



Miwatj Health Aboriginal Corporation

Galiwin'ku Healthy Lifestyles Festival 2013



Another fun filled and successful year for the healthy lifestyle festival in Galiwin'ku!

The focus this year was on healthy hearts. As usual, the festival had enormous support, volunteers from local services and community members and others who flew in just to give a helping hand.

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Each morning there was breakfast provided on the church lawns followed by activities set up by youth, sport and rec with the jumping castles team setting up after lunch.

Each night, food that had been caught during the day was prepared and shared at the basketball courts. There was a damper cooking night with healthy damper ingredients. Movies and health messages were also shown at the basketball courts.

All week there was a strong focus on healthy food alternatives, bush foods and exercise. The Healthy Minds Team talked about the emotional heart and ways to keep your heart happy. The Yaka Ngarli team set up a stall each day to provide education and support on options to quit smoking.

Youth, Sport and Recreation organised a men's and women's walk out to homelands with the support of Marthakal Health Services.

The Scabies Day and Healthy Homes competition ran through the week, with a visit from One Disease at a Time.

Kids' Day mid-week had lots of fun activities on the church lawns with Captain Starlight flying in for the day from Darwin.

The concerts over the weekend showcased local bands and talent with Healthy Homes Awards being announced.

The success of the week was due to the huge amount of support and donations that the festival received, and it was again, an example of community spirit.

Jess Gatti
RN - Ngalkanbuy Clinic





CEO Annual Report

The past twelve months has been another successful and productive period for Miwatj Health. We continue to expand our operations and the quality of health services we deliver.

Miwatj Health has reviewed and updated its Strategic Plan and developed robust strategies for 2013 – 2017. Miwatj Health's strategies are by no means static. We will need to pay close attention to the current political environment, given the formation of a new federal government this year.

We will endeavor to align our strategies so that they are flexible enough to adapt to the changing policy landscape. Our ability to respond and make sound strategic decisions will require careful evaluation of emerging political issues in terms of opportunities and threats to the organisation.

Good governance is the foundation that Miwatj Health is built upon. Board members undertake professional development activities on a regular basis. Recently all Board Members were successful in obtaining a nationally accredited Certificate IV in Business Governance, and I

would like to congratulate them all on this achievement.

Structural changes are now required by Miwatj Health as a result of the geographical and services expansion throughout the region. This has been taken into account whilst developing the new strategic plan.

As a result we have reformed the management structure to ensure greater autonomy and flexibility, in regards to decision making, within individual wards. The introduction of Area Service Managers in the Barra and Bulunu wards will enable greater scope for local decision making.

Another Miwatj Health key objective is to increase employment and retention of our Aboriginal & Torres Strait Islander workforce. Subsequently we have created a Leadership Team and this team will include the HR Manager and a newly created Yolngu Workforce Training Officer. In addition, we have built into our workforce strategy a focus on appointments of Yolngu staff to senior roles. We have already recognized two potential organizational leaders with plans to identify more as part of our succession planning process.

Miwatj Health has also continued to consolidate its financial position, increasing its asset base with the purchase of new staff housing out in the regions and clinic renovations in Nhulunbuy in 2012 - 2013. We have made some significant improvements in the financial services area, hence receiving positive feedback from the Auditors on the changes.

Miwatj Health continues to lead a cooperative approach to regional health service delivery by taking a regionalized approach to our engagement with other service providers and communities. Our collabora-

tion and partnership with the two Homeland Associations – Laynhapuy Health and Marthakal Health - has continued to develop. In addition to the two Homeland Associations the NTG DoH participates in the regional Clinical and Public Health Advisory Group (CPHAG). As a result the East Arnhem communities will benefit from further enhanced coordination of primary health care services.

We have also continued to respond to community need, and Miwatj Health was able to negotiate a partnership with NT Health, Nightcliff Renal and OATSIH, to provide two dialysis chairs at Yirrkala following on from community lobbying for locally based renal dialysis services.

Finally, NAIDOC Week in July of this year was a very exciting time for Miwatj Health's members, Board, staff and the communities on the Gove Peninsula. This year celebrated the 50 Year Anniversary of the Bark Petitions at Yirrkala. In August 1963, the Yolngu people of Yirrkala in north-east 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.

