



PARTNERSHIP AGREEMENT FOR

Indigenous Allied Health Australia

**Aboriginal and Torres Strait Islander
Health Academy**

Northern Rivers Region



Health
Northern NSW
Local Health District





An Agreement Between:

- Indigenous Allied Health Australia Ltd
- Bulgarr Ngaru Medical Aboriginal Corporation
- Bullinah Aboriginal Health Service
- Rekindling the Spirit
- Northern New South Wales Local Health District

Preamble

The New South Wales Aboriginal Community Controlled Health Sector (ACCHS), Indigenous Allied Health Australia (IAHA) & Northern NSW Local Health District (NNSW LHD) regional network partnership brings together the (5) organisations in supporting and growing the regional Aboriginal & Torres Strait Islander health workforce within the Northern Rivers region.

Under this Partnership Agreement, the partners will work together in a spirit of cooperation and collaboration.

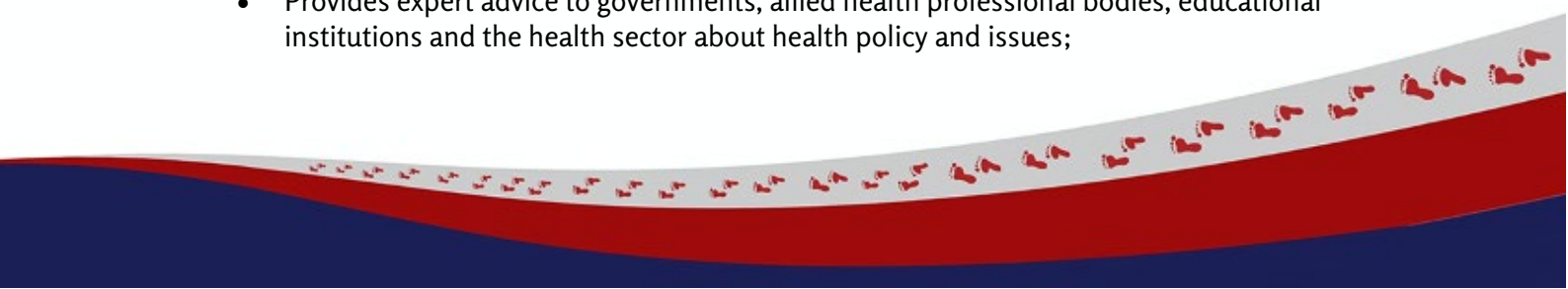
IAHA owns all Intellectual Property rights pertaining to the Academy model, which includes but is not limited to:

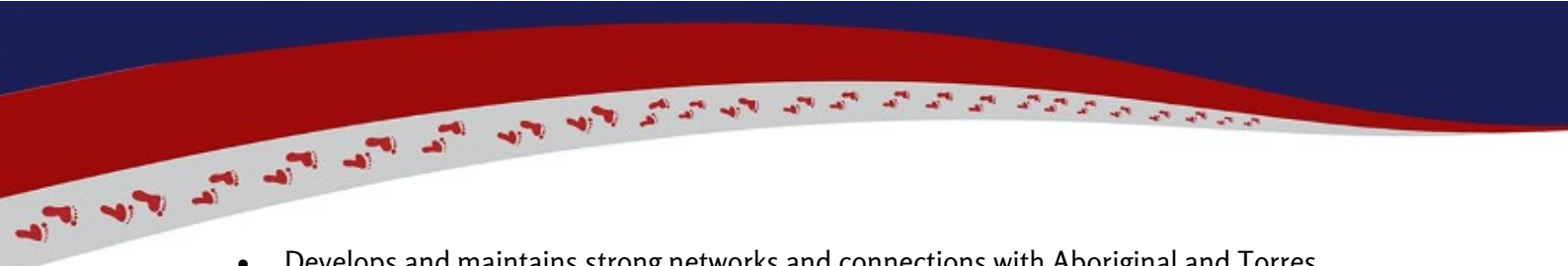
- Course learning material and resources; and
- The National Aboriginal and Torres Strait Islander Health Academy pathway model

Indigenous Allied Health Australia (IAHA)

Indigenous Allied Health Australia Ltd. (IAHA) is a national not for profit, member-based Aboriginal and Torres Strait Islander allied health organisation. Formed in 2009 and becoming a registered company in 2013, IAHA is built on the principle that the Aboriginal and Torres Strait Islander health workforce plays a vital role in addressing the health and wellbeing of Australia's First Peoples. To close the gap in health outcomes, more Aboriginal and Torres Strait Islander people must be encouraged to consider, pursue and succeed in allied health and broader health careers. In addition, IAHA has a significant role in building and promoting the cultural safety of the health workforce and service system as a whole.

