

Annual Report



**KIMBERLEY ABORIGINAL
MEDICAL SERVICES LTD**

**2023–
2024**





Warning

This report contains images of people that have passed away.

Organisational Information

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 ABN 67 169 851 861

Terminology

The word Aboriginal has been used throughout this document. When referring to Aboriginal people, KAMS is referring to all Aboriginal and Torres Strait Islander people.

The term 'KAMS' is used to describe our organisation (Kimberley Aboriginal Medical Services) which represents both KAMS Ltd and Kimberley Renal Services Pty Ltd.

The term 'health' is used throughout this document and refers to 'health and wellbeing.'

Cover image by Tonchi McIntosh, Men's Health Regional Coordinator

Fire and renewal in action on the Tanami Road. Our lives revolve around the seasons of the Kimberley, promoting culturally safe health care alongside the oldest and most vibrant living civilisation on the planet.

Acknowledgement of Country, Culture and Community



Kimberley Aboriginal Medical Services pays our deepest respects to all Traditional Owners across the Kimberley region of Western Australia.

We acknowledge the wisdom of our Elders, those who came before us, those that are here today and those that are emerging. We pay our deepest respects to our Elders for their leadership over generations – their wisdom and courage in caring for and protecting our ancient lands, living Culture and our vibrant languages.

We also pay our respects to all Aboriginal people, and respect their knowledge systems, language, vibrant living Culture and continued connection to Country.

Image: Taken at Myroodah Crossing post 2023 flood. It captures the resilience of the river to keep flowing with beauty, and the strength, health and connectivity we have through its water. Isaac Buckle, Aboriginal Care Coordinator.

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Ngumpan Cliffs

What We Stand For

Our Vision

All Kimberley Aboriginal people are empowered to be strong, healthy and connected through Aboriginal community-controlled services.



Our Purpose

To deliver holistic health and wellbeing outcomes to Kimberley Aboriginal people in partnership with Aboriginal-led organisations that centres around Aboriginal Culture and knowledge.



Our Values

Aboriginal community control – We are an organisation of Aboriginal people, for Aboriginal people, controlled by Aboriginal people.

Caring – We care about our patients, our staff and our stakeholders.

Respect – We are respectful, and we treat each other, our clients and our stakeholders with dignity.

Culture – We respect the diversity of Aboriginal people and endeavour to embed the Culture of all Kimberley Aboriginal people.

Integrity – We are transparent, honest and do what we say we will do.

Accountability and responsibility – We set goals and we hold ourselves to account.

Leadership – We strive for excellence and encourage our staff to achieve great results.

Sustainability – We are here for the long term and will leave a positive legacy for future generations.

Innovation and continuous improvement – We seek to push the boundaries and we do not accept mediocrity.

Report from our Chairperson

Raymond Christophers

I'm pleased to present the Annual Report for the year 2023–2024 for Kimberley Aboriginal Medical Services Ltd (KAMS) and Kimberley Renal Services Pty Ltd (KRS). This report demonstrates our ongoing commitment to enhancing holistic health and wellbeing outcomes for Kimberley Aboriginal people through partnerships with Aboriginal-led organisations.



Vicki O'Donnell and Raymond Christophers at the World Congress on Environmental Health in Perth May 2024

Firstly, it is with deep sadness that I acknowledge the passing of our Deputy Chair, Mr Hill. Mr Hill represented the Ord Valley Aboriginal Health Service on the KAMS Board and was Deputy Chair of the KRS Board. Outside of this he held several other leadership roles including Empowered Communities Leader in the East Kimberley region, Chair of Binarii-binya yarrawoo (Empowered Communities East Kimberley) and Chief Executive Officer (CEO) of Kununurra Waringarri Aboriginal Corporation. As a strong leader he worked over many decades to address the social and economic challenges faced by Aboriginal people. We are grateful for his legacy and his inspiration to us all to stand up for Kimberley Aboriginal peoples' right to self-determination.

In the past year we've had some changes to the Board including a change in office bearers and representatives of our Member Services. The Board comprises representatives from each of our eight Member Services plus the position of Chairperson. I'm pleased to acknowledge that Millie Hills, who represents Yuya Yungi Medical Service, has taken on the role of Deputy Chair.

Coming off the Board, I acknowledge and thank Christopher Bin Kali, former Treasurer and representative of Broome Regional Aboriginal Medical Service and Tara Spry, former Secretary and representative of Derby Aboriginal Health Service

for their service. It has been a significant undertaking to represent their respective Aboriginal Community Controlled Health Service (ACCHS) and to take on the role of an office bearer in addition to this.

The Board received and accepted a membership application from Beagle Bay Futures Indigenous Corporation. Louis Bin Maarus is their nominated representative to the Board and has also stepped into the position of Secretary.

We welcome onto the Board Iris Prouse as Treasurer and representative of Derby Aboriginal Health Service, Timothy Garrett representing Broome Regional Aboriginal Medical Service, and William Clements representing Nirumbuk Environmental Health and Services.

Continuing Directors are Kathleen Watson representing Milliya Rumurra Aboriginal Corporation and William Bangu representing Bidyadanga Aboriginal Community La Grange.

I recognise and thank our respected Board of Directors. As representatives of our Member Services, their guidance and strategic direction are essential, and I am grateful for their expertise, dedication and service.

Under the leadership of CEO Vicki O'Donnell, and the Executive Management Team, our staff have continued to strive for excellence in delivering high-quality health and wellbeing services to Kimberley

Aboriginal people. Their unwavering commitment to our Strategic Plan and to the ACCHS Model of Care has been instrumental in our success.

Vicki's exceptional leadership and deep commitment to Aboriginal people, both in the Kimberley and across Australia, have been invaluable to our organisation. Her experience and knowledge have greatly contributed to our achievements this year.

As Chairperson, I am proud to report on the significant progress and accomplishments made by KAMS over the past year. We have remained focused on our vision: empowering all Kimberley Aboriginal people to be strong, healthy and connected through community-controlled services. This vision is grounded in the belief that better outcomes are achieved when Aboriginal people are engaged in designing and delivering the programs and services that affect them.

I extend my heartfelt gratitude to our dedicated staff, who have worked tirelessly to serve Kimberley Aboriginal communities and to support and partner with our Member Services. Their commitment to our vision is truly commendable, and I thank them for their continued dedication.

For decades, Kimberley Aboriginal people have called for a regional body to speak with one voice to governments. The Kimberley Aboriginal Regional Body Design Group is working together to design this regional body, building on the work of the Crocodile Hole report. Consultation has been occurring across the Kimberley to determine what this regional body should look like. KAMS is a member of the Design Group, along with the Kimberley Land Council, Kimberley Aboriginal Law and Culture Centre, Kimberley Language Resource Centre, EC-West, Aarnja, Binarii-binya yarrawoo, and Empowered Young Leaders.

KAMS is a proud member of the National Aboriginal Community Controlled Health Organisation (NACCHO), the Aboriginal Health Council of WA (AHCWA), and the Council of Aboriginal Services of WA (CASWA). We are grateful for the leadership and advocacy of these peak bodies.

As a result of NACCHO's leadership and advocacy on behalf of the sector, ACCHSs across Australia now have four-year funding agreements and an additional \$300 million in funding. This means more stability and better planning for our comprehensive primary health care services. NACCHO's efforts have been instrumental in securing this funding commitment.

Through AHCWA, we've been actively participating in the co-design process with the WA Department of Health for the Aboriginal Environmental Health Model of Care. Through this process, we've discussed how data can be better used in decision-making, what clinical environmental health referral systems work well, and what success looks like through community capacity building. We're grateful for AHCWA's leadership in bringing this together and enabling us to share our knowledge, experience and insights. We look forward to seeing the Aboriginal Environmental Health Model of Care resourced and put into practice to improve health outcomes.

CASWA is a new peak body representing the Aboriginal community-controlled sector throughout WA, aiming to strengthen and increase the capacity of WA Aboriginal Community Controlled Organisations involved in service delivery to Aboriginal people across priority sectors identified under the National Agreement on Closing the Gap. KAMS has been a member of CASWA since it was incorporated, and we attended the inaugural Annual General Meeting and Members' Workshop in May.



Jenny Bedford at the CASWA Members' Workshop
Image source: AHCWA



At a regional level, KAMS is a member of Binarri-binya yarrawoo and EC-West (Empowered Communities East Kimberley and West Kimberley).

We also welcomed United States Consul General Siriana Kvalvik Nair to a meeting with the Board. This was an invaluable opportunity for enhancing mutual understanding and exploring avenues for collaboration, especially in relation to primary health care. This meeting was part of a three-day visit to Broome, during which the Consul General presented a public lecture on the United States-Australia alliance and its importance to WA.

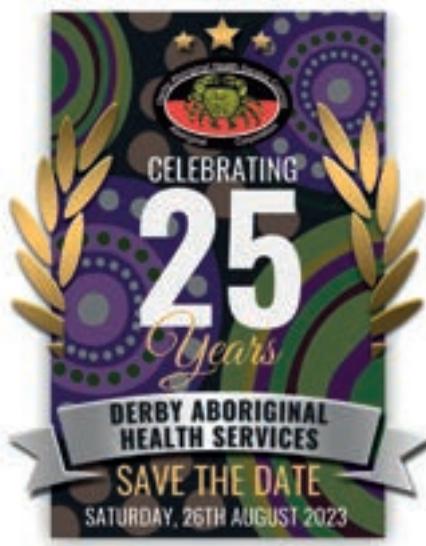
This year we have sponsored and supported several community events, including Broome Pride Mardi Gras, Kimberley Blak Pride, an under 15s basketball team's participation in the State Championship, and the Special Children's Christmas Day Out. We were also proud sponsors of the coffee cart at AHCWA's State Sector Conference.

Ord Valley Aboriginal Health Service celebrated their 40th year. Originally named the East Kimberley Aboriginal Medical Service, the fledgling service ran out of a fibro cottage in Kununurra and employed four Aboriginal health workers, a nurse and later a doctor. Broome Regional Aboriginal Medical Service provided a support role for the governing committee during this early period of establishment. The name was later changed in 2001. The service incorporates cultural understanding in providing accessible healthcare to improve equitable health and wellbeing outcomes. Together, the East Kimberley Aboriginal Medical Service and Broome Regional Aboriginal Medical Service established KAMS in 1986.

Nirrumbuk Aboriginal Corporation (of which I am also a director) celebrated their 30th year. Nirrumbuk was established by empowered

Kimberley communities on the Dampier Peninsula who, having perceived a need for a community-controlled placed-based service organisation, collaborated to create a corporate entity dedicated to remote service delivery. The organisation has since grown to become a significant employer of Aboriginal people across the entire Kimberley with an expansive offering of services and programs. Nirrumbuk Environmental Health and Services was formed and established in 2013 as a succession from Nirrumbuk Aboriginal Corporation.

Derby Aboriginal Health Service celebrated their 25th anniversary. The service was established in 1998 following a compelling community-led campaign whereby the community advocated for the establishment of an ACCHS, knowing that the health needs of Aboriginal people in the region greatly exceeded the capacity of mainstream service providers. It was great to attend the celebration to congratulate the Board and staff, both past and present, for this amazing milestone which demonstrates their commitment and dedication to providing better health outcomes to Aboriginal people in Derby and through remote clinics at Jarlmadangah Burru, Pandanus Park, Kupungarri, Imintji, Ngallagunda, Dodnun and Kandiwal.



Celebrating 25 years of Derby Aboriginal Health Service



Celebrating 10 years
of Kununurra Renal
Health Centre



*Celebrating 50 years
of Derbarl Yerrigan
Health Service*

Both the Derby Renal Health Centre and the Kununurra Renal Health Centre marked a decade of servicing Kimberley communities in May 2023, which we celebrated later in the year. Following extensive community advocacy, these centres were established to enable renal dialysis patients to receive treatment closer to home, eliminating the need for burdensome travel to Perth, which often left patients thousands of kilometres away from their Country, families, and support. Our dedicated team, which largely consists of Aboriginal health workers and nurses, works tirelessly alongside essential support staff, including Aboriginal care coordinators, patient care assistants, support services staff, and management, to provide comprehensive and compassionate care. These 10-year anniversaries demonstrate our unwavering commitment to enhancing renal care within the region.

I also want to acknowledge Derbarl Yerrigan Health Service on their 50-year anniversary and congratulate them on the excellent work that they do every single day. Derbarl Yerrigan are one of the oldest Aboriginal Community-Controlled Health

Services in Australia, and it was an honour for KAMS to be invited to attend their anniversary celebration. In closing, I wish to acknowledge the outcome of the Voice to Parliament Referendum. While the outcome brought mixed emotions within our communities, I want to emphasise that KAMS remains committed to improving the health and wellbeing of Aboriginal people and communities in the Kimberley. We are here for the long term and will leave a positive legacy for future generations.

Raymond Christophers

Chairperson

Kimberley Aboriginal Medical Services
and Kimberley Renal Services



Raymond Christophers speaking at a meeting of the First Nations Reference Group

Image source: Minister for Indigenous Australians

Report from our Chief Executive Officer

Vicki O'Donnell OAM

In 2023–2024, we continued to expand our services and improve health and wellbeing access for Kimberley Aboriginal communities. Our focus remained on delivering sustainable, long-term health outcomes, with a commitment to addressing both the immediate and evolving needs of the communities we serve. This year was marked by growth, resilience and numerous successes as we navigated challenges, built capacity and strengthened our influence within the ACCHS sector.

Growing our workforce



I wish to acknowledge the passing of our esteemed Deputy Chair, Mr Hill. He was not only a colleague but a friend and family to many of us. Our thoughts remain with his loved ones during this time of great loss.

Our progress this year would not have been possible without the leadership and guidance of both the KAMS and KRS Boards. Their stewardship has empowered us to expand our reach, foster innovation and deliver enhanced services that address the evolving and wellbeing health needs of Aboriginal communities. The strategic direction provided by the Boards has been instrumental in allowing us to grow, adapt and effectively respond to the unique challenges faced by Kimberley Aboriginal people.

