



IAHA 2015 National Conference

Cairns, Qld - December 2015

***“Superannuation approaches
to the Aboriginal Mental Health Workforce”***

NSW Aboriginal Mental Health Workforce Program

Superannuation

- a long-term savings arrangement which operates primarily to provide income for retirement.
- a key element in the Government's long-term objective of moving retired Australians off dependence on the age pension and increasing the level of national savings.
- a superannuation fund is defined as 'a fund which is indefinitely continuing
- *Socially Responsible Investment*: Sustainability advocates argue that companies whose environmental and social activities meet standards are expected to be more financially viable in the long term.

Long term investment approaches

Superannuation in this instance represents the workforce approaches needed to generate a more substantial real benefit which are

- sustainable
- innovative
- builds for now and the future

Building for now and the future

Trainee Position Locations

- Bega
- Goulburn
- Moruya
- Queanbeyan
- Deniliquin
- Griffith
- Albury
- Wagga
- Young
- Tumut
- Pambula
- Broken Hill
- Dareton
- Tamworth
- Taree
- Armidale
- Narrabri
- Blacktown
- Penrith
- Mt Druitt
- Moree
- Lithgow
- Orange
- Cowra
- Bathurst
- Parkes
- Dubbo
- Bourke
- Lightning Ridge
- Ryde
- Wyong
- Justice Health
- Kempsey
- Coffs Harbour
- Lismore
- Camperdown
- Liverpool
- Sutherland
- Wollongong
- Batemans Bay
- Temora
- St George
- Macksville
- Campbelltown
- Nowra

Accumulated growth on investment: dividends

- 54 Trainees completed since 2007 (+10 this year)
- Currently 34 Trainees in progress
- = 88 Aboriginal people in the MH space
- Retention currently 75%
- Career Employment – not just a number or a 2.6% employment target

Career Employment Recognition

1. Academia
2. Across mental health professions
3. Across structures
 - Professional Awards/Legislation
 - Value to Workplaces
 - Value to Aboriginal people

Recognition

- By academia
- Accreditation through a reputable Higher Education Facility – CSU 1995-97
- Increasing numbers to become self sustaining/self generating
 - CSU has consistent numbers of approx 80 students over the past 3 years or so

Recognition

- Across mental health professions
 - Embedded the National Practice Standards for the Mental Health Workforce 2002, 2013
 - Mapped against the Australian Quality Framework - Graduates
- Academic includes assessment of Clinical Competence
- Traineeship model enables Workplace Learning and University to be built in
- A profound model of learning
- *An Emerging* Profession across Health and Human Services

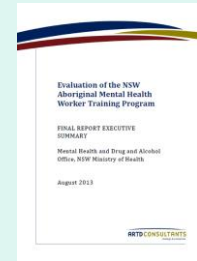
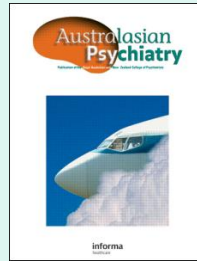
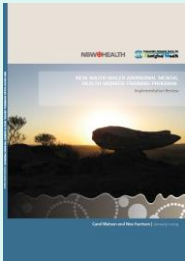
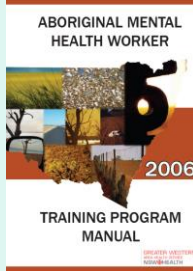
Recognition

- Across structures
- Valuable to Aboriginal people, organisations and communities
- IAHA membership 2012
- Health professions award in 2014 same as other Allied Health Professionals
- “if you want to play with our heads we need to be part of that and involved at the front/hard end of care”
- “both ways learning – teaching us is teaching you”

Career Employment Contribution

- Sonia Butler (Team Leader) South Coast AMS Nowra
- Sharlene Cruickshank BTH Counsellor South Coast AMS Nowra
- Katie Morris FaCS Bourke
- Daniel Morrison – Pathways to Post Graduate studies
- Brendan Gentles AMS Redfern
- Laura Ross District Coordinator Aboriginal MHDA Murrumbidgee
- Leanne Scholes-Asper Team Leader Durri AMS Kempsey (AMHFA)
- Matthew Trindall Aboriginal MH Clinical Leader SES LHD (Masters)
- Ken Zulumovski – Director Gamarada Men’s Group
- Verina Crawford - Aboriginal MH Clinical Leader FW LHD
- Donna Stanley - Aboriginal MH Clinical Leader WNSW LHD (AMHFA, LW MHC)
- Jackie Jackson – Aboriginal Health Coordinator SNSW LHD
- Kristen Ella – Priority Advisor (Children and Young People)
- Sandra Thomas – 17 years in MH Ridge now with FaCS
- Steve Stanton – Chief Operating Officer, Housing Plus, IAHA Board, MBA Masters
- Rhonda Woodward – S/Assault Counsellor 10 yrs, now APSC Graduate Support
- Tess McMillan – Sexual Assault Counsellor
- Robyn McMillan – Lecturer, Djirruwang Program