A number of achievements for Yolngu people have occurred since then, and Miwatj Health will continue to advocate and provide evidence to support Aboriginal Community Control Health principles as the best possible way to achieving improvements in Aboriginal & Torres Strait Islander health.

Eddie Mulholland
Chief Executive Officer

Oceania Tobacco Conference

In October members of the Tobacco Program team and the Chairman of the Miwatj Board, attended the *Smokefree Oceania Conference*, in Auckland New Zealand.

This was an exciting opportunity that required a great deal of preparation, and resulted in many new ideas to be incorporated into our work.

Staying Quit Beyond Release

We had two abstracts accepted for presentation. The first was entitled *Staying Quit Beyond Release: A Continuum of Support for Inmates and their Families in Community*.

This described the project we are currently running that aims to build on the successful period of smoking cessation achieved in prison, since correctional facilities in the NT went Smoke Free on 1st July 2013.

Our team provides ongoing quit support to released detainees, which is initiated as part of the pre-release program in the prison. Further we work with families of prisoners to assist them to address their own smoking, declare their home smoke free and encourage and support their relative to remain quit once they return home.

The presentation was very well received and as it is known that very few prisoners stay quit when released from smoke free



correctional facilities and the ongoing challenge lies back home in the communities where they live.

Yolngu Perspectives on Plain Packaging

Our second presentation was entitled *Perspectives of Yolngu from Remote Arnhem Land on Cigarette Plain Packaging*.

This described a qualitative study we undertook to understand the impact of plain packaging in our communities and to see if the assumptions for what plain packaging is expected to achieve in regard to youth uptake, will hold true for Yolngu also.

We shared the findings that on the surface Yolngu are just as shocked as the rest of Australia by the graphic health warnings that now cover the packets, and that it has made them think more about quitting.

However upon deeper analysis we realised that Yolngu rarely display their packets, generally people carry a few sticks and keep their packets well hidden.

Further we know that family

socialisation is the biggest factor determining whether Yolngu youth will begin to smoke, and not how cool and attractive the packet looks; which is an influential factor among the wider population. Consequently we cannot relax our efforts, and suggest that while cigarette plain packaging is another step in the right direction, a huge amount of work remains to be done if we want to prevent young Yolngu from starting to smoke.

Essentially the responsibility lies with the community to change their own smoking behaviour, to keep it away from children and to reinforce the message that it is not normal or healthy to smoke.

Tobacco Action Worker Glen Gurruwiwi concluded the presentation, sharing how the introduction of plain packaging has impacted his work in tobacco control in his community.

The Yolngu staff were also treated to a tour of Auckland by several Maori elders, in what became an opportunity for two way learning and sharing of two cultures that are struggling with the same burden on unacceptably high smoking rates that are the cause of far too many early deaths.

Katharina Kariippanon
Tobacco Coordinator



DMS update

Miwatj Health bid farewell to Director of Medical Services, **Dr Angela Woltmann**, in October.

Miwatj employees and the Board of Directors thank Dr Angela for her efforts and commitment to the organisation and Yolngu people over the past 4 years. She will be greatly missed.

The Medical Services update can be found in Miwatj's **2013 Annual Report**.

Miwatj Health is now recruiting for the role of Medical and Public Health Director which will replace the position of Director of Medical Services.

For further details see <http://miwatj.com.au/medical-public-health-director/> or email hr@miwatj.com.au

Valerie Dhamarrandji from Gunyangara Clinic presented Dr Angela with a piece of her artwork as a leaving present.



Bridging the Gap

In September 13 Miwatj employees, along with 2 from 1Disease, were fortunate enough to be able to attend a 2 day seminar on *Working with Yolngu in Arnhem Land*.

This seminar was hosted by **Richard Trudgeon**, author of *Why Warriors Lie Down and Die*, **Witiyana Marika**, founding member of *Yothu Yindi*, and **Dianne Gondarra**, Yolngu language consultant and presenter on Yolngu radio.

The training addressed many big unanswered questions but was also designed to raise many more.