I would like to particularly acknowledge Raymond Christophers, Chairperson of KAMS and KRS, for being honoured as Elder of the Year at the Kullarri NAIDOC Awards. His dedication to the health and wellbeing of Kimberley Aboriginal people, and his leadership in advancing employment opportunities for our communities, is recognised nationwide. Through his strategic leadership, Raymond has strengthened the ACCHS sector, prioritising both health outcomes and environmental health.

His mentorship of future leaders, paired with his extensive contributions to high-level boards and committees, showcases his enduring commitment to his community and the sector.

I also acknowledge our Deputy CEO, Jenny Bedford, whose unwavering commitment to improving health services has been vital to our achievements this year. Jenny was recognised for her significant contributions to the ACCHS sector at the Kullarri NAIDOC Awards. With over 25 years of experience across WA, NSW and the NT, she has been pivotal in integrating the ACCHS Model of Care into our remote health centres. Jenny's dedication to expanding services and fostering leadership within KAMS reflects her passion for creating meaningful change for Kimberley Aboriginal communities.

Our advocacy efforts, informed by our Member Services and communities, continue to play a central role in improving healthcare across the region. This year, we worked diligently to ensure that the National Agreement on Closing the Gap remains central to government policies and programs, advocating for sustainable Aboriginal-led solutions.



NACCHO RTO Community of Practice
Image source: NACCHO

The broader national, state and regional contexts are critical to pursuing our strategic priorities. We are fully committed to the National Agreement on Closing the Gap and we recognise the challenges in implementing the Agreement, especially given the Productivity Commission's findings that governments are maintaining a 'business-as-usual' approach. Our commitment to the agreement remains strong, as we continue to work with the Aboriginal community-controlled sector and government partners to push for the full implementation of the four Priority Reforms. These reforms are key to driving systemic change for Aboriginal people, and we will persist in advocating for substantial and meaningful action.

The four Priority Reforms of the National Agreement on Closing the Gap:

- 1. Formal partnerships and shared decision making**
- 2. Building the community-controlled sector**
- 3. Transforming government organisations**
- 4. Shared access to data and information at a regional level**

Drawing on the expertise of our Member Services and communities, we consistently offer extensive policy advice to government stakeholders, advocating for the health and wellbeing of Aboriginal people. Our leadership is recognised across local, regional, statewide and national levels, making us a trusted voice in Aboriginal health matters. This year, our public commentary received

significant media attention, further amplifying our advocacy efforts and influence in shaping public discussions on Aboriginal health and wellbeing.

At a national level, the First Nations Health Funding Transition Advisory Group, of which I am a member, has focused on transitioning funding for Aboriginal health programs from mainstream services to ACCHSs. This year has seen major efforts to build a skilled, supported, and connected Aboriginal health workforce in line with the National Aboriginal and Torres Strait Islander Health Workforce Strategic Framework. NACCHO, in partnership with the sector's Registered Training Organisation Community of Practice and the Coalition of Peaks, has led significant recognition of our sector within the National Skills Agreement.

I also sit on the Better Renal Services Steering Committee, which oversees the Better Renal Services for First Nations Peoples Budget measure which funds new dialysis units, including workforce accommodation where required, to provide dialysis on Country to Aboriginal people with end-stage kidney disease.

The National Health Reform Agreement, which outlines the funding, governance and performance arrangements for the delivery of public hospital services in Australia, is currently undergoing an independent review. For the first time, the ACCHS sector has been included in the negotiations on the Agreement and with the inclusion of its own dedicated First Nations Schedule. Jenny Bedford is representing Western Australia in this review process.



SEWB Policy Partnership Members

Image source: Gayaa Dhuwi

Zaccariah Cox has represented Western Australia on the national Social and Emotional Wellbeing (SEWB) Policy Partnership. At the national level, members emphasised the need for proper investment in SEWB programs and workforce development. Discussions also focused on ensuring commitments made in strategic documents are followed through, with progress tracked for Aboriginal initiatives. The group advocates for the value of Aboriginal and Torres Strait Islander representation in government committees and decision-making forums, as well as the importance of research to inform SEWB policies and practices.

To build capacity and advance our strategic goals, we also support the Jawun partnership model by enabling connections with the corporate, government and philanthropic sectors through a secondment program that includes secondments, leadership programs and senior executive visits. These partnerships provide access to a highly skilled and experienced network with influence in major businesses and across government, presenting valuable opportunities for learning, cross-sector collaboration and leadership development.

At a state level, we have seen some positive progress. For instance, the WA Government's release of its first Aboriginal Expenditure Review identified spending on Aboriginal programs and services across 23 government agencies. This review highlights opportunities for reprioritisation, aiming to direct more resources toward Aboriginal organisations. The review's findings are a significant step in improving transparency and aligning state expenditure with Aboriginal-led solutions, reinforcing the importance of investment in

community-controlled organisations for better health and social outcomes.

This year, our Board has taken a strong stance against further liquor restrictions being introduced without corresponding investments in comprehensive alcohol and other drugs services, planning and infrastructure. In collaboration with Member Services and the Kimberley Aboriginal Health Planning Forum, we continue to advocate for a more holistic approach. While acknowledging the harm caused by alcohol misuse, we believe that merely increasing restrictions is not a sufficient solution. Our focus is on community-led health and wellbeing initiatives to effectively tackle alcohol-related harm in the region.

We continue to advocate for the transition of the Dampier Peninsula clinics to KAMS management, enabling these health services to be Aboriginal-led and community-controlled. This initiative is a significant step toward ensuring culturally appropriate, comprehensive primary health care services are provided in Lombadina/Djarindjin and Ardyaloon. We are hopeful that the State Government will respond to the co-presented business case in 2024–25, allowing for a smooth transition.

In 2021, the Labor Government pledged \$24 million to construct and operate a new Renal Dialysis Centre in Halls Creek, which will include eight dialysis machines serving up to 32 patients, a 20-bed renal hostel and staff accommodation units. This investment aims to ensure a suitable workforce for the region. While we have not been formally consulted as of June, we remain hopeful that the State Government will fulfil its commitment, upholding the principles of Shared Decision Making and delivering much-needed renal care on Country.

I also want to highlight the remarkable commitment of our staff. From delivering day-to-day health and wellbeing services to ensuring compliance during accreditation processes, their dedication has been unwavering. Our staff consistently demonstrate respect, treating each other, patients and stakeholders with dignity.



Jawun secondees, KAMS staff and Empowered Young Leaders

Image source: Empowered Young Leaders



An example of this was when the team at Beagle Bay Remote Health Centre went above and beyond to assist dozens of men from South-East Asia who arrived unexpectedly in February. They provided water and treated wounds on feet and legs, exemplifying the spirit of putting humanity first.



'Backstory of a boat arrival and the bizarre day when 39 foreigners landed in a bush community' (ABC News, 21 February 2024)

Both KAMS and KRS successfully achieved recertification under ISO 9001 standards, with KRS and our renal health centres also being recertified against the National Safety and Quality Health Service Standards. These achievements reflect the hard work and preparation of our staff, ensuring compliance with the highest quality standards. Their proactive engagement during site visits and audits, as well as their efforts in reviewing and closing quality assurance tasks, were instrumental in maintaining our commitment to excellence in service delivery.

To deliver our expanding operations, we are continually looking at how we can improve our structures to support our staff. The Board at its February meeting approved the restructure of the Kimberley Supports and Population Health teams into the new Integrated Support Services team, under the leadership of a newly created Executive Manager role reporting to our Deputy CEO.

KAMS has supported the University of Notre Dame Australia's request to the Australian Government for funding a new Broome-based medical school, the Kimberley Centre for Remote Medical Training. This initiative aims to address the doctor shortage in regional WA by providing local medical training. The school will be transformative for the region, helping to ensure a sustainable medical workforce for the Kimberley. KAMS, with its longstanding involvement

in the Rural Clinical School of WA and GP Training, looks forward to supporting this on-Country initiative and attracting rural and remote doctors to the region.

Amber-Jade Sanderson, WA Minister for Health, Mental Health, visited KAMS and our Member Services on multiple occasions throughout the year. We appreciate her taking the time to learn about our services, programs and strategic priorities. Her engagement with our teams and interest in understanding the challenges and opportunities faced by the Kimberley region demonstrate a genuine commitment to improving health and wellbeing outcomes for our communities.



Ms Divina D'Anna MLA and Hon Amber-Jade Sanderson MLA visiting our Remote Health Centres





FOR OUR ELDERS



"Our People, Aboriginal and Torres Strait Islander people do not live in poverty, we live in a prosperous country and we need to continue to bridge the gap in Aboriginal Health Care, I would love to see that achieved in my lifetime."

-Vicki O'Donnell

Image source: NACCHO

We also hosted a visit by the Reserve Bank of Australia, as part of their national consultation process for the redesign of the \$5 note. The consultation included themes related to Aboriginal history and cultures, storytelling, art and design, native animals, and significant landmarks. This visit allowed KAMS to engage in discussions about incorporating important elements of Aboriginal heritage and identity into the note's new design, reflecting the rich cultural heritage of our communities.

As we look ahead, I extend my heartfelt gratitude to the Board, Member Services and all staff for their invaluable contributions. Your efforts continue to shape our path forward as we strive to improve

the health and wellbeing of Kimberley Aboriginal people. We remain committed to achieving our strategic goals, driven by our shared vision for a healthier and stronger future for our communities. Thank you for your unwavering support.

Vicki O'Donnell OAM

Chief Executive Officer

Kimberley Aboriginal Medical Services
and Kimberley Renal Services

About Us

Our History

For tens of thousands of years, Kimberley Aboriginal people have cared for and provided healing to Kimberley Aboriginal people. We are building on the work of those who came before us.

In the Kimberley region, the Broome Regional Aboriginal Medical Service was first established in 1978, and this was followed the East Kimberley Aboriginal Medical Service (now Ord Valley Aboriginal Health Service) in 1984. A regional vision for a unified voice, to provide centralised resources and collective advocacy for the ACCHS sector, was achieved in 1986 with the establishment of the KAMS Council. Since our inception, we, along with our Member Services, have evolved immensely, and our vision and purpose have remained strong.

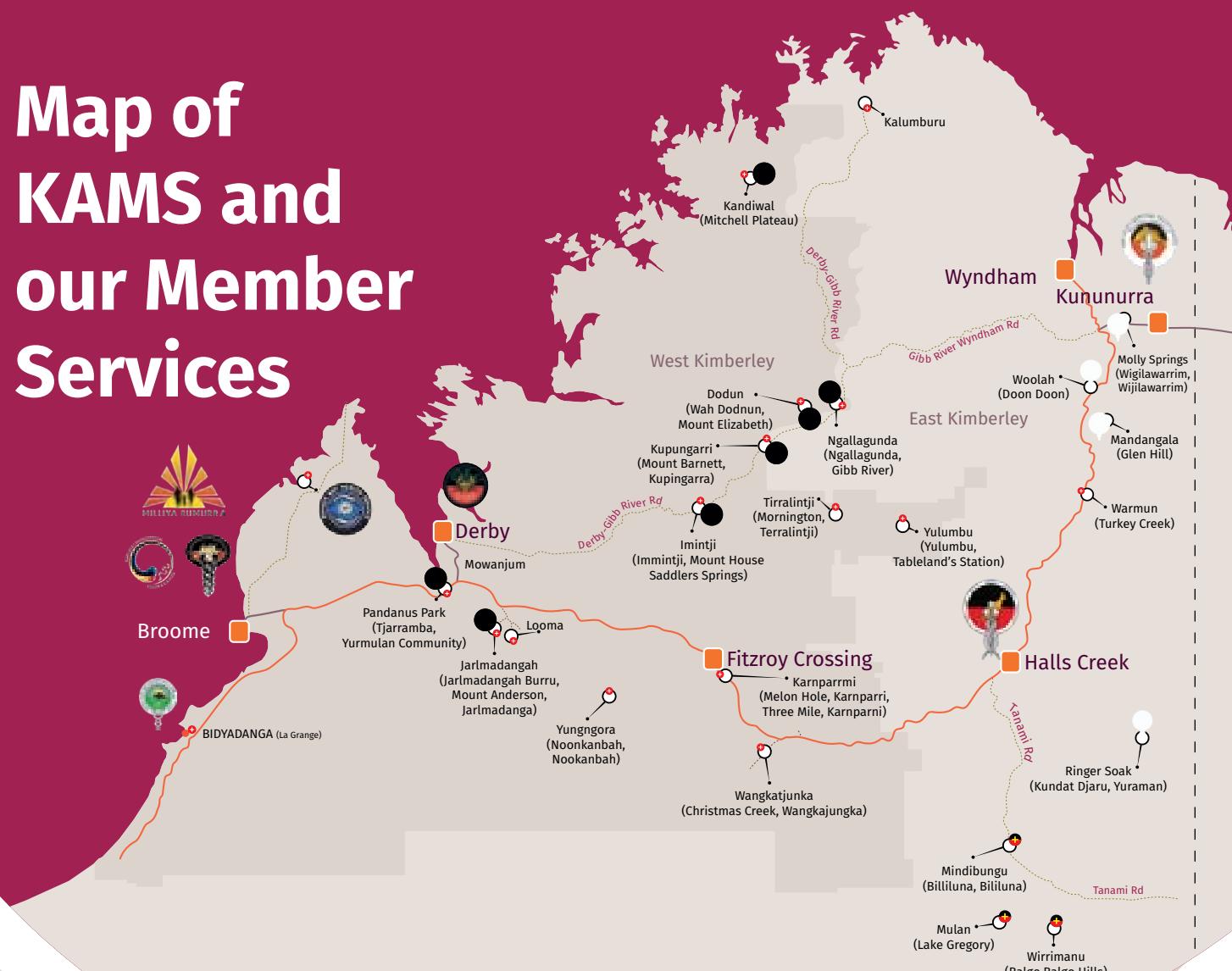
Our Member Services

We are a member-based, regional ACCHS providing support and representing the interests of independent Aboriginal Community Controlled Organisations from across the Kimberley region:

