactions between staff.

Bullying is not tolerated at Miwatj. In some circumstances, bullying may amount to a criminal offence.

Bullying behaviour can range from very obvious verbal or physical assault to very subtle psychological abuse.

This behaviour may include:

- physical or verbal abuse
- yelling, screaming or offensive language
- excluding or isolating employees
- psychological harassment
- intimidation
- assigning meaningless tasks unrelated to the job
- giving employees impossible jobs
- deliberately changed work rosters to inconvenience particular employees
- undermining work performance by deliberately withholding information vital for effective work performance

Negative comments or feedback and differences of opinion do not amount to bullying

Please refer to the full policy on the shared drive: *S:\POLICY AND PROCEDURES - ADMIN\Policy and Procedures - Admin\EEO, Discrimination and Bullying v1.1.pdf* for further information.