Participants were given effective tools for cross-cultural communication as well as information on language, kinship, and cultural protocols.

A copy of *Why Warriors Lie Down and Die* can be found in the staff library and **Melanie Herdman**, ALO, will expand upon these topics in Miwatj's compulsory monthly cultural awareness training sessions.

Photo provided by Why Warriors



Ngalkanbuy Clinic is Accredited

Congratulations to Ngalkanbuy Clinic for passing the AGPAL Accreditation first time! Well done to everyone at Elcho for all of their hard work.

AOD - Best Presentation Award

Congratulations to the AOD team for being awarded 'Best Presentation' at the *Remote Alcohol and Other Drug Workforce Forum* in Darwin this month. Miwatj Health was represented by **Lalambarri Yunupingu**, **Damien Yunupingu**, **Norman Dulvarie** and **Lynda de Gruchy**.

Article below featured in the Arafura Times:

NEWS

Hard-work pays off for Yirrkala's youth



LEFT: Students and staff at the Ngura Program.

RIGHT: NOT TYRED: A Ngura program participant chases a tyre down the field.

BELOW: NO PAIN, NO GAIN: A Yirrkala student feels the burn in one of the testing activities during the Ngura Program.

HAVING HEALTHY FUN: Chubasco Wurramarra, Gaykindama Maymuru, Guyulultja Mununggurr and Mangadij Wanambi.



By TAMARA HOWIE

A GROUP of 20 students from Yirrkala has been busy learning the merits of hard work and the rewards it can get them in the end.

The first Ngura Program, a course designed to educate Indigenous youth about

health and well being, was held last week with some promising young students from Yirrkala.

The action-packed, three-day course highlighted the dangers of drugs and alcohol while building essential skills in leadership, teamwork, health and

respect among the energetic group.

A Certificate I in Aboriginal Health was awarded to all the students who successfully completed the course. Students who shone in the course were offered a golden opportunity at its completion; 12 of the group's highest achievers were picked to embark on an eye-opening trip to Sydney in October.

The students were selected based on their school attendance rates and efforts to push themselves in the program that focused on the tough health issues facing Indigenous youth.

The program's creator, former rugby player Matt Sonter, said he had tried to push the students and he valued how much of themselves the students had given him in return.

"While they were able to push themselves and learn new skills out of the program, equally, the kids gave me the chance to learn from them."

One of the Yirrkala

school teachers helping run the program Melanie Mununggurr said the trip in October would help broaden the students' horizons.

"There are a lot of kids who haven't seen the city and it's a good opportunity for them to get down and see what's out there."

What's out there is a jam-packed adventure to see all the sights of the big city as well as visit the National Centre for Indigenous Excellence, in the inner-Sydney suburb of Redfern, and a visit to La Perouse Primary School.

The kids will have the chance to step outside their comfort zone in Sydney, meeting with various groups and taking in new experiences including trips to Taronga Zoo, a hairdressing school and exploring iconic sights such as the Sydney Harbour Bridge.



Cool kids Roberta Mununggurr, Josepha Marawili, Wuyulwi Gondarra and Guymarawuy Yunupingu.



Renal unit update

The renal unit at Yirrkala is getting busier as you can see from this photo of two patients on haemodialysis and one receiving peritoneal dialysis. We hope for further expansion next year.



Dhapirrk Natha Mala

Miwatj Health is proud to be supporting Milingimbi School in setting up their *Dhapirrk Natha*

Mala, Healthy Food Cafe mobile food trailer, as part of the years 9 and 10 Healthy Food and Lifestyles program.