As a peak body IAHA:

- Provides support and advocacy on behalf of the Aboriginal and Torres Strait Islander allied health workforce and students at the local, regional and national level;
 - Builds strong leadership capacity across the allied health and Indigenous health sectors;
 - Works closely with organisations, universities and other related sectors to improve health curricula, address allied health workforce issues and promote allied health careers with Aboriginal and Torres Strait Islander peoples;
 - Provides expert advice to governments, allied health professional bodies, educational institutions and the health sector about health policy and issues;
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- Develops and maintains strong networks and connections with Aboriginal and Torres Strait Islander peoples and communities to ensure IAHA core objectives meet their needs and aspirations; and
 - Works closely with the health sector and communities to improve access to allied health services.

Bulgarr Ngaru Medical Aboriginal Corporation (BNMAC)

In 1990, the Baryulgil Community resolved to set up as a Community Controlled health service. It has long been acknowledged that Community Controlled health services are the best healthcare providers to the Aboriginal Community. The Baryulgil Community resolved that the new service would provide health care to the Aboriginal People residing in the Page Electorate.

The establishment of the Community Controlled health service within the region was due to the significant health problems and continued to impact the local Aboriginal Community who worked at the asbestos mine since 1944.

The new organisation would be called Bulgarr Ngaru Medical Aboriginal Corporation. Bulgarr Ngaru is "Big River" in the Yaegl language.

BNMAC makes a difference by providing comprehensive primary health care services, including medical and dental services, chronic disease management, mental health, and health education programs covering substance use, sexual health, and lifestyle management.

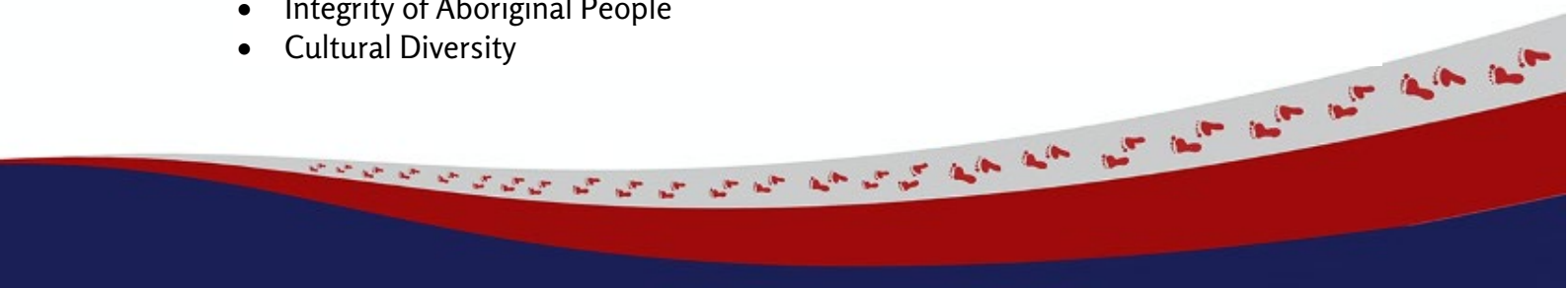
The Corporation aims to improve the health status of the Aboriginal communities in the Northern Rivers through the implementation of appropriate medical care and disease prevention programs, where Bulgarr Ngaru is the primary health care provider to Aboriginal and Torres Strait Islander communities.

Bullinah Aboriginal Health Service (BAHS)

Bullinah Aboriginal Health Service (BAHS) was established in March 2008, by and for Goori People in and around the Ballina, Bryon Bay, Mullumbimby, and Evans Head areas of NSW.

BAHS is an Aboriginal Community Controlled Health Service working together with communities and partners to achieve better health and wellbeing by delivering sustainable and holistic health services. BAHS' vision is a Strong Empowered and Health Goori Community.