Regular Reporting Program Publications (NSW Aboriginal Mental Health Workforce Program)



Watson, Carol and Harrison, Nea (2009) *New South Wales Aboriginal Mental Health Worker Training Program: Implementation Review*. Cooperative Research Centre for Aboriginal Health and NSW Health
<http://www.health.nsw.gov.au/mhdao/workforcedev/Pages/aborig-mh-wrkforce-prog.aspx>

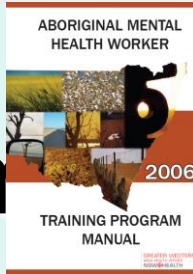
Watson, Carol and Harrison, Nea with Brideson, Thomas and Greenwood, Catherine (2010) *Walk Together, Learn Together, Work Together: A Practical Guide for the Training of Aboriginal Mental Health Professionals in New South Wales*. Cooperative Research Centre for Aboriginal and Torres Strait Islander Health
<http://www.health.nsw.gov.au/mhdao/workforcedev/Pages/aborig-mh-wrkforce-prog.aspx>

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

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

ARTD Consultants (2013) *NSW Aboriginal Mental Health Training Program Evaluation Report*. New South Wales Health.
<http://www.health.nsw.gov.au/mhdao/workforcedev/Pages/aborig-mh-wrkforce-prog.aspx>

How it works: NSW Aboriginal Mental Health Workforce Program



Background:

- Model built on previous successes developing over 20 years
 - QBN 93, GLB 95 – 2000, BH 2001 – 2006
- NSW Aboriginal Mental Health and Wellbeing Policy 2006 - 2010 (current Policy Directive) **A supported and skilled workforce**
- 19 Trainee positions from the Policy (funded as enhancements)
- Involved all AHS's (at the time) and now most LHD's
- Many services converted existing vacant AMH positions to Trainees
- **Repeating Traineeships in a 3 year cycle** (1:1000 Policy target)
- Using the same investment to repeat: snow balling numbers

Celebrate

- Check this out

<http://nswmentalhealthcommission.com.au/news/galleries/21-years-of-the-djirruwang-program>

AMHWP Superannuation Model

‘At a Glance’

- Mental Health Teams Recruit and Develop their own Trainees
“Growing Our Own Locally”
- Workforce Program Model (Identified positions)
 - Trainees are employees permanent full time staff in NSW LHD’s:
 - First 3 years all Trainees undergo On The Job Training (under supervision)
 - Mandatory Undertake a University Degree – PRG agreed 2006 & 2014 course of study BHSc (MH) at CSU, Wagga Wagga
 - Mandatory Clinical Placements as part of the Degree
 - Compulsory Residential School attendance 3 times per year
 - National Practice Standards for the Mental Health Workforce, 2002 & 2013