The following elements of the NT curriculum will be



covered:

HP 5.1 Individual and Community Health and Safety

HP 5.2 People and Food

SOC 5.4 Values, Beliefs and Cultural Diversity

ENT 5.1 Financial Literacy

ENT 5.2 Life Roles



Contact details

Miwatj Health Aboriginal Corporation

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NT 0881

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Fax. (08) 8987 1670

Nhulunbuy Clinic

Ph. (08) 8939 1999
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

Nhulunbuy Clinic

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

Gunyangara Clinic

Mon – Thu 08:30 - 12:00 & 13:00 - 16:00
Friday 08:30 – 12:00

Yirrkala Clinic

Mon - Wed 08:30 - 12:00 & 13:00 - 16:00
Thursday 08:30 - 12:00
Friday 08:30 - 12:00 & 13:00 - 16:00

Ngalkanbuy Clinic

Mon - Tue 09:00 - 12:00 & 13:00 - 16:30
Wed 09:00 - 12:00
Thu - Fri 09:00 - 12:00 & 13:00 - 16:30
24/7 on-call

Board Members achieve Cert IV in Business Governance

Congratulations to the following Board Members for completing their Certificate IV in Business (Governance):

John Morgan
Sharon Mununggurr
Djapirri Mununggirritj
Timmy Burarrwanga
Margaret Yunupingu
Wali Wunungmurra
Djuwalpi Marika
Ross Mandi
David Yangarriny
and **Jean Rurrukunbuy**, Cultural Advisor to the Board.

Well done also to **Rhonda Simon** and **Mildred Numamurdirdi** who have completed a number of the modules required to achieve the Cert IV.



*Above left and centre: playing games in Gapuwiyak
Top right: Players meet the children
Bottom right: In Milingimbi*

*Below: Leaving Gove Airport
Bottom right: Sky in Gapuwiyak*



Geelong Cats visit to Gapuwiyak and Milingimbi

On 24 October 2013, the Healthy Lifestyle team and I travelled to Gapuwiyak and Milingimbi communities with three of the Geelong Cats players - Travis Varcoe, Dawson Simpson, Stuart Webster, Trent West - and 3 of their partners.

The first stop was Gapuwiyak where they ran short AFL drills and had games for the school children.

We then travelled to Milingimbi where we were greeted by community elders. The players ran fun games with the children before a lunch break, then some of the men had a short game with them.

It was a wonderful experience and I'm glad I got to be a part of the days events even if I was on a day off from work. It was great cultural awareness for me as I learnt about

these communities and met some wonderful people in the process.

Sky Morgan
HR Administration Officer





Above: Tennis Gove and Miwatj Healthy Lifestyles Competition in Nhulunbuy, October 15-16th

Below: Yirrkala School students visit La Perouse on a cultural exchange

Healthy Lifestyles





Above: Galverston and Stormboy, HLS participants who will be attending The Scots College Sydney in 2014

Photo Diary

Top (R) HLS Volleyball team at Galuru
Right: Community tennis at Ramangirr homelands
Below: U15 AFL Carnival in Nhulunbuy



PayGlobal / PGOS / PG / Exolvo – What is it and when to expect it

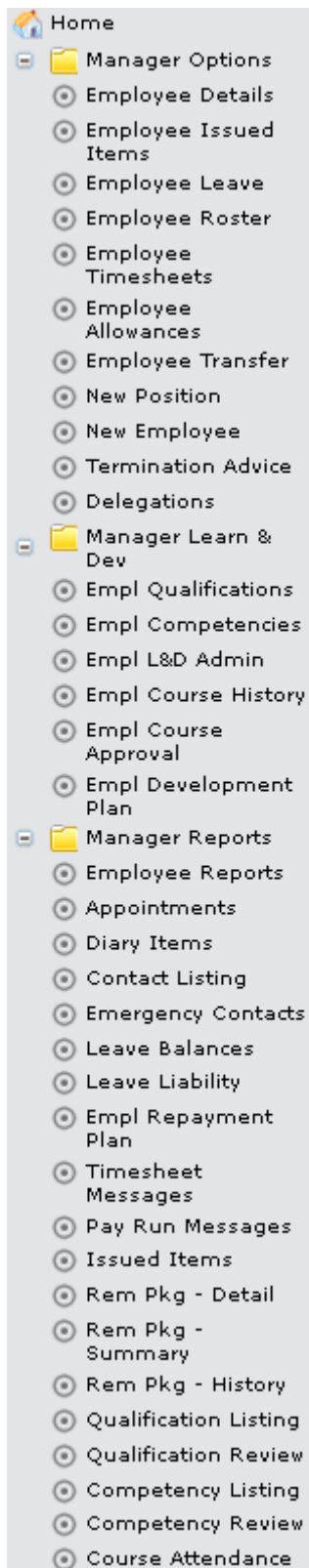
For some time now there has been talk of new payroll & HR systems being introduced within Miwatj Health. 'Pay Global Exolvo' will streamline workflows for all of us .