BHAS Recognises and Values:

- Self Determination through Aboriginal Ownership and Control
 - Holistic, comprehensive Primary Health Care approaches
 - Trust, Loyalty, Respect, Courage, Listening, Leadership, Collaboration
 - Accurate History from an Aboriginal Perspective
 - Integrity of Aboriginal People
 - Cultural Diversity
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- Aboriginal strength and Resilience

Rekindling the Spirit

Rekindling the Spirit is a collaborative primary health care service run by and for Aboriginal people, families and communities.

Rekindling the Spirit work to ensure that Aboriginal people within families and communities reach and celebrate good health. Rekindling the Spirit uphold the definition of Aboriginal health that is not just the physical wellbeing of an individual but refers to the social, emotional and cultural wellbeing of the whole Community – this is where each individual can achieve their full potential as a human being, thereby bringing about the total wellbeing of their Community.

Rekindling the Spirit support Aboriginal people to reconnect with families, communities and traditional Aboriginal culture, values and beliefs.

Rekindling the Spirit values and recognises:

- Empowerment and self-determination of Aboriginal people;
- Cultural safety and community engagement;
- Respect, dignity, confidentiality;
- Empowerment and wellbeing for clients and staff;
- Zero tolerance of violence; and
- Welcoming and caring.

Northern NSW Local Health District

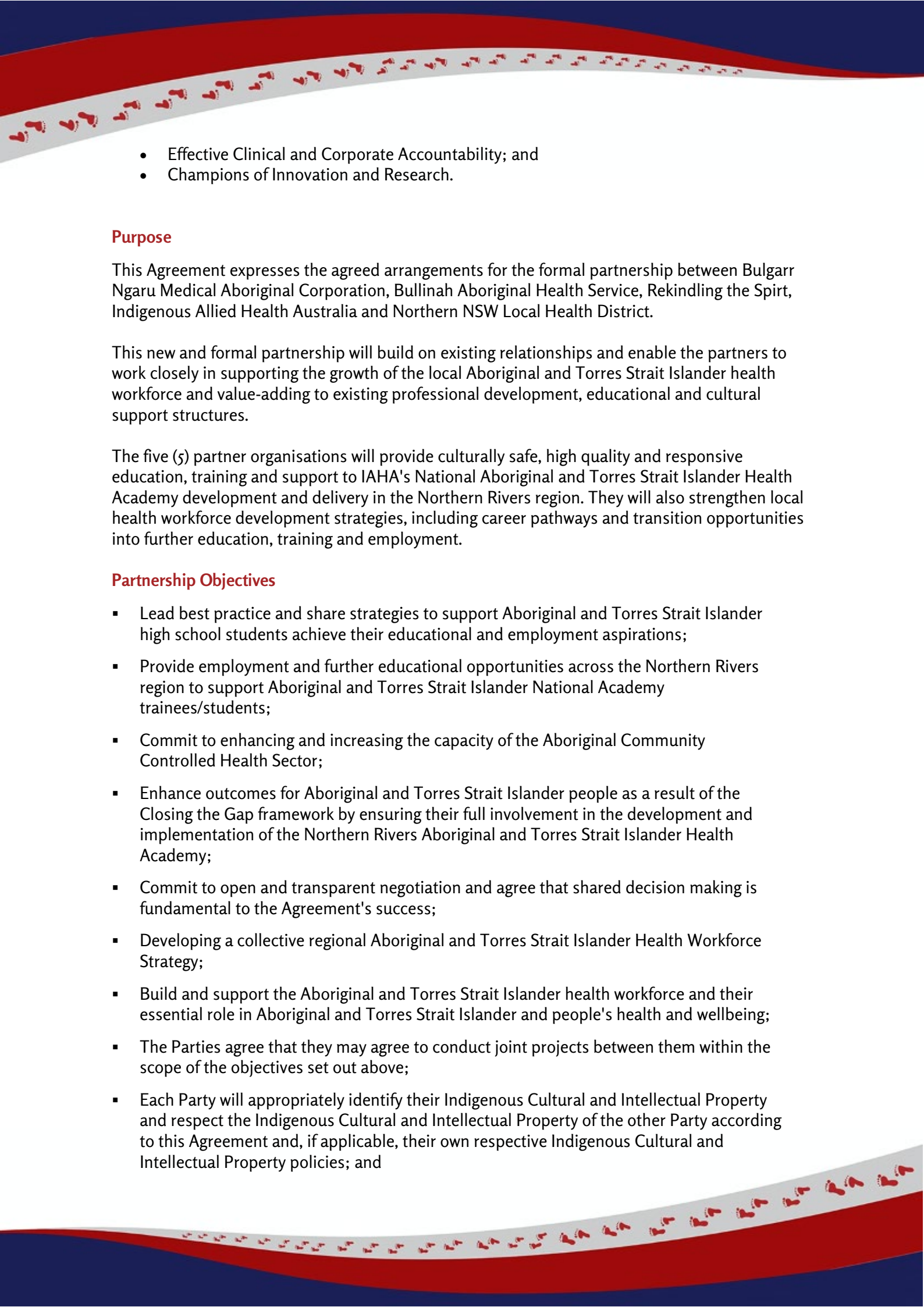
NNSWLHD covers 20,732km², spanning from the Local Government Areas of the Clarence Valley in the south to Tweed in the north. The western and southern borders of the District join the Hunter New England Local Health District and Mid North Coast Local Health District. The District's northern border joins Queensland, with the city of Gold Coast located immediately north of the Tweed Local Government Area.