- Beagle Bay Futures Indigenous Corporation
- Bidyadanga Aboriginal Community La Grange
- Broome Regional Aboriginal Medical Service
- Derby Aboriginal Health Service
- Milliya Rumurra Aboriginal Corporation
- Nirrumbuk Environmental Health and Services
- Ord Valley Aboriginal Health Service
- Yura Yungi Medical Service

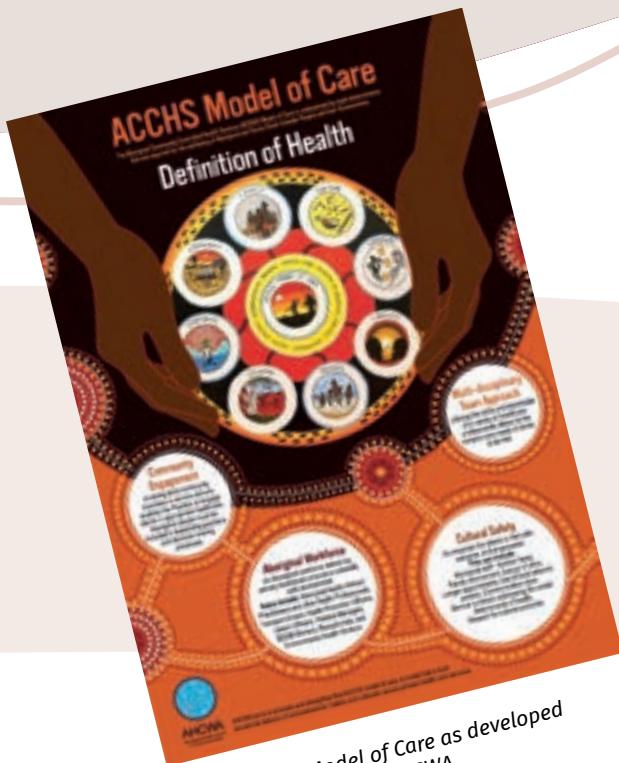


Map of KAMS and our Member Services



Our Model of Care

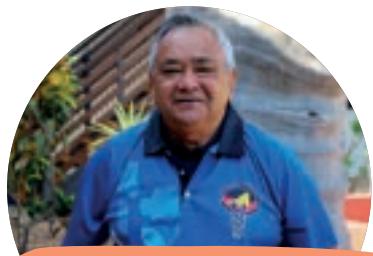
We have adopted the ACCHS Model of Care as developed by AHCWA. This holistic model recognises that primary health care is not just about treating a patient's physical illness with medication, but rather it is about getting to the root of the issue by talking and listening, and considering patients' emotional, spiritual and social needs in addition to what they may present with.



Our Board of Directors

Our Board comprises one delegate each from our Member Services. Our directors are responsible for overseeing the overall governance, management and strategic direction of KAMS and for delivering accountable corporate performance in accordance with our Strategic Plan.

The KAMS Ltd Board and KRS Pty Ltd Board convened six times this year, and consecutive meetings of the Kimberley ACCHS Chief Executive Officers' Network were also held. Additionally, the 2022–23 Annual General Meetings took place on 14 December 2023.



Raymond Christophers
Chairperson



Mr D Hill
Deputy Chairperson
(to February 2024)
Director representing Ord Valley
Aboriginal Health Service



Mildred Hills
Deputy Chairperson
(from March 2024)
Director representing Yura Yungi
Medical Service



Louie Bin Maarus
Secretary
(from December 2024)
Director representing Beagle Bay
Futures Indigenous Corporation



Tara Spry
(to November 2023)
Secretary
Director representing Derby
Aboriginal Health Service



Iris Prouse
Treasurer
(from December 2023)
Director representing Derby
Aboriginal Health Service



Chris Bin Kali
(to November 2023)
Treasurer
Director representing Broome Aboriginal Medical Service



Timothy Garrett
(from December 2024)
Director representing Broome Regional Aboriginal Medical Service



Kathleen Watson
Director representing Milliya Rumurra Aboriginal Corporation



William Bangu
Director representing Bidyadanga Aboriginal Community La Grange



William Clements
(from December 2023)
Director representing Nirrumbuk Environmental Health and Services

Our Directors and CEO represented the Kimberley region on various governance groups, including:

Aboriginal Health Council of WA Board

Aboriginal Regional Governance Group

Council of Aboriginal Services WA Board

District Leadership Group

First Nations Reference Group

Kimberley Aboriginal Health Planning Forum

Kimberley Aboriginal Health Research Alliance

Kimberley Aboriginal Regional Body Design Group

Kimberley Aboriginal Youth Wellbeing Steering Committee

National Aboriginal Community Controlled Health Organisation Board

Our Organisational Structure

Our Executive Management Team

We provide a wide range of services and programs to support our Member Services, and to support the health and wellbeing of Kimberley Aboriginal people and communities.

Our Executive Management Team are responsible for the planning, implementation, monitoring, review and continual improvement of our services and programs. Their areas of responsibility are reflected in our organisational chart and described briefly below.



Chief Executive Officer

Our CEO, **Vicki O'Donnell**, oversees the overall management of KAMS and KRS, providing advice and support to the Boards. Her role involves negotiating with funding agencies, developing policies and advocating for Members Services' needs at various levels. She is also responsible for implementing our strategic goals, guiding our organisation's direction and helping the Boards fulfill their governance duties.

The **Kimberley Aboriginal Health Research Alliance**, under Vicki's leadership, unites Kimberley health services, Aboriginal communities and local health research organisations. Its goal is to blend cultural wisdom, regional health service knowledge and research expertise to drive evidence-based improvements in health outcomes.



Deputy Chief Executive Officer

Jenny Bedford, Deputy CEO, is responsible for the day-to-day management of KAMS and KRS, working closely with the Boards, CEO and Chief Financial Officer to achieve our strategic goals. She leads and guides staff across our organisation with significant operational authority.

Our **Communications Team**, under Jenny's leadership, provides strategic communication planning, media relations, content creation, brand management and graphic design.



Business Services

Chantal McMahon, Executive Officer, manages our head office reception, administration and cleaners, as well as assets, property and stores. She also provides high-level support to the CEO, Deputy CEO, and the KAMS and KRS Boards, ensuring effective governance, overseeing strategic matters and acting as the main point of contact between the Office of the CEO and key stakeholders.



Information and Communications Technology

Shane Dahlstrom, Executive Manager Information and Communications Technology, oversees the Information and Communications Technology infrastructure and health informatics for KAMS, KRS and Member Services. He ensures that systems are reliable, secure and optimised for performance, manages business continuity and disaster recovery processes, and leads the helpdesk service. Shane is also responsible for maintaining hardware, software and electronic health records while collaborating with stakeholders to keep up with the latest technology trends.



Integrated Support Services

Zaccariah Cox will commence in the new position of Executive Manager Integrated Support Services in August 2024. In this position he will drive growth and innovation in delivering disability, aged care and population health programs, while leading the strategic effectiveness of the Kimberley Supports Consortium.

Our **population health** programs include Tackling Indigenous Smoking, Sexual Health, Hearing Health, Kimberley Foot Initiative, Rheumatic Heart Disease, Men's Health and the Australian Family Partnership Program.

Kimberley Supports delivers programs in the areas of disability, early childhood intervention and aged care workforce development: Community Connectors, Community Connector Coordinator, Remote Early Childhood Supports, Individual Capacity Building, and Elder Care Support.



Kimberley Renal Services

Elizabeth Riches, Chief Operating Officer of KRS, oversees the delivery of haemodialysis services across the Kimberley, ensuring patients receive comprehensive renal care locally, including at renal health centres in Broome, Derby, Kununurra and Fitzroy Crossing, reducing the need for relocation to metropolitan areas. She manages a multidisciplinary team and collaborates with stakeholders to implement best practice prevention and treatment strategies for chronic kidney disease, including operating a Mobile Dialysis Unit for culturally safe, on-Country care.



Medical Services

Dr Lorraine Anderson, Medical Director, provides expert clinical, strategic and technical advice to KAMS, KRS and our Member Services, supporting Aboriginal health policy, planning and service delivery. She also guides the implementation of clinical best practices, supports continuous quality improvement, and leads clinical governance, and medical and public health staff, ensuring alignment with the ACCHS Model of Care.



Mental Health

Kristen Orazi, Executive Manager Mental Health, drives reform, research and innovation in mental health and SEWB services, with operational oversight of headspace Broome. She is responsible for enhancing the effectiveness and accessibility of these services for Aboriginal people, optimising relationships with service providers and stakeholders, and providing strategic guidance on service development and implementation.



Remote Services

Natasha Hegarty, Executive Manager Remote Services, provides operational leadership and governance for the provision of comprehensive primary health care services through the Balgo, Beagle Bay, Bidyadanga, Billiluna and Mulan remote health centres, ensuring alignment with the ACCHS Model of Care. She leads service delivery strategies, enhances services and drives continuous improvement.



Sector Strengthening and Compliance

Carli Mackay, Executive Manager Sector Strengthening and Compliance, is responsible for providing oversight of organisational compliance responsibilities and administrative and governance support systems. She is also leading projects to transition remote health centres to community control, and to establish a dedicated ACCHS in Fitzroy Crossing.



Workforce

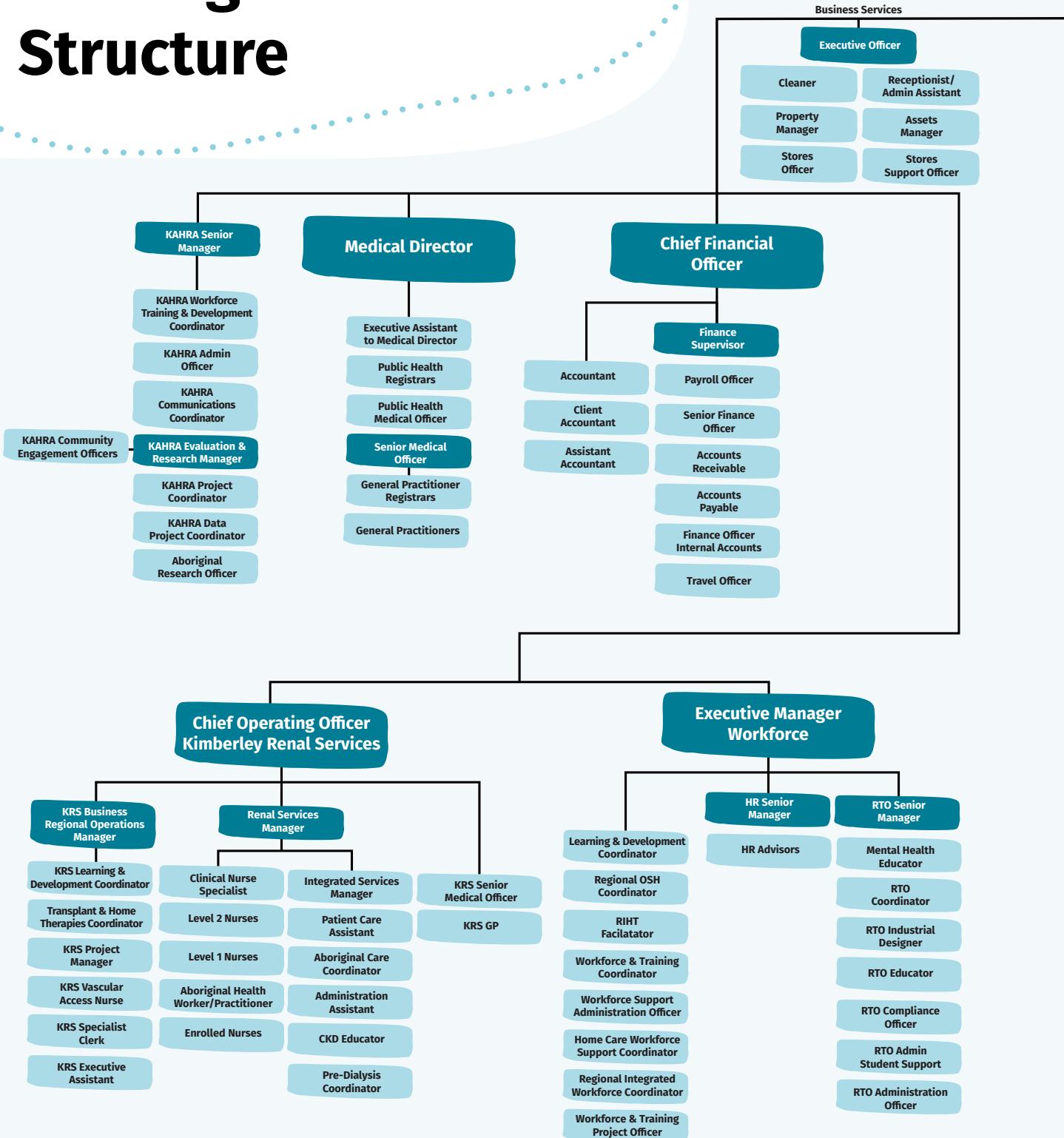
Julia McIntyre, Executive Manager Workforce, supports KAMS, KRS, and Member Services in recruitment, employee relations, and workforce development. She provides strategic direction on human resource matters, oversees training and workforce development programs including our Registered Training Organisation, and ensures compliance with human resource/industrial relations and occupational health and safety legislation. She also fosters partnerships with educational institutions and registered training organisations to enhance career pathways and training opportunities.