Like any software system, it does not do the managing for us. Rather it provides the tools for Employees and Managers to use.

Like clinical data systems, the source data still has to be collected and entered accurately, consistently and in a timely manner.

We have not done away with Doctors & Nurses because we have Communicare - Neither will a situation exist where HR & Payroll staff become redundant. These systems provide tools for us to use – they do not replace the real people doing the job at the coalface.

Three key areas will change significantly in coming months however there will be two phases involved.



Example Manager Menu in ESS

Employee Self Service

The first phase involves Employee Self Service (ESS) and Payroll processing.

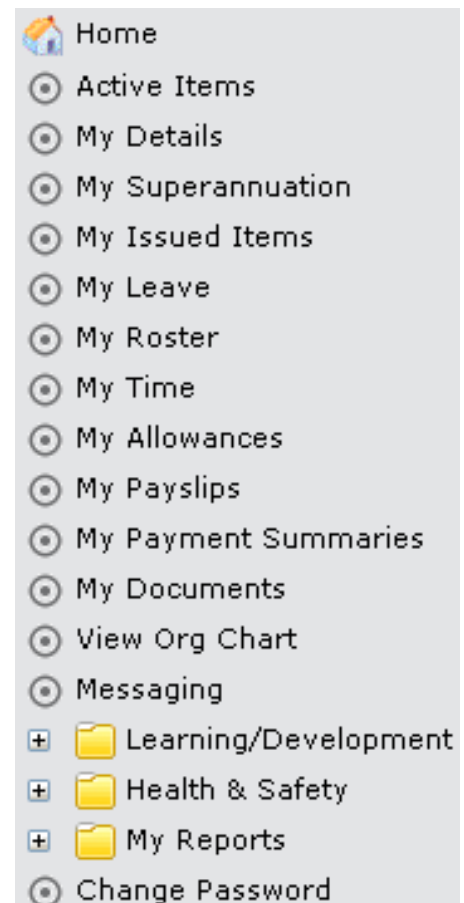
Through ESS, employees will be able to access leave balances and history, personal info, payslips and timesheet data & managers will be able to access leave balances, history and timesheet data for their employees, anywhere, anytime.

It streamlines time-consuming paper-based processes into efficient electronic workflows and promotes effective business practices for employees, managers and HR/payroll teams. ESS provides a central repository for your information using a standard web browser.

Timesheets

Timesheets and leave requests will move from the employee to the managers for approval.

For example a request for Ceremonial



Example Employee Menu in ESS

Leave will move through two steps – first to the line manager to support the application and onto the delegate for approval of the application.

At the time of payroll processing, applications/timesheets which have not been authorised, will not even be seen by Payroll staff.

Payroll will become largely automated. Once a timesheet entry has been approved, data will be ready for machine processing.

The system itself incorporates checks for unusual/erroneous data and yes, there will be checks performed by people too.

(contd.)

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HR administration

The second phase, following some months later, overhauls HR data collection and storage and provides the organisation, managers and employees with the tools to enable best practice HR processes.

The software provides the analytical, planning and operational tools necessary to monitor staff activities and performance.

Training will commence during November for ESS. All workplaces will be visited by both ICT and Business Services staff. It is planned that during December PayGlobal will move into a live testing phase.

This will run in conjunction with existing systems for 3 to 4 pay periods. Once everything is seen to be working accurately and bumps have been smoothed, the existing system of hard copy timesheets and leave applications will cease.

It cannot be avoided that at the end of this financial year, employees will receive two PAYG summaries.