Over 300,000 people live in the communities within the NNSWLHD footprint. Services are provided across eight hospitals, four Multi-Purpose Services, one Drug and Alcohol Detoxification Unit, twenty Community Health Centres and two HealthOne services.

The Aboriginal Health Unit – as part of the NNSWLHD - provides strategic advice on Aboriginal cultural considerations and embedding this advice into localised policy, planning and program development. The Aboriginal Health Unit delivers services and programs to Aboriginal communities throughout the District, including healthy lifestyle, palliative care and chronic care management, and cultural safety training and developing the Aboriginal workforce.

NNSWLHD is working toward being the leading regional local health district in Australia. Our strategic priorities are:

- Value, Develop and Empower Our People;
- Our Community Values Our Excellent Person-Centred Care;
- Empowering Aboriginal Health;
- Integration Through Partnerships;

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- Effective Clinical and Corporate Accountability; and
 - Champions of Innovation and Research.

Purpose


This Agreement expresses the agreed arrangements for the formal partnership between Bulgarr Ngaru Medical Aboriginal Corporation, Bullinah Aboriginal Health Service, Rekindling the Spirit, Indigenous Allied Health Australia and Northern NSW Local Health District.

This new and formal partnership will build on existing relationships and enable the partners to work closely in supporting the growth of the local Aboriginal and Torres Strait Islander health workforce and value-adding to existing professional development, educational and cultural support structures.

The five (5) partner organisations will provide culturally safe, high quality and responsive education, training and support to IAHA's National Aboriginal and Torres Strait Islander Health Academy development and delivery in the Northern Rivers region. They will also strengthen local health workforce development strategies, including career pathways and transition opportunities into further education, training and employment.

Partnership Objectives

- Lead best practice and share strategies to support Aboriginal and Torres Strait Islander high school students achieve their educational and employment aspirations;
- Provide employment and further educational opportunities across the Northern Rivers region to support Aboriginal and Torres Strait Islander National Academy trainees/students;
- Commit to enhancing and increasing the capacity of the Aboriginal Community Controlled Health Sector;
- Enhance outcomes for Aboriginal and Torres Strait Islander people as a result of the Closing the Gap framework by ensuring their full involvement in the development and implementation of the Northern Rivers Aboriginal and Torres Strait Islander Health Academy;
- Commit to open and transparent negotiation and agree that shared decision making is fundamental to the Agreement's success;
- Developing a collective regional Aboriginal and Torres Strait Islander Health Workforce Strategy;
- Build and support the Aboriginal and Torres Strait Islander health workforce and their essential role in Aboriginal and Torres Strait Islander and people's health and wellbeing;
- The Parties agree that they may agree to conduct joint projects between them within the scope of the objectives set out above;
- Each Party will appropriately identify their Indigenous Cultural and Intellectual Property and respect the Indigenous Cultural and Intellectual Property of the other Party according to this Agreement and, if applicable, their own respective Indigenous Cultural and Intellectual Property policies; and

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- Identify collective and shared priority areas for action.