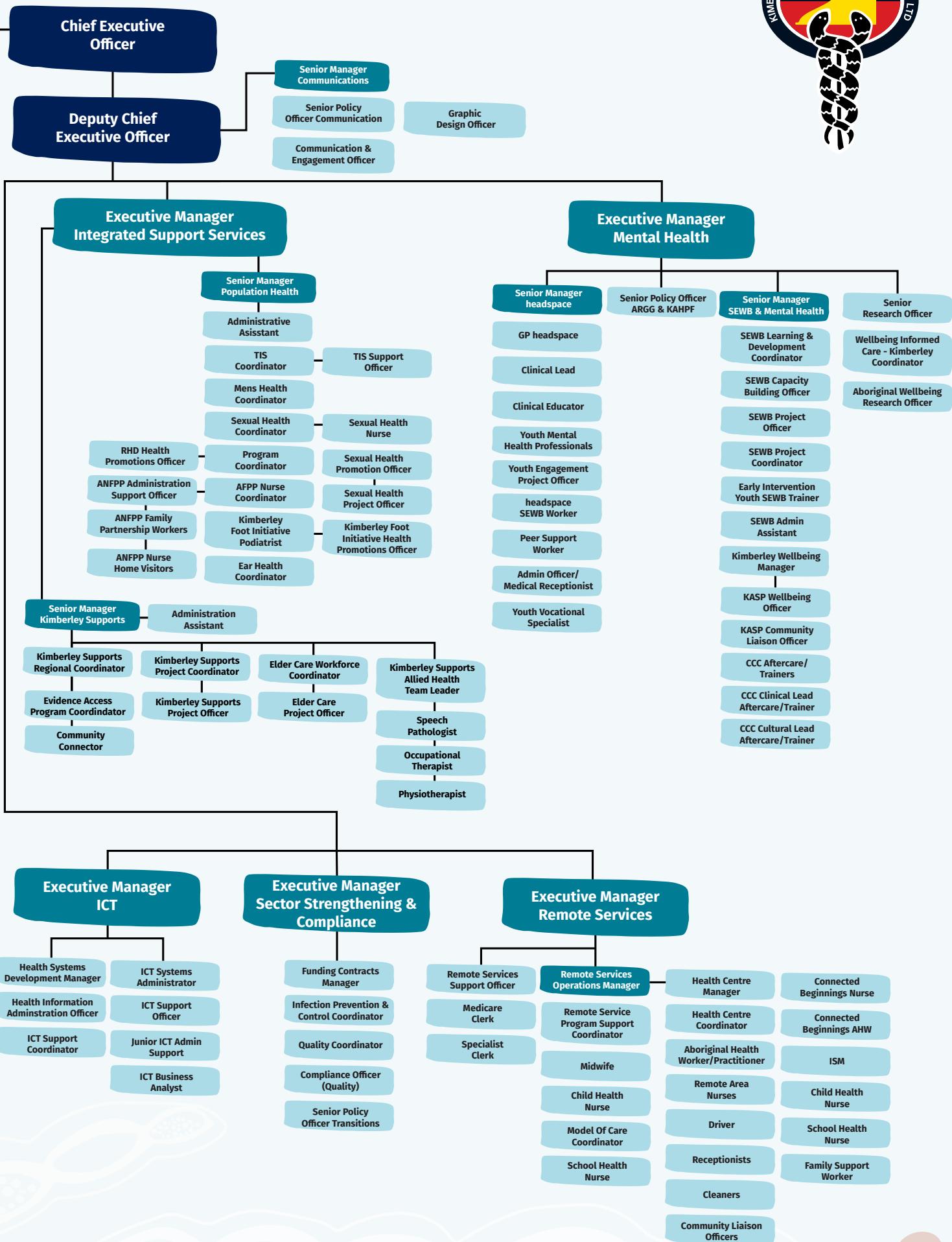


Finance

Mark Heffernan, Chief Financial Officer, oversees all financial operations, ensuring the financial stability and sustainability of KAMS and KRS. He manages budgeting, financial reporting, grant acquittals and compliance with financial regulations. Mark provides strategic financial advice to the CEO and Board, supports funding negotiations and ensures accurate and timely financial reporting to internal and external stakeholders. He also oversees all financial support services provided by KAMS to our Member Services.

Our Organisational Structure





Our Strategic Goals

Our Strategic Priorities



Kimberley Communities

Excellent health services and outcomes for Kimberley Aboriginal people



Shared Knowledge

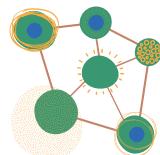
Resourceful health system driven by research and innovation



Aboriginal Organisations

Strong, sustainable and unified Aboriginal community-controlled sector

Our Strategic Plan has five strategic priorities for achieving our vision:



Health System

Collaborative regional, state and national approach to improving Aboriginal health and wellbeing



Regional Workforce

Skilled, supported and connected Kimberley Aboriginal health and wellbeing workforce

Strategic Plan 2022–27

We are proud to present key accomplishments from 2023–2024 in this annual report as they align to our Strategic Plan.





WA Aboriginal Community Controlled
Health Sector Conference May 2024



Strategic Priority 1

Kimberley Communities



Excellent health services and outcomes for Kimberley Aboriginal people. For Aboriginal people, health encompasses all aspects of life: spiritual, emotional, physical, community, Culture, Country and language. We believe that a community-led effort is vital to increase access to the holistic ACCHS Model of Care for all Aboriginal people in the Kimberley. This strategic priority is about achieving **excellent health services and outcomes for Kimberley Aboriginal people**.

Remote Services

We provide comprehensive primary health care services from remote health centres located in the communities of Balgo, Beagle Bay, Bidyadanga, Billiluna, and Mulan. These health centres adhere to the ACCHS Model of Care, which considers all aspects of life – spiritual, emotional, physical, community, Culture, Country, family and language – as interconnected components that define and affect an individual's overall health and wellbeing. The Model of Care is supported by the pillars of community engagement, cultural safety, Aboriginal workforce and a multi-disciplinary team approach.

Remote Health Centre Service Delivery 2023–2024

Number of:	Kutjungka			Bidyadanga	Beagle Bay	TOTAL
	Balgo	Mulan	Billiluna			
Occasions of service ¹	9,287	3,262	1,686	9,992	4,866	29,093
715 health checks ²		203		128	66	397
GP Management Plans		93		141	75	309
Afterhours emergency presentations	723	166	53	595	193	1,730

¹ An 'occasion of service' is a count of any service provided to a patient/client, or a group of patients/clients, on each occasion that service is provided.

² Medicare Benefits Schedule Item 715 Aboriginal and Torres Strait Islander Health Assessment means the assessment of a patient's health and physical, psychological and social function and consideration of whether preventive health care and education should be offered to the patient, to improve that patient's health and physical, psychological and social function.



“Our Hearts in Our Hands” activity at the youth centre in Balgo. Children painted their hearts and strung them together to represent working together to keep our hearts safe and strong. Megan O’Connor, RHD Health Promotion Officer

Community Engagement

Our health programs and promotion events are guided by local community members, ensuring that all events are held in suitable, culturally appropriate spaces. In 2023–2024, our remote health centres engaged with communities through several preventative health programs and promotion events, focusing on women’s health, men’s health, chronic conditions, school health, child health and maternal health. A key aspect of our health promotion initiatives is community engagement and strengthening relationships within the community. Our main objectives remain health promotion, prevention and primary health care initiatives within our communities.

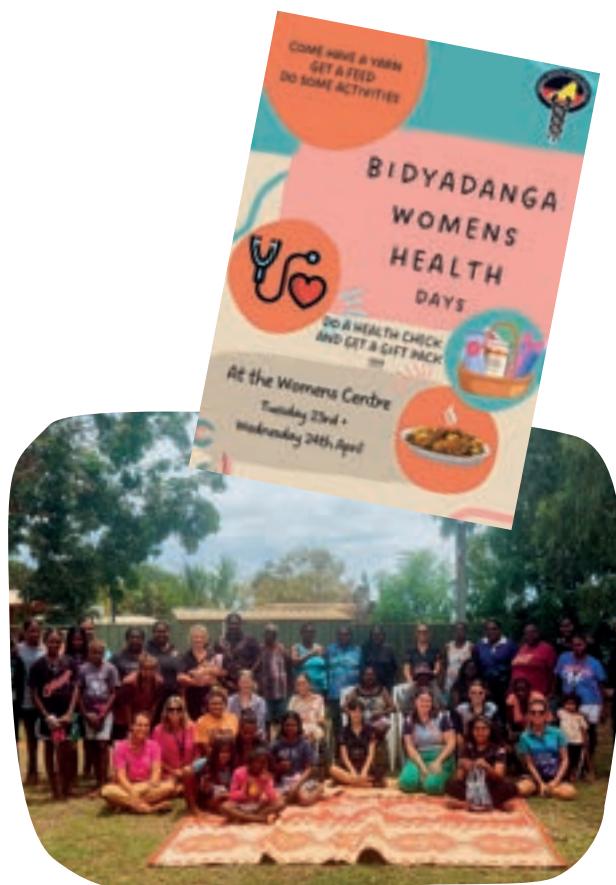
In 2023–2024 we held the following number of health promotion events:

- **6 events in Beagle Bay with a total attendance of 114 people.**
- **26 events in Bidyadanga with a total attendance of 698 people.**
- **26 events in the Kutjungka region (Balgo, Billiluna and Mulan) with a total attendance of 457 people.**

Health promotion events in the Kutjungka region included topics like healthy eating, sexual and reproductive health, diabetes self-management, influenza vaccinations and RHD education. In May, Men’s Health Week was celebrated in the Balgo, Billiluna and Mulan communities with a positive response from local men. In January, a young women’s group was held focusing on sexual health, sexually transmitted infections (STI) screening and consent. In Balgo, multidisciplinary one-stop shops focused on diabetes and proved successful.

The Bidyadanga Remote Health Centre delivered events covering topics like school health promotion, flu vaccinations, ear and skin health, sexual health,

rheumatic heart disease, tackling Indigenous smoking, mental health, and men’s and women’s health. Monthly raffles take place at the Bidyadanga General Store for those who had a 715 health check done in the previous month. The Men’s Shed, run by the Bidyadanga Aboriginal Community La Grange, is operational with close partnerships with our remote health centre, organising flu vaccination drives, men’s health days and trips on-Country. Similarly, the women’s centre is a hub for health promotion, hosting Women’s Health Week activities. Increased face-to-face doctor time from Broome-based visiting GPs, along with partnerships between the school health nurse, child health nurse and connected beginnings nurse, has resulted in opportunities for regular outreach to the school and family centre.





Other Highlights

We have improved Medicare billing across all sites compared to previous years and expect ongoing improvements. Our team has worked hard despite constraints in recruiting GP registrars and the national shortage of primary health care staff.

KAMS has secured stage one funding from the Australian Government Department of Health and Aged Care for the construction of a new purpose-built remote health centre in Bidyadanga. This facility, set to replace the current building, will significantly enhance access to health services in the region. Platt Architects have been appointed as the Construction Project Manager, and the project is now in its early stages, marking an exciting development for the community. The issue of land tenure is being addressed through the Bidyadanga Land Activation Pilot project, a collaborative effort involving the WA Government, Native Title holders and residents.

In the interim, our partnership with the Bidyadanga Aboriginal Community La Grange has enabled us to expand clinic space next door to the existing clinic. We are currently using rooms at the home

and community care building for allied health visits, including those by a visiting dentist and other allied health services, ensuring continued access to care during the construction phase.

We have completed necessary security improvements at our Remote Health Centres. At Balgo, both duplexes have had cages installed around the front and back verandas, allowing our staff living in the accommodation to use the outside areas. At Bidyadanga, we have replaced the emergency room door with a steel-clad door, installed automatic entrance doors to the waiting room, added CCTV at staff accommodation and replaced the alarm system in the centre. In Beagle Bay, we have installed automatic entrance doors to the waiting room.

St John WA kindly donated two Mercedes Sprinter ambulances, which will be dispatched to the Beagle Bay and Bidyadanga Remote Health Centres. We continue to seek opportunities to update and upgrade the remainder of our current fleet.

Funding for our remote health centres is provided by the Australian Government Department of Health and Aged Care and WACHS.

Case Study

School Health Nurse

Our school health nurses play an important role in promoting the health, development and wellbeing of children and young people, helping them reach their full potential. They work in partnership with school staff to provide screening and referrals for ear health, vision, skin, mental health, sexual health and developmental needs.

This year, our school health nurses focused on collaborating with other service providers and engaging with communities to improve health and wellbeing outcomes, building stronger relationships with students and their families. They participated in community engagement and staff development activities involving parents, carers, grandparents, rangers and various service providers.

For example, La Grange Remote Community School (Bidyadanga) hosted a health promotion day as part of the school health program. Health services participated in the event, providing fun, interactive activities to educate students about health, focusing on skin, foot, sexual and mental health, as well as occupational and speech therapy. The event, named “Strong Minds, Strong Bodies”, was successful and informative for students and the community.

To further support the development of an Aboriginal health and wellbeing workforce, we participated in a ‘Taster Day’ for students interested in pursuing careers as nurses or Aboriginal Health Practitioners.

Our nurses attended on-Country camps, joining rangers on tours and facilitating discussions on puberty, pregnancy, contraception and mental health. These activities helped build rapport with students and encouraged conversations about sexual health and SEWB.

We increased the number of teenage boys seeking STI screenings, using these opportunities to conduct discussions on sexual health.

Our work often involves a multidisciplinary team approach. We develop and implement care plans for students needing services from multiple healthcare providers. We assist schools in obtaining parental permission for medication administration and have provided highly effective fortnightly GP health checks at schools. Our team collaborates closely with other services and attends appointments with children, enhancing management plans and building rapport with families and multidisciplinary teams. We support families in attending specialist appointments, helping to remove barriers to care. We provide specialists with comprehensive overviews of students’ conditions, ensure both parents and children are comfortable during appointments, and help interpret medical terms. Our support reduces anxiety and improves adherence to treatment plans, with positive feedback from families indicating the effectiveness of these efforts.

Through school-based health programs, we administer medications with parental consent and provide health education. Engaging parents through informed consent and consistent communication ensures they are aware of their child’s health status and treatment. These strategies have improved adherence to treatments, reduced hospital admissions, enhanced child health and built community trust, creating a more responsive healthcare system. We also assist schools in discussions with parents about ADHD medication, providing informal education and being available for questions and concerns from carers and parents.