Learning Model - visually

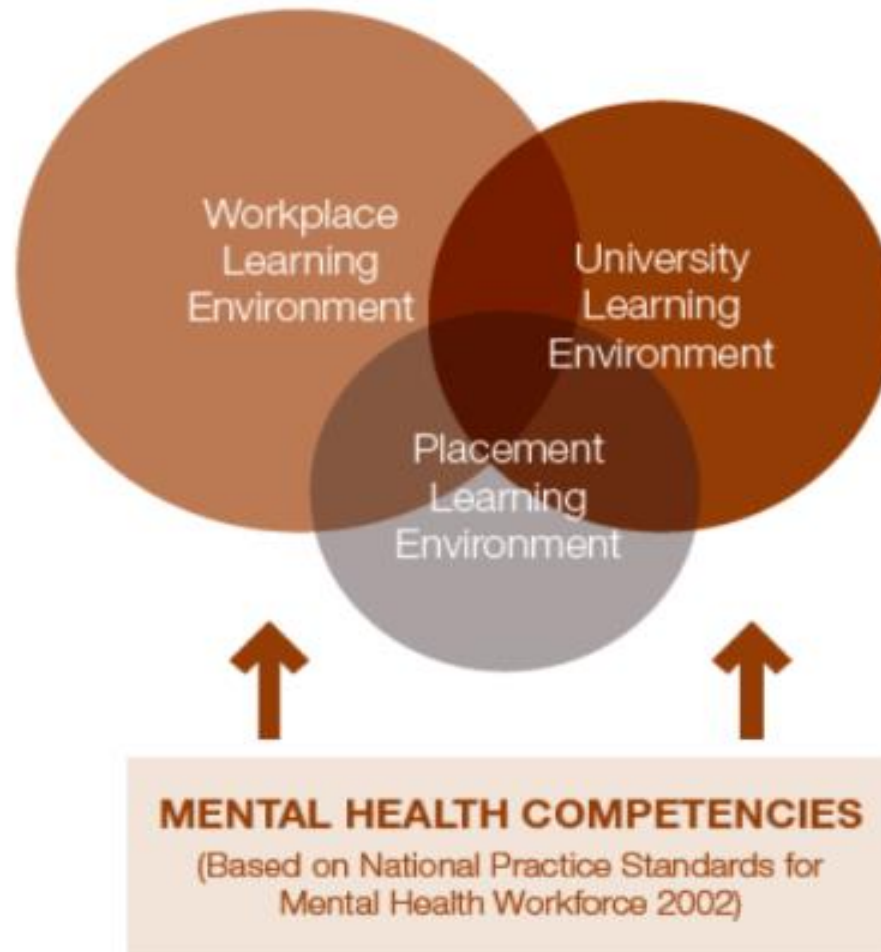


Figure 1: Aboriginal Mental Health Worker Training Program Learning Model

Source: adapted from the GWAHS learning model in C Watson and N Harrison (2006). op. cit., page 15.

Program Description

'At a Glance'

- Trainees employed under an Award
- When completed Trainees transfer to Graduate HP Award
 - (Workplace Relations Advice, 2014)
- Ongoing Employment
- **Implementation Resource:** Practice Based Evidence
 - Practical Guide agreed/outlines Program all roles/responsibilities
- 2012 **Qualification recognition** (as members) by Indigenous Allied Health Australia (IAHA)



What is needed

- ‘Aboriginal Mental Health workforce investment strategy’ or in real terms an Aboriginal Mental Health Workforce Superannuation Investment Strategy
- Ensuring Culturally informed Self determination and Self sufficiency is included and is promoted in respect to dependence reduction.
- Regular contributions
 - Accumulated annual milestones
 - Progressive benefits
 - Meaningful reporting
- Additional responsible approaches
 - Alignment of curriculum to professional standards around Aboriginal Mental Health
 - Setting Aboriginal Mental Health Workforce Targets

Echo, echo, echo, echo, echo...

- Partnerships that are meaningful
- Programs that affirm culture
- Build on successes
- Relationships beyond necessity
- Capacity of individuals
- Capacity of communities
- Capacity of services
- Empowerment of Aboriginal people

Working Together:

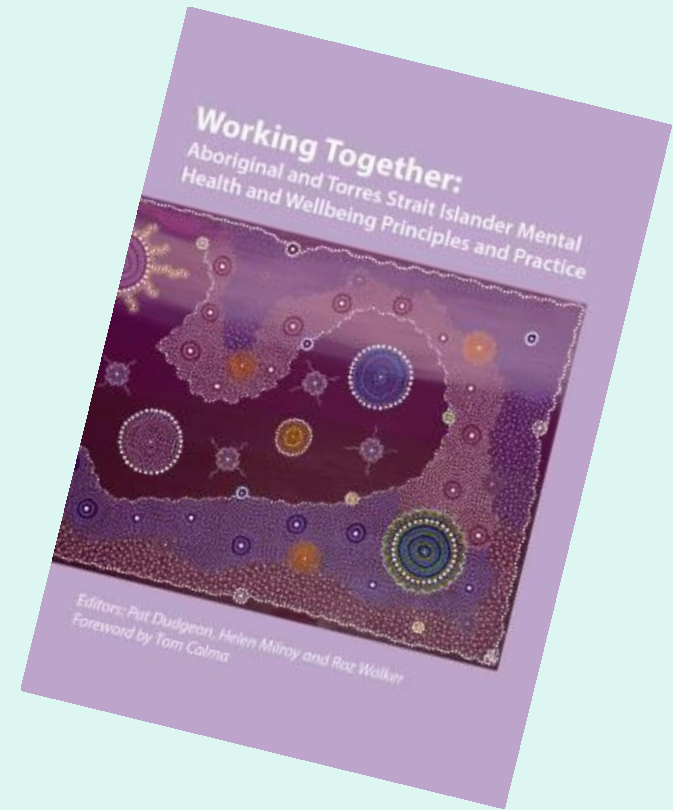
Aboriginal and Torres Strait Islander
Mental Health and Wellbeing
Principles and Practice

To order a copy:

www.ichr.uwa.edu.au/kulunga

enquiry@ichr.uwa.edu.au

08 9489 7788



Gayaa Dhuwi (Proud Spirit) Declaration

National Aboriginal and Torres Strait Islander
Leadership in Mental Health
Together we are strong

www.natsilmh.org.au

Contact

Tom Brideson, State-wide Coordinator
Sun Lodge
Bloomfield Campus
Forest Rd
Orange NSW 2800

Thomas.Brideson@health.nsw.gov.au

Phone 02 6369 8891