Lesley Bullemor
Senior Business Services Officer

Your ESS internet log-in page



NEW FEATURE:

Miwatj Staff Profiles



Name: **Becc Rutherford**
Job Title: Payroll Officer

- 1: Where were you born?
Bunbury, WA
- 2: Where did you go to school?
Nhulunbuy Primary and Australind High School
- 3: Who is your favourite AFL team?
West Coast Eagles
- 4: What is your favourite bush tucker?
Tamarind, though I think it's actually not native to Australia
- 5: Who is your favourite musician/s?
Train (band)
- 6: Who is your favourite sportsperson?
Daniel Kerr
- 7: What is your favourite TV show or movie?
Jaws (movie)
- 8: What is your favourite saying?
Without change there would be no butterflies
- 9: What health message would you give to djamarrkuli (children)?
The importance of good nutrition



Name: **Damien Yunupingu**
Job Title: Remote AOD Worker/
Raypirri Rom

- 1: Where were you born?
Gove District Hospital
- 2: Where did you go to school?
St John's College in Darwin
- 3: Who is your favourite AFL team?
Sydney Swans
- 4: What is your favourite bush tucker?
Emu, Kangaroo, Magpie goose, Green turtle, Barramundi and Goanna
- 5: Who is your favourite musician/s?
Chris Brown, Bob Marley, Lucky Dube, J Boog, Common Kings, Jeffery Gurrumul and Usher
- 6: Who is your favourite sportsperson?
Lewis Jetta
- 7: What is your favourite TV show or movie?
Australian Idol (TV show), God Must Be Crazy (movie)
- 8: What is your favourite saying?
Keep going, don't fail until you reach the goal
- 9: What health message would you give to djamarrkuli (children)?
Don't smoke cigarette or gunja, don't sniff petrol and don't follow them naughty kids who do all the silly things.



Miwatj Vehicles

On the occasional Friday afternoon you may find Donna and Arfa in the carpark shaded Admin area, washing Miwatj Vehicles.

Feel free to drop by with your Miwatj car and we may be able to assist you with washing it as some of them are getting a little grubby.

Keep up the good work doing tyre checks etc, it has been working as we are catching faults.

Asset Manager update

The new Boardroom is almost complete! There are just a few final items which we are waiting to arrive.

The Chronic Disease team are currently moving back into their newly renovated area, which is looking quite smart and should be a great work space.

Arthur Groom
Asset Maintenance Officer

Messages from HR

OCHRE CARDS: Please remember that if you renew your OCHRE Card or Licence to give HR a copy.

Welcome New Starters!

Deon Mununggurr - **WETO**
Dawn Howlett - **Finance Officer**
Lynda de Gruchy - **Transitional After Care Worker SEWB**
Prue Verney - **Business Services Officer Yirrkala**
Dr Julian Charles - **Nhulunbuy Clinic**

Please make them feel welcome :)

Miwatj Employee Anniversaries!

In this section we want to recognise the hard work of our staff and mark their employment milestones. The following people have celebrated a Miwatj anniversary this quarter:

7 years

Eddie Mulholland - CEO

6 years

Stelle Minitjapuyngy Gondarra - AHW
Jeni Stubbs - ASM Gove

5 years

Terry Yumbulul - Regional Liaison

4 years

Richard Seden - Men's Health
Beth Djarrupi Wunungmurra - CW
Elizabeth Gurimangu Bukulatjpi - CW

3 years

Sebastian Gaykamangu - Groundsman
David Rripula Dhammarandji - AHW
Oscar Datjarranga 2 - Tobacco Control

2 years

Stephanie Dhamarrandji - AHW
Trudi Loudon - Doctor's Admin
Lesley Bullemor - Senior BSO
Lyn Mitchell - Clinic Reception
Delwyn Gaykamangu - Reception
Damien Yunupingu - CW
Emma Whitmore - RN

1 year

Trevor Marks - RN
Juliette Mundy - Executive Secretary
Katharina Kariippanon - Tobacco Coordinator
Janet Richardson - AHW
Liz Ritter - RN
Nalkuma Burarrwanga - CW
Kevin Djaymila Dhamarrandji - Maintenance Assistant

New HR Team Member

Deon Mununggurr is our newest member to join the HR team as the Workforce Education and Training Officer.

This position will assist with the growth and development of our Aboriginal workforce in Miwatj Health as integral to implementing the organisation's values, core functions and achievement of strong results.