Working with parents, students and school staff, our school health nurses can provide services that improve the health and wellbeing of Aboriginal students and strengthen community engagement.



Mobile Dialysis Unit
featuring artwork by
Philomena Badjo



Kimberley Renal Services

Kimberley Renal Services (KRS) delivers haemodialysis at renal health centres in Broome, Derby, Fitzroy Crossing and Kununurra. Founded in Broome in 2002, KRS reduces the need for patients to relocate to metropolitan areas for treatment. KRS is contracted by WACHS. In January 2021, the Western Australian Government committed to developing a new renal health centre, hostel and staff accommodation in Halls Creek.

KRS operates with a dedicated multidisciplinary team, primarily consisting of Aboriginal Health Workers, Nurses, Aboriginal Care Coordinators and Patient Care Assistants. The service integrates primary, secondary and tertiary renal care into a culturally safe model, allowing patients to access comprehensive care locally. The team collaborates with regional stakeholders to deliver high-quality services, focusing on early detection, prevention and treatment of chronic kidney disease. Screening identifies new cases, some of which progress to end-stage kidney disease requiring dialysis.

In 2023–2024,

KRS delivered **22,676** episodes of care to **165** patients.

The Support Services team has been active in promoting awareness and education, delivering **445** sessions to **2,067** individuals, including outreach clinics held in remote communities in the Dampier Peninsula, along the Gibb River Road, and in the Fitzroy Valley.

Since July 2023, **4** patients have received kidney transplants, with others on the waitlist or undergoing workup. KRS also implemented innovative education approaches, using kidney transplant recipients to co-deliver patient education.

With nephrology support from Royal Perth Hospital and home therapies management provided by Fresenius Medical Care, our partnerships continue to offer patients the opportunity to remain on Country for home haemodialysis. This year, we also benefited from two visiting nephrologist days, a significant improvement over previous years when this was not possible.

KRS operates a Mobile Dialysis Unit, offering respite dialysis to patients in remote areas, allowing them to stay connected to Country and participate in cultural events. The unit operates during the dry season (May to October). In 2023, it was deployed to Bidiyadanga, providing dialysis to eight patients. Although travel to other communities was limited due to the Fitzroy Crossing bridge rebuild, further outreach plans are underway. This service is funded through philanthropic donations.

To address staffing challenges, KRS implemented long-term recruitment strategies, including an international campaign to attract experienced renal nurses. Additionally, pathways for Aboriginal Care Coordinators and support staff to transition into Aboriginal Health Worker roles were developed. In 2023, one Aboriginal Health Worker completed training, with two more currently in training for completion in 2024.

KRS has undergone a rebranding, introducing new uniforms, a logo and a design for the Mobile Dialysis Unit. The design, inspired by Balgo artist and dialysis patient Philomena Badjo, represents the unity of patients from different communities coming together for dialysis. The rebrand has been well-received by both staff and patients.



"We visit a vast and remote area, all for kidney health, both with the Royal Perth Hospital nephrologist and our local renal GPs. We drive and fly over areas twice the size of the UK."

Felicity Stewart, Chronic Kidney Disease Educator

Kidney Action Week

During Kidney Action Week (May 2024), staff across KRS promoted Kidney Action Week as an opportunity for individuals and families to take a moment for themselves by completing an easy online kidney check, which is fast, free and could make a significant difference to their health.

The Broome Renal Health Centre hosted several events, supported by Broome Boulevard, Chrissy Carter Art, Broome Regional Aboriginal Medical Service's No Joobuk Tackling Indigenous Smoking Team, Beagle Bay Store, St Mary's College Broome and Bidyadanga Community Store.

The Kununurra Renal Health Centre partnered with the Yura Yungi Medical Service's SEWB Team's women and young mothers group to provide education on the crucial role kidneys play in overall wellbeing and the importance of maintaining kidney health.

Broome Renal Health Centre staff at Broome Boulevard



Kununurra Renal Health Centre staff presenting at Yura Yungi Medical Service



Image source:
Halls Creek District
High School



World Kidney Day

On World Kidney Day (March 2024), our staff highlighted the importance of raising awareness about kidney health and the importance of prevention.

Kununurra Renal Health Centre provided awareness raising sessions, delivered in partnership with Ord Valley Aboriginal Health Service and Ngnowar Aerwha Aboriginal Corporation, promoting #WorldKidneyDay and encouraging people to visit their local ACCHS for a free check-up.

Kununurra Renal Health Centre staff also visited Halls Creek District High School to teach students about how to look after their kidneys. All the students have a goal to work on which will help keep their kidneys healthy. Some of the goals are drink more water, do some exercise every day, eat more vegetables or brush their teeth twice a day!

Kununurra Renal Health Centre also spoke with Waringarri Media around how you can take better care of your kidneys and general information, including prevention being the key to a healthier future. To tackle #CKD, #WorldKidneyDay calls for holistic health policies, funding for kidney care, and kidney health education.



Listen to
Tehanee's
interview with
Waringarri
Media here:



World Kidney Day
at Kununurra Renal
Health Centre



Mental Health

SEWB and Mental Health

We believe in a holistic approach to mental health, recognising the significance of connection to Country, Culture, spirituality and ancestry in shaping the wellbeing of individuals and communities. Our dedicated team delivers preventative and clinical mental health services in alignment with the AHCWA ACCHS SEWB Service Model.

View the ACCHS SEWB Service Model



Enhanced Response SEWB

As part of the Enhanced Response SEWB Consortium for the Fitzroy Valley, KAMS has delivered a range of SEWB services in partnership with Marninwarntikura Women's Resource Centre, Broome Regional Aboriginal Medical Service and Derby Aboriginal Health Service. Residents displaced by the floods repeatedly called for a recovery approach that prevented further harm. Amid the devastating natural disaster, the consortium ensured a coordinated and culturally sensitive approach to mental health and SEWB. By uniting their expertise and resources they could offer a comprehensive range of support services, tailored to meet unique local needs. This included immediate psychosocial support and SEWB services designed to aid individuals and families in coping with the distress and displacement caused by the floods.



Supporting our Young People

Our services for young people include education and training to support and improve SEWB through the promotion, delivery and evaluation of culturally secure healthy lifestyle behaviours. This year, our activities included walking alongside young people engaged with our remote health centres, guiding them on their journey; facilitating referrals and meet-and-greets with young people and their families seeking a service pathway; and providing opportunities for young people to explore their Culture and health and wellbeing outcomes through the SEWB Service Model. Some highlights included delivering a presentation to the Kimberley Rangers, participating in on-Country outreach and camps, offering postvention response and support, and introducing innovative approaches to healing and therapeutic activities.





Image source: AHCWA



Image source: AHCWA

Culture Care Connect

Culture Care Connect is an aftercare service designed to support Aboriginal people after a suicide attempt or crisis. It offers a safe, culturally appropriate environment where our team helps clients connect with various care services and activities that can strengthen their wellbeing. We focus on our clients' strengths, assisting them in setting and achieving their goals.

This year, we've successfully established the service and welcomed new team members. Our team participated in a statewide gathering in Perth to discuss how different regions can contribute to developing the WA Jurisdictional Suicide Prevention Plan. We emphasised the importance of involving local leaders in planning and following cultural protocols. We also reviewed existing WA State and Regional Suicide Prevention Plans, sharing ideas, successes and challenges to help shape our own model of care. Our Community Liaison Officers attended part of the gathering to explore areas of collaboration and exchange ideas.

Suicide Prevention and Wellbeing

After the Kimberley Aboriginal Suicide Prevention Trial ended, we led the development of the Kimberley Aboriginal Suicide Prevention Plan 2021–2025, overseen by the Aboriginal Regional Governance Group. The plan includes 13 recommendations based on the three levels of intervention outlined in the 2016 report, *Solutions that Work – What the Evidence and Our People Tell Us*. We regularly review our progress on implementing this plan.

A symbolic interpretation regarding the artist's personal mental health journey. A split of blues reflecting two states of emotion. The piece is patterned in different sizes with the lighter circles representing a tight cycle of holding the blues together. A slightly structured yet fluid depiction of imbalances, trying to regulate emotions.



Meeting to review the Kimberley Aboriginal Suicide Prevention Plan



Broken Blues by
Joseph Bin Omar



Sean Durant making the most of the headspace greenspace produce for the System-Restore Group



Ochre Ribbon March

The Community Initiative Sponsorship Program is designed to provide funding for Kimberley Aboriginal communities and organisations to support projects that enhance community wellbeing, in line with the Kimberley Aboriginal Suicide Prevention Plan. The program focuses on backing community-led and place-based initiatives that aim to prevent and reduce the impacts of self-harm and suicidal behaviours among Aboriginal people and communities in the region. This year, the program has supported:

- Contemporary Indigenous Dance Project, Burrb Wanggarraju Nurlu (Broome)
- Piriwa Wellbeing Project (Balgo)
- Strengthening Karajarri Lore and Culture, Mijilmilmiya Community (Bidyadanga)
- Kimberley Spirit Football Program, Garnduwa
- Jalngangurru Healing Consultation, Kimberley Aboriginal Law and Cultural Centre (Kutjungka Region: Balgo, Mullin, Billiluna)

headspace Broome

headspace Broome provides a unique suite of services to improve the mental health and SEWB of the Broome community. This includes counselling support in a safe and private space to help young people get back on track – our friendly counselling team are there to listen and support people to achieve their goals. Doctors' appointments are also available for any health concerns or advice.



Youth Advisory Committee

The Youth Advisory Committee, which is open to young people aged 12 to 25 years old, has a direct impact on how headspace operates and engages with young people. Committee members are responsible for promoting headspace Broome, providing input into service design and social media management, representing headspace Broome at local community events, and developing and providing feedback about how headspace can improve services to young people.

System Restore

System Restore is a program we've co-designed with young people to bring socially isolated youth together in a fun and safe environment. Starting as an idea from a young person in 2018, it has since developed into a peer work program that has achieved significant positive outcomes for young people. The program is funded by Lotterywest.

Community engagement

Community engagement plays an important role in improving health and wellbeing by raising awareness, building skills, reducing stigma, and fostering supportive networks and service environments. Our headspace team has been actively involved in community engagement activities in Broome.

The **Ochre Ribbon** event, which included a march down Short Street to raise awareness about family and domestic violence, also featured a community BBQ and entertainment including a performance by Youth Advisory Committee member Lyrical Instinct.

During **Deadly Diva Day** in Broome, organised by Garnduwa, nearly 60 students from schools across the Broome region gathered to engage in activities centred on leadership development, communication, physical activity and SEWB. This event provided a supportive environment for young women from different communities to connect and learn together.



At Garnduwa's **Young Men's Day**, our team participated in activities with male students, focusing on health education, leadership development and sports.

Our headspace team were invited by staff and students at Broome Senior High School and St Mary's College to recognise **R U OK? Day**. We teamed up with WACHS's Kimberley Mental Health and Drug Service and the **R U OK? Day Conversation Convoy** to put on a before-school sausage sizzle at the high school.



R U OK? Day activities in Broome

We participated in the **Push-Up Challenge**, a mental health and fitness event aimed at raising awareness and support for mental health across Australia. Over 24 days in June, we completed 3,249 push-ups, representing the tragic number of deaths by suicide in Australia in 2022.

"headspace is proud to be trusted by young people and their families in Broome. The funds raised through the Push-Up Challenge will help us continue to support their mental health and wellbeing. Interestingly, one of the biggest challenges young people face is loneliness and building connections. So we asked our Youth Advisory Committee how they would use the money raised. They told us that expanding our small group programs, facilitated by peer workers, would have the greatest impact on young people and their families."





Wear It Purple Day



On **Wear it Purple Day**, our headspace team proudly wore purple to celebrate the diversity of LGBTQIA+ young people. The day was dedicated to promoting support and acceptance by providing a safe and supportive space for all, especially for rainbow young people.

Our headspace staff collaborated with the RAC WA Community Education team to support their **Road Safety** program, which educates high school students and young drivers about staying safe on the roads.

We supported Broome PCYC's school holiday **NAIDOC** celebration, which included a Welcome to Country, Smoking Ceremony, and activities centred around the theme 'For Our Elders'. The day was filled with painting boomerangs, tie-dye, basketball, music from DJ Aggie, and a lunch featuring traditional Aboriginal food.



headspace staff at Broome Senior High School



headspace hosting a visit from
Consumers of Mental Health WA

Image source: CoMHWA

Consumer feedback

We value feedback from families and were pleased to receive positive comments about our youth-led peer groups:

"Without this peer worker relationship, I feel they wouldn't have disclosed the necessary information for them to have received the care and support provided by headspace Broome to aid their recovery and for this I am very grateful."

"They were very excited when they came back from your group, which I think is fabulous!!! They're genuinely interested and engaged in it because they have so much to tell me ALL about it when they get home and they're in such a great mood!! I love seeing them like this. I think they feel like they're a useful part of a team, so THANK YOU SO MUCH you guys!!"

To ensure we continue to improve our services for the Broome community, we actively promoted **Family Satisfaction** Survey Month, encouraging anyone connected to a young person linked to headspace to provide their feedback.

We also hosted a visit from **Consumers of Mental Health WA** to exchange information about our services, discuss systemic advocacy issues and strengthen our relationship.



Lyrical Instinct and Sean Durant

Soulid Sounds

To promote Mental Health Week, we hosted Soulid Sounds at Goolarri Media's Gimme Club in Broome, a free event for young people aged 12 to 25. The event was designed and headlined by Broome artist Lyrical Instinct, in collaboration with our Youth Advisory Committee. It featured bands from the Broome Senior High School music program and focused on the positive energy and improved mental health and wellbeing that young people gain through music and connection.

Lyrical Instinct aimed to give emerging young performers an opportunity to shine, creating an evening of soul-nourishing sounds for those in attendance. His message to the crowd was clear: "We are all in this thing called life together, and it's okay to seek support."