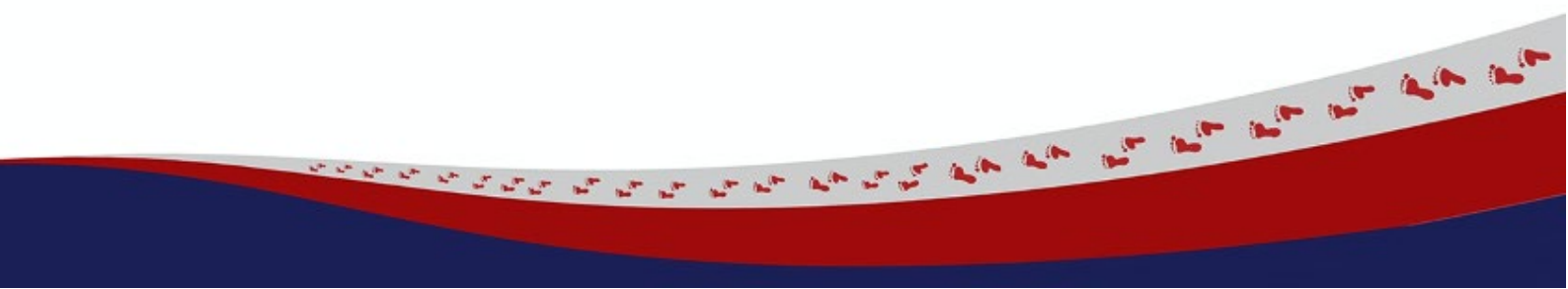
Partnership Responsibilities

- Partners as Host Employers are to provide a minimum of **two (2)** student placements per year;
- IAHA will deliver its Cultural Responsiveness Training to all key stakeholders within the Northern Rivers region before placing trainee/students with host employers;
- Representation on IAHA's National Aboriginal and Torres Strait Islander Health Academy Northern Rivers Technical Advisory Group;
- All parties agree to participate in at least **one (1)** IAHA National Aboriginal and Torres Strait Islander Health Academy Careers Expo for the Northern Rivers region;
- All parties agree to participate and contribute to the evaluation of IAHA National Aboriginal and Torres Strait Islander Health Academy Northern Rivers region;
- IAHA is committed to providing financial support to the school-based trainees within the Northern Rivers region for **two (2)** years, with other financial commitments to be sourced to ensure the sustainability of the program within the Northern Rivers region;
- Host Employers agree to provide in-kind support either by providing healthy choice lunches, transportation, or another area of support as needed by the trainees/students; and
- IAHA will provide Northern Rivers Host Employers with mentoring and project support in delivering the National Aboriginal & Torres Strait Islander Health Academy.

Period of arrangements

- This Agreement shall commence on the date of its execution and remain in force for up to three (3) years, with a review to be undertaken every twelve (12) months. Following each review, the parties may determine to continue or terminate the Agreement;
- At the end of three (3) years, the Parties may agree to extend the Agreement in writing (this may be in the form of an email); and
- The Parties may agree to terminate this Agreement by mutual consent at any time, or any Party may terminate this Agreement with three (3) months written notice.

Governance

- The organisations will regularly meet via teleconference on no less than **four (4)** occasions per calendar year; and
 - Face-to-face meeting and engagement will occur on an ad hoc basis, noting the logistical and financial constraints of each Party.
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Signatures to the Agreement:

Donna Murray
Chief Executive Officer
Indigenous Allied Health Australia (IAHA)



Date: 8/6/2021

Scott Monaghan
Chief Executive Officer
Bulgarr Ngaru Medical Aboriginal Corporation



Date: 8/6/2021

Jody Irwin
Chief Executive Officer
Bullinah Aboriginal Health Service



Date: 8/6/2021

Georgina Cohen
Chief Executive Officer
Rekindling the Spirit



Date: 8/6/2021

Kirsty Glanville
Associate Director Aboriginal Health
Northern NSW Local Health District



Date: 8/6/2021