The event attracted over 100 young people, families and friends and began with a passionate Welcome to Country by Auntie Natalie Dean. The night featured a succession of talented youth acts, including Amelia Band and Izzy's Crash. A standout performer was Chase Pigram, who wowed the crowd with his smooth vocals and even brought Broome

music royalty, Stephen Pigram, on stage for a cameo appearance. The Turbo Puppies were also crowd favourites, playing classics from Nirvana and Red Hot Chili Peppers, getting everyone on their feet.

Lyrical Instinct closed the show with a powerful performance, rapping about his experiences as an Aboriginal young person in Broome. His medley of songs focused on facing fears, following dreams and remembering to breathe through tough times.

The Gimme Club proved to be the perfect venue for an inspiring evening of hope. The feedback from young people was overwhelmingly positive, with many calling for the event to become an annual tradition. It was undeniably a night to remember for all in attendance.

We extend our heartfelt thanks to Franque Batty and the team at Goolarri Media Enterprises, Rob Pascoe at Broome Senior High School, Domino's Broome for their generous donation of pizzas, and a special thank you goes to the Youth Advisory Committee and the wonderful staff at headspace Broome.

This event was funded by our Community Initiative Sponsorship Program and a grant from headspace National.



Kimberley Supports

In our role as coordinator and a member of the Kimberley Supports Consortium, we facilitate access to services in disability and early childhood intervention.

Community Connectors

The Community Connector and Community Connector Coordinator programs assist people living with disabilities in navigating and accessing the National Disability Insurance Scheme (NDIS) and other disability supports.

In 2023–2024:

Over **2,000**
occasions of service were
delivered.

35
people met NDIS access
requirements with
the assistance of the
Community Connector
program.

In the Kimberley region, there are now over 650 Aboriginal people with a NDIS plan, and over 400 of these individuals have been supported by the program in the NDIS access stage.

Funding for these programs is provided by the National Disability Insurance Agency.



"We decided to take a movement break on our way back from an outreach trip to Wangkatjungka. Vondella, Family Support Worker with Marininwarntikura Women's Resource Centre showed us this beautiful spot to stretch our legs!"

Hannah Lipscomb, Occupational Therapist





Remote Early Childhood Supports

The Remote Early Childhood Supports program provides early childhood intervention services to children aged zero to nine years who have a developmental delay.

In 2023–2024:

Over **3,000** occasions of service were delivered.

188 individual assessments were completed, with over **95%** of children assessed requiring further support.

Over **200** children are currently engaged and supported by the program.

Our staff participated in the National Fetal Alcohol Spectrum Disorder (FASD) Campaign Working Group, led by NACCHO, which guided the development of the Strong Born campaign. The campaign is designed to raise awareness of FASD and the harms of drinking alcohol while pregnant and breastfeeding. Strong Born also supports people with FASD and their families and carers by promoting an understanding of FASD and the services available for individuals and families.

Funding for Remote Early Childhood Supports is provided by the National Disability Insurance Agency.

Strong Born resources can be accessed here:





Individual Capacity Building

The Individual Capacity Building program facilitates peer support groups, mentoring, and capacity-building activities for people with disabilities, their families and carers.

Funding for the program is provided by the Australian Government Department of Social Services.

The program has helped over

200 people living with disabilities access peer support and capacity-building activities, with over

90% of participants reporting increased skills and confidence. Around

250 carers and family members have also attended activities to increase awareness of disability.



In November, we held the Keeping Strong Short Films community screening night at Goolarri Media's Gimme Club in Broome. This event celebrated storytelling and inclusivity by highlighting the journeys of individuals living with disabilities through film. Collaborating with filmmaker Paul Bell, participants and their families shared inspiring narratives that showcased strength, resilience and creativity. This initiative provided a platform for our community to learn from and celebrate these diverse experiences.



Population Health

Our Population Health Unit delivers seven programs throughout the region. They have developed and implemented an evaluation tool to document community events, clinical in-services, education activities and engagement with community members. This tool helps the team monitor and evaluate deliverables, allowing for reflection on success and feedback for continuous improvements.

In 2023-2024,

the Unit delivered a total

of **114** activities and education sessions to community members and

made **64** visits providing support or training opportunities to our remote health centres and Member Services.

Australian Family Partnership Program

The Australian Family Partnership Program is an evidence-based maternal and child health initiative aimed at improving outcomes for Aboriginal families. The program assists women in engaging in preventive health practices, supports parents in enhancing child health and development, and helps parents develop a vision for their futures, including education and employment opportunities.

Our Nurse Home Visitors and Family Partnership Workers build therapeutic relationships with the

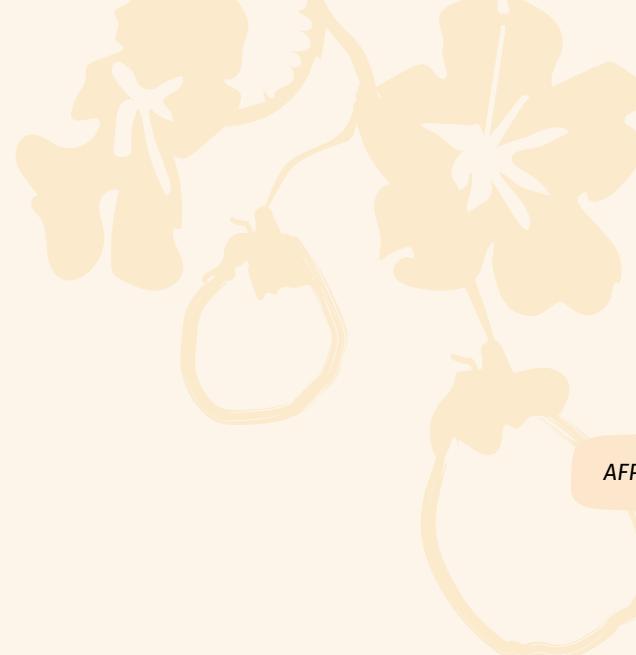
women, honouring their expertise in their own lives and fostering a culture of safety and autonomy. This comprehensive home visit schedule starts early in pregnancy and continues until the child is two years old, with an average of 64 visits. The program helps women understand factors influencing their health and their baby's health and development. Our team supports parents in setting realistic goals and achieving small objectives, boosting their confidence to tackle larger challenges.

Working within the ACCHS Model of Care, our home visiting team educates, facilitates, and supports health and wellbeing. They deliver culturally appropriate, evidence-based health, child development, and parenting education, and collaborate with community agencies to address the physical, mental, and community needs of women and their children. This intensive program significantly impacts the lives of participants, guiding them to make profound changes for themselves and their children. Women pregnant with an Aboriginal or Torres Strait Islander baby, first-time parents, or those with a first-time parenting experience are eligible to enrol in the Program, with some exceptions made on a case-by-case basis.

Our staff have engaged our Member Services and WACHS in service provision. The anticipated client load per home visit team is 20 women, and our program currently has 57 women enrolled in the program. This is a 63% increase in the past six months, with six women awaiting consent. We have achieved 93% of our total caseload key performance indicator.

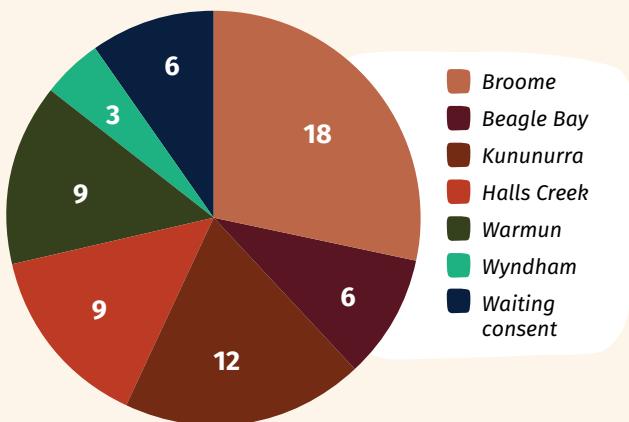
The results from our first client feedback survey, undertaken from January to June 2024, reported positive client comments across all domains. The survey seeks to establish our clients' thoughts and experiences on the home visit content, cultural considerations, and the therapeutic relationship.

Funding for the program is provided by the Australian Government Department of Health and Aged Care.

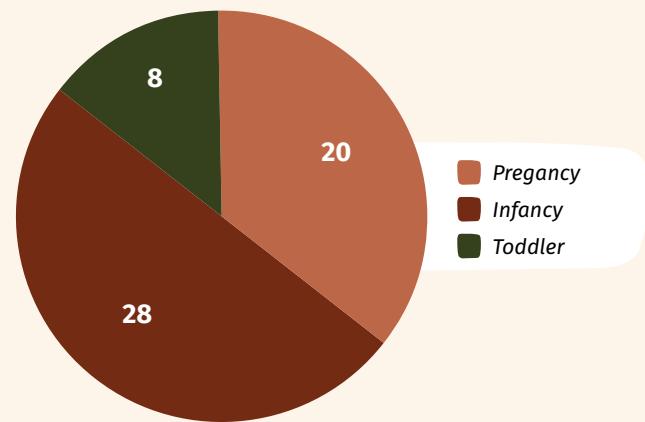


AFPP Team

**Australian Family Partnership Program
client numbers by location**



**Australian Family Partnership Program
client numbers by phase of the program**



Celebrating one year since the AFPP enrolled their first client into the program as well as the milestones of two 1st Birthdays



Case Studies

The impact of Family Partnership Workers

Our Australian Family Partnership Program Family Partnership Workers provide vital community and social support to clients.

Our team often debriefs at the end of the day, reflecting on our busy schedules filled with activities that are difficult to quantify but essential within the program. We spend many hours with clients fulfilling roles traditionally associated with social work, such as assisting with Centrelink paperwork, tracking down birth certificates for mothers and babies, gathering 100 points of identification, completing housing applications, helping women open bank accounts, supporting applications for tax file numbers, checking immunisation status and assisting with driver's licensing.

We see this as valuable work. By modelling persistence, tenacity and resilience, we demonstrate to our clients that they matter. We see, hear and help with their individual needs. While waiting in Centrelink for hours with our clients, we deliver content and, more importantly, share the burden of navigating a challenging system.

Building trust and empowering choices: a nurse's perspective

One of our nurses shares insights into the challenges and successes of working in a therapeutic relationship within the Australian Family Partnership Program.

"Our Kimberley clients are unique, with the impact of colonisation and the experience of Western invasion still within living memory. Many clients come from families where there is a history of displacement and being taken from family and placed in state institutions.

With this context in mind, every interaction we have is a success. Every answered phone call or text, every time we are allowed onto someone's property, and every personal story shared with us signifies the trust placed in us and our program. Over the last year, we have grown from being an unknown, new service to having several active clients across the region. Our clients are now actively recruiting their friends and family into the program. These small successes are meaningful and significant on an individual level.

For example, clients with uncomplicated pregnancies who live more remotely must come to a town centre for 'Sit Down' from 36 weeks of pregnancy to wait for their babies to be born. One client with poor health literacy and self-efficacy was waiting in town on her own. In our meetings, we discussed birth plans, managing labour, pain relief, and complications of labour. She attended an antenatal meeting on her own and afterwards told me she was advised to have an induction, but she declined and said she wanted to wait until her baby came by itself. Being in control of one's destiny is remarkable in any context, but for this client to say no to an intervention while on her own in an unfamiliar institution speaks volumes. This is a strength she can carry through her life and pass on to her unborn child."



Hearing Health Program



Image source: BRAMS



Kelvin Kong and Jodie Millroy

Hearing Health

Our Hearing Health Program offers regional services aimed at promoting and enhancing hearing health education across various schools, communities and health centres in Broome, Bidyadanga, Beagle Bay, Billiluna, Balgo and Mulan. The program's primary goal is to raise awareness about the critical role of hearing health in child development, ensuring early detection and intervention for hearing-related issues among children. Additionally, the program focuses on empowering clinical staff by providing training to improve their proficiency in conducting hearing checks and related services.

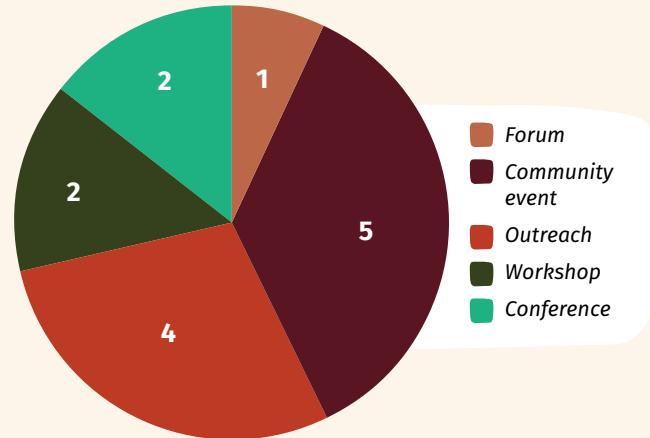
After a period of vacancy, our Hearing Health Coordinator position has been filled since mid-June. During the recruitment period, we conducted a review of the program and shifted its emphasis from ear, nose and throat (ENT) screening, audiology testing and specialist visits to a broader health promotion-led approach. This strategic shift aims to strengthen the capacity of staff in our remote health centres to provide comprehensive ear screening and basic audiology screening, while also enhancing community awareness and knowledge of preventative health measures throughout the region. Resources for parents and carers, posters and health promotion activities are being developed to be presented to children from kindergarten to adults.

While in the early stages of developing health promotion initiatives, we have already conducted 14 activities.

Community events have featured health promotion stalls at various events such as World Hearing Day, basketball competitions, new teachers' inductions and Sorry Day. Outreach trips were undertaken with an audiologist, Aboriginal health worker, and ENT specialist or GP.

Funding for the program is provided by WACHS.

Hearing Health Program Health Promotion Activities 2023–2024



Kimberley Foot Initiative

The Kimberley Foot Initiative aims to address gaps in the health system related to diabetic foot complications, improve patient outcomes and enhance community knowledge regarding diabetic foot health. The goal is to prevent and/or minimise the risk of amputations and manage complex cases through a comprehensive approach that includes primary health care, podiatry and health promotion services.

Our team works closely with our remote health centres, Member Services, WACHS and Boab Health to bridge existing gaps in care.

The dedicated podiatry position is a new addition and a significant milestone, marking the first time a podiatry role has been integrated into our organisation. This position enhances our ability to provide specialised podiatry services and fills a critical gap in health services. By offering dedicated podiatric care, we are better equipped to meet the diverse healthcare needs of Kimberley Aboriginal communities and strengthen our holistic approach to health care delivery, promoting wellness and preventive care alongside traditional medical services.

Case Study

Our team actively engages with community members through various educational initiatives. These activities address the specific needs of different age groups and health conditions. For children and young people, we offer interactive programs focusing on foot health education and preventive care, incorporating fun and age-appropriate methods to foster long-term healthy habits. For adults, especially those living with or at risk of developing diabetic foot complications, we provide targeted workshops and resources, including practical demonstrations on proper foot care, insights into managing diabetes effectively and encouragement to visit the local clinic if concerned.

The team utilises the Population Health Unit's evaluation tool to document their work. This tool helps monitor travel and health promotion activities, enabling schedule sharing among team members to enhance internal collaboration. It also allows for reflection on successes and areas needing improvement.

Funding for the initiative is provided through the South Australian Health and Medical Research Institute.

Community engagement in foot health

Outside of providing clinical services, our podiatrist plays an important role in community engagement and education. They offer valuable insights and information that contribute significantly to health promotion, including proactive foot health management and empowering individuals to take charge of their overall foot health.

Alongside our health promotion officer, our podiatrist participated in an outreach trip to a remote community to deliver an activity for elderly women. During this activity, the podiatrist encountered a woman with significant callus build-up on her foot, who had not previously presented to the local remote health centre for treatment.

Seizing the opportunity, the podiatrist accompanied her to the local remote health centre, performed the necessary debridement and provided support. Additionally, the podiatrist spent time educating the woman on preventing health risks related to the foot and emphasised the importance of regular clinic visits for foot checks.

This initiative exemplifies how local engagement activities can lead to immediate and impactful health interventions, highlighting the crucial role of services provided under the ACCHS Model of Care. The proactive approach not only addressed the immediate health issue but also empowered the woman with knowledge for future self-care.

Men's Health

Our Men's Health Program prioritises the health and wellbeing of Kimberley Aboriginal men in the delivery of services and programs. We support our remote health centres in engaging with men and increasing the uptake of health and wellness programs and services, while advocating for culturally safe health care. We are also wanting to engage more Aboriginal men in the workforce.

We have listened to Kimberley Aboriginal men who requested men's health activities on-Country. At these activities, we successfully delivered 715 health checks and health education in a culturally appropriate manner. Our approach is informed by feedback from men on why they were not visiting remote health centres for their 715 health checks. Each event covered health education topics including the importance of the annual 715 health check, shared through storytelling to highlight how it contributes to a long and healthy life. We used a strengths-based approach, emphasising the preservation of the world's oldest culture and the benefits of longevity. We also explained what a 715 health check involves and what to expect, and issued a call to action for more men to become Aboriginal Health Workers.

In 2023–2024,

26 men's health events were conducted with a total of **879** attendees. These events were held in the Kutjungka region (5), Halls Creek (1), Bidyadanga (8), Beagle Bay (7) and Broome (5).

We prioritise working with our remote health centres, Member Services and our male staff to promote the presence of male clinicians. We are developing a Men's Health Strategy in partnership with the Kimberley Regional Aboriginal Men's Health Sub-committee of the Kimberley Aboriginal Health Planning Forum, to be completed next year.

Funding for our men's health program is provided by KAMS.

Case Studies

Breaking stigma around sexual health

Our Sexual Health Promotion Officer has made significant efforts in changing attitudes and behaviours regarding sexual health in our remote communities. Their up-to-date, researched and culturally safe presentations at community events have led to noticeable changes in the way men view getting tested and discussing sexual health. Their ability to speak in the right tone, build relationships and increase health literacy has broken the stigma and worry around getting tested for sexually transmitted diseases.

As a result of their efforts, there has been a significant increase in the number of young men coming forward for their 715 health checks at our remote health centres. His work has educated hundreds of men about the symptoms and cures of STIs, leading to improved health outcomes in remote communities.

Engaging men through cultural understanding

Our SEWB Cultural Lead delivered exceptional presentations at the Halls Creek and Billiluna Men's Health Camps. His ability to engage the audience was evident as the energy in the room shifted to total engagement, with all participants deeply involved in the discussion. By appealing to the strengths of the men and providing a brief history of Australia, including the impacts of colonisation, the Stolen Generation and past policies, he enabled thoughtful yarning and a deeper understanding of current health needs.

Using this recent history as a backdrop, he effectively conveyed the importance of 715 health checks. His presentations were received with deep appreciation and understanding, making a significant impact on the men's willingness to take proactive steps towards their health.



Image source: Bidyadanga Aboriginal Community La Grange





Image source: Bidyadanga Aboriginal Community La Grange

Delivering Men's Health activities on-Country

“It’s good to have something for the men here; we need more, we get left out, we’ve been waiting a long time for this.” Angus Manson, CEO Billiluna

*“Next time you come we’ll organise to go to the Lake and do this at handover site.”
Lawrence Lulu, Mulan*

“We need to have a community meeting to create a Men’s Space and men’s health program for Mulan, to help the Rangers get started again.” Shirley Brown, Mulan

“All these young men really want to do music again; we need something to make it a happy community.” Brian Darkie, East Kimberley Pathways, Balgo

*“We support Tonchi and Jeff to lead the men’s health program; you can go to them with questions, they’ve been supporting us for a long time, you can trust them.”
Gary Ngammie, Balgo*

*“We can go to Sturt Creek next time to do this, it’s good camping weather.”
Jimmie Tchooga Senior, with agreement from Helicopter, Balgo*

Men talked frequently about taking men’s health on-Country. “This is our clinic out here.” said Meridoo, pointing to the horizon toward his Country, Bidyadanga



Image source: Bidyadanga Aboriginal Community La Grange



Rheumatic Heart Disease

In our role as coordinator and a member of the Kimberley Rheumatic Heart Disease (RHD) Partnership, we deliver RHD and Acute Rheumatic Fever (ARF) prevention services.

As a collective, the key performance indicators for delivering ARF and RHD prevention services were achieved. This success was accomplished through various activities by each partner service, including educational programs, women's health on-Country, women's camps, strong women's groups and participation in community events such as the Shooting Stars Program, Homelessness Awareness Week and World Heart Day.



School visits played an important role, focusing on providing education about Strep A, the importance of personal hygiene, environmental health and ways to prevent ARF and RHD. Additional activities included 'dolly wash' programs, surveys and evaluation outcomes.

Since commencing in June 2023, we have made steady progress in delivering the program. With most positions across the program filled for most of the year, we successfully reached the targets for community awareness education and events. From October 2023, our RHD Health Promotion Officer delivered 37 community RHD awareness and prevention sessions, significantly contributing to our outreach and educational efforts.

Sexual Health

Our Sexual Health Program provides clinical education, training and resources to ensure high-quality sexual health services are delivered to clients in the region. We support and coordinate comprehensive STI and Blood Borne Virus (BBV) testing, management, follow-up, and opportunistic screening of target cohorts.

Due to the ongoing syphilis outbreak in the region, the program focuses on syphilis prevention and management. The syphilis outbreak response is delivered in partnership with Ord Valley Aboriginal Health Service, Derby Aboriginal Health Service and Yura Yungi Medical Service, who also provide sexual health clinical care.

Our staff work closely with communities to identify and implement culturally safe and innovative approaches to STI/BBV testing, prevention and education. Preventative initiatives and education are delivered in schools, from kindergarten through to year 12, and in out-of-school settings such as men's and women's spaces, camps, alternative education settings, sport events and training, youth groups and health promotion events.

We have built strong rapport with the Bidyadanga, Beagle Bay and Kutjungka communities, which has resulted in multiple community-led men's and women's health education days, STI/BBV testing





events and on-Country health camps. Our staff have also been invited to several school or community-led camps to provide education.

As needed and/or requested, our staff also develop culturally appropriate and Kimberley-specific sexual health resources and health promotion campaigns. We have developed localised resources, including an STI/BBV feedback template to monitor testing, treatment and follow-up across our remote health centres. Other resources under development include the rebuild of the MMEx³ sexual health module, a Kimberley-specific syphilis campaign and an STI flipchart. We are also working in collaboration with the Sexual and Reproductive Health Sub-committee of the Kimberley Aboriginal Health Planning Forum on access to contraception.

Our sexual health program is funded by KAMS, NACCHO, WACHS and the WA Department of Health.

Tackling Indigenous Smoking

Our Tackling Indigenous Smoking Regional Tobacco Control Grant Program aims to reduce smoking rates among Aboriginal populations by preventing the uptake of smoking and e-cigarettes and promoting smoking cessation. Reducing smoking prevalence will decrease rates of chronic disease and improve life expectancy for Aboriginal people.

In 2023–2024, the program transitioned to focus on expanding the reach of smoke-free/vape-free programs, increasing prevention activities and reducing tobacco use among three priority groups: remote communities; young people; and pregnant women, their families, and women of childbearing age. A key priority for the program is to strengthen its geographic reach and impact, ensuring Aboriginal people across the region have access to program support.

From 1 July 2023, the program expanded its coverage by introducing Indigenous Regions (IREGs). The dedicated regions for the Kimberley are IREG ID501 – Broome, IREG ID508 – West Kimberley, and IREG ID504 – Kununurra.



Image source: OVAHS



³ MMEx is the 'Medical Message Exchange' and is the platform that we use for electronic health records.

We coordinate the program in partnership with Broome Regional Aboriginal Medical Service, Derby Aboriginal Health Service, Ord Valley Aboriginal Health Service and Yura Yungi Medical Service. Each team has their own name and branding:

- No Joobuk Team at Broome Regional Aboriginal Medical Service
- Strong and Smoke-Free Team at Yura Yungi Medical Service and Ord Valley Aboriginal Health Service
- Quit Today, Live Tomorrow Team at Derby Aboriginal Health Service

Kimberley Tackling Indigenous Smoking Program

In 2023–2024, the program expanded its reach into communities that had not previously been exposed to the smoke-free message, from Kalumburu in the north to the Kutjungka region in the south. The program was well received by communities.

Implementing the software system 'Qualtrics' has assisted in activity evaluations, monitoring and key performance indicator tracking, enabling seamless reporting using the Health Data Portal. This web-based survey software supports offline data collection, allowing staff to capture important information while offline and upload it once service becomes available. The program has gone paperless and continues to find ways to make reporting more user-friendly for program staff.

18,467

people exposed to the program

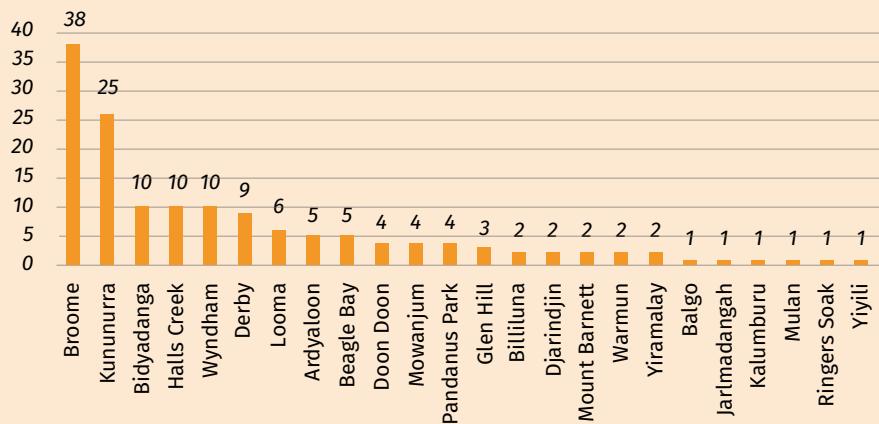
3,681

people engaged in the program

20%

of people engaged in the program

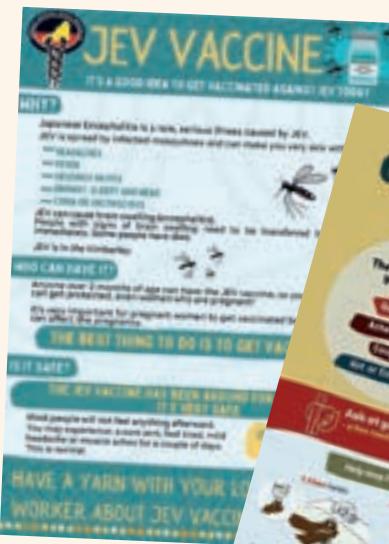
Kimberley Tackling Indigenous Smoking Activities by Location



The program is funded by the Australian Government Department of Health and Aged Care.

Public Health

Public health campaigns were delivered across the region through our remote health centres and Member Services, focusing on Respiratory Syncytial Virus (RSV), Japanese Encephalitis (JEV) and the flu season. One of the key messages highlighted the importance of mosquito protection. The JEV vaccine is highly effective, providing long-term protection and is available for free, though it doesn't protect against other mosquito-borne viruses. As flu season approached, we launched multiple flu drives.



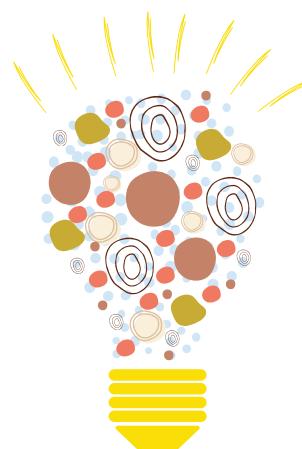
“Mosquitoes can carry serious diseases, including JEV, which can make people really sick. To protect yourself, KAMS encourages everyone in the Kimberley to Cover up, Repel, Clean up, and Get JEV Vaccinated.”

“Cold Season is Flu Season! The flu virus can cause severe illness, including headaches, body aches, coughing and fever. Protect yourself and your loved ones by getting the free flu vaccine, available every year. Ask about the flu shot at your local clinic and stay healthy this season.”



Strategic Priority 2

Aboriginal Organisations



Community control of health and other social services is a vital part of Aboriginal self-determination. When Aboriginal organisations across the Kimberley are strong and functioning well, they are empowered to define the issues impacting their communities, and to develop tailored and holistic solutions to meet their needs. This strategic priority is about achieving a **strong, sustainable and unified Aboriginal community-controlled sector**.



Chris Bin Kali, KAMS Treasurer with
Barrala Health Service Co-chairs
Delvene Green and Joe Ross

Transition to Community Control

In response to requests from local communities, KAMS is facilitating the transition of remote primary health care services to Aboriginal community control and the establishment of new Aboriginal health services across the Kimberley.

Funding for these projects is provided by KAMS and the WA Department of Health. These initiatives align with the National Agreement on Closing the Gap and the Health Sector Strengthening Plan.

Dampier Peninsula Clinics Transition Project

The objective of this project is to transition the management of remote area clinics at Lombadina, Djarindjin and Ardyaloon from WACHS to KAMS.

In 2023–2024, the business case to fund the transition to community control was completed and endorsed by the working group. The business case detailed our proposed service model in accordance with the ACCHS Model of Care to provide a holistic approach to primary health care to achieve improved health outcomes.

The business case was submitted by WACHS to WA Treasury for consideration in late 2023.

Fitzroy Valley Health and Wellbeing Project

The aim of the Fitzroy Valley Health and Wellbeing Project is to establish a dedicated ACCHS to deliver comprehensive primary health care services in Fitzroy Crossing.

The Working Group achieved the incorporation of Barrala Health Service Aboriginal Corporation, under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act) in October 2023. The first general meeting was held in November 2023.

With incorporation achieved, Barrala has prioritised the development of a business case to advocate for funding for the health service. The business case for the establishment of the health service will include staffing, service design, infrastructure and capital works. Service design will be based on the provision of culturally appropriate primary health care services tailored to meet the specific health needs of Fitzroy Valley communities.

Bidyadanga Remote Health Centre Transition

We are working to transfer the management of the Bidyadanga Remote Health Centre to Bidyadanga Aboriginal Corporation La Grange. This year the project has focussed on financial arrangements and establishing corporate and clinical governance arrangements to support the transition. The policy framework to address health care standards and accreditation requirements was completed and we continue to work closely together to plan, manage and advance transition activities.

Transition to
Community Control –
Bidyadanga





Kangaroo Tails on an open fire during a family gathering at Christmas Creek.



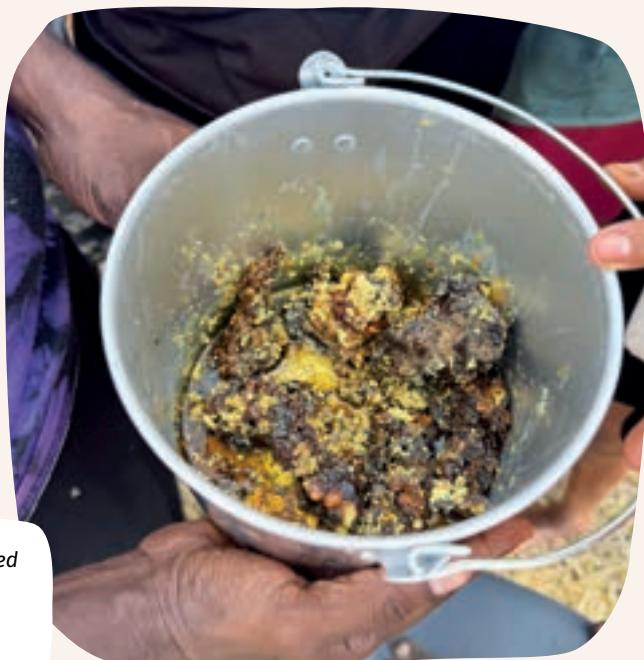
Bush medicine soap and ointment being made by Muludja Community members and our SEWB Team.



Muludja Community Elders share knowledge of native plants with our SEWB Team, near Fossil Downs, before going back to Community to make bush medicine.



Native plants collected near Fossil Downs by Muludja Community members and our SEWB Team to make bush medicines.



Consortium Approaches

We use consortium approaches to strengthen collaboration between Aboriginal organisations, ensuring that services are delivered in a culturally safe, effective and coordinated manner. By bringing together diverse expertise and resources, consortiums like Kimberley Supports, the Enhanced Response SEWB and the RHD program enable us to address complex health and wellbeing challenges in a unified way. This collaborative approach enhances service delivery, improves health outcomes and allows us to respond more effectively to the needs of Kimberley Aboriginal people and communities, and is in direct alignment to Priority Reform 2 of the National Agreement on Closing the Gap.

Enhanced Response SEWB

In January 2023, the 'one in 100-year' West Kimberley flood event prompted the formation of the Enhanced Response SEWB Consortium. This partnership includes KAMS, Marninwarntikura Women's Resource Centre, Broome Regional Aboriginal Medical Service and Derby Aboriginal Health Service. The consortium was established to provide a coordinated and culturally sensitive response to the mental health and SEWB needs of flood-stricken communities in the Fitzroy Valley.

The consortium's collaborative approach ensures the effective deployment of services by aligning with AHCWA's ACCHS SEWB Service Model. This approach

provides added place-based nuance and flexibility, offering comprehensive psychosocial support to help individuals and families cope with distress and displacement. The consortium's work highlights the importance of establishing a permanent ACCHS, Barrala in Fitzroy Crossing to address ongoing health disparities and improve life expectancy.

This initiative demonstrates a dynamic model of collaboration and rapid response, setting a benchmark for disaster recovery in regions facing similar challenges. The consortium's efforts underscore the importance of accessible, community-controlled services that resonate with the cultural and social context of Aboriginal communities. By prioritising the community's voice, the consortium ensures that interventions are not only timely but also culturally appropriate, making a significant impact on mental health service delivery in crisis situations.

The consortium's work has the potential to be adapted in other regions and situations, highlighting the scalability of its approach. By integrating SEWB support into immediate and longer-term disaster plans, the initiative offers valuable insights for policymakers, leading to improved health outcomes and more resilient communities. Ultimately, the consortium's approach provides a sustainable model for enhancing mental health resilience and community preparedness, making a meaningful difference in the lives of those affected by mental ill-health and emotional distress.



Kimberley Supports

The Kimberley Supports Consortium was established to provide targeted support to ensure equity and access to the National Disability Insurance Scheme for Kimberley Aboriginal people. The Consortium offers strategic oversight and facilitates the consolidated and collaborative delivery of three programs – Community Connector, Community Connector Coordinator, and Remote Early Childhood Supports – across the region, while accommodating local needs.

KAMS provides auspice to the Consortium, which comprises:

- Broome Regional Aboriginal Medical Service
- Derby Aboriginal Health Service
- Kimberley Aboriginal Medical Services
- Kununurra Waringarri Aboriginal Corporation
- Marninwarntikura Women's Resource Centre
- Nirrumbuk Environmental Health and Services
- Ord Valley Aboriginal Health Service
- Yura Yungi Medical Service

This year, three Consortium meetings were held to discuss the strategic direction of the programs and provide program updates.

Kimberley RHD Prevention

The Kimberley RHD Program is a new initiative funded by NACCHO and delivered in partnership with Broome Regional Aboriginal Medical Service, Derby Aboriginal Health Service, Yura Yungi Medical Service, Ord Valley Aboriginal Health Service, and Nirrumbuk Environmental Health and Services. The program provides a collaborative, comprehensive and coordinated regional approach to preventing and managing RHD and ARF. It centres on a culturally secure model of care focusing on community-led solutions and responsive approaches with a priority on integrating primary health care with environmental health services to improve health outcomes. Most positions across the program were filled for most of the year.

In October, program staff gathered for a three-day workshop to create resources, strategies and long-term objectives for the program's delivery. The workshop offered a platform to discuss resource and activity development, team building and networking opportunities. This collaborative effort was a great success, establishing a shared vision for the program.

A follow-up workshop in April focused on reviewing the October workshop outcomes; refining program purpose, goals and direction; and discussing environmental health, resource development and



Image source: NACCHO



reporting. Special guests presented on the MMEx data system, provided practical clinical upskilling and shared insights into environmental health pathways. The workshop also included a strengths, weaknesses, opportunities and threats analysis, planning for regional campaigns, and establishing a governance group.

Through these workshops, the team completed the branding of the program based on the concept: "We want the branding to reflect the journey of Group A Strep Infection to ARF to RHD and the collaborative, intersectoral approach required to prevent RHD". The agreed name for the program is Kimberley RHD Prevention. The logo features purple dots representing Strep A bacteria, as seen under a microscope, with warm and cool colours symbolising the diverse Kimberley landscapes.

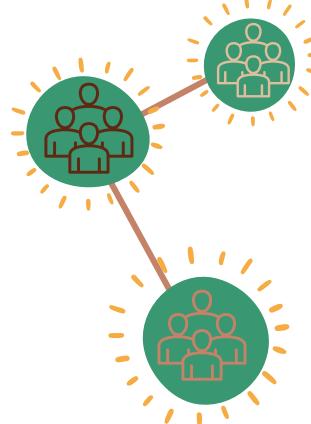
Lead Clinicians Forum

We continue to implement the Lead Clinicians Forum, which meets four times per year to oversee clinical practice standards in ACCHSs and to discuss collective clinical issues. This forum ensures clinical teams across the ACCHS sector are communicating well and sharing ideas. Membership is multidisciplinary and includes clinicians from Aboriginal Health Worker, medical and nursing scopes of practice.

A focus for the Forum this year has been on advocating for seamless referrals to specialist services in the public health system, which are processed through the WA Department of Health's Central Referral Service, by resolving interoperability issues between electronic medical record platforms.

Strategic Priority 3

Regional Workforce



A robust Aboriginal health and wellbeing workforce is crucial to the success of Aboriginal organisations in the Kimberley. Their deep understanding of, and connection to, Aboriginal Culture and Kimberley communities make them indispensable in delivering culturally safe services. They also play a pivotal role in establishing a sustainable and enduring workforce. This strategic priority is focused on nurturing a **skilled, supported and connected Kimberley Aboriginal health and wellbeing workforce**.



Individual and Team Achievements

In the pursuit of excellence and the delivery of holistic health services to Kimberley communities, numerous individuals and teams have been recognised for their exceptional contributions and dedication. These acknowledgments span a wide range of achievements, from outstanding clinical care to leadership, community engagement and innovation.

This annual report celebrates the remarkable accomplishments of our staff and partners, reflecting their unwavering commitment to improving Aboriginal health and wellbeing in the region. Among these accolades are awards for excellence, recognition of exceptional Elders and young leaders, and acknowledgment of outstanding contributions from employees who consistently go beyond their roles. These honours exemplify the dedication, innovation and outstanding service that our staff provide.

Indigenous Allied Health Australia Awards

KAMS was honoured with the Indigenous Allied Health Australia 2023 Health Workforce Award for our commitment and contribution to improving the health and wellbeing of Aboriginal peoples. This award recognises our efforts in demonstrating culturally responsive action in Aboriginal workforce development, innovation in the delivery of services and programs, and leadership in influencing change in the health system. This accolade highlights the dedication and hard work of our team in fostering a culturally competent and innovative health workforce that addresses the unique needs of Kimberley Aboriginal communities.

Allied Health Assistants – Training



RACGP Rural Awards

Dean McKittrick received the Rural Registrar of the Year Award, as a dual winner, at the Royal Australian College of General Practitioners Rural Awards. Awarded for his commitment to Kimberley communities, he has demonstrated a high level of respect for and understanding of the communities he serves, according to those who nominated him.

UWA Vice-Chancellor's Indigenous-led Research Award

Erica Spry, our Senior Research Officer, received the University of WA's Vice-Chancellor's Indigenous-led Research Award. This recognition highlights her vital contributions to Aboriginal health research and her impact on communities in the Kimberley region and beyond. This award is a testament to Erica's excellence and commitment to community engagement, enforcing the essential role of Aboriginal researchers in advancing health knowledge. Her journey inspires emerging Aboriginal researchers and highlights the importance of Aboriginal perspectives in health research.

For more information on Erica's work, visit her research profile



Erica Spry with UWA's Vice-Chancellor Professor Amit Chakma

AHCWA ACCHS Sector Awards

Each year, AHCWA hosts the WA ACCHS Sector Awards dinner to highlight the successes and outstanding achievements of those working in Aboriginal health, as nominated by Member Services.

Elder in the Community

This award acknowledges Elders who have shared their cultural knowledge and expertise with healthcare professionals to enhance service provision. They have championed Aboriginal health and the principles of holistic service delivery in their community.



Shirley Brown received this award. Shirley has worked with us for many years in various roles and brings a wealth of experience to

holistic health and wellbeing service delivery under the ACCHS Model of Care. She consistently applies a cultural lens to everything she does, and as a result, her leadership and guidance are held in high regard. Shirley's guidance and oversight were instrumental in establishing the bush medicine program with the senior women of the Mulan community. She is a highly valued and sought-after Aboriginal Health Practitioner who deeply understands the need to engage with her community in a culturally safe way to improve health and wellbeing outcomes.



Shirley Brown (Incredible Aboriginal Health Worker, Community leader, mother, grandmother and more!) collecting bush tucker in Mulan.

Contribution by an ACCHS Employee

This award acknowledges employees in the sector who have shown support and commitment to promoting service objectives and the engagement of Aboriginal communities.



William Hunter received this award. William embodies the values of KAMS and works hard to bring about change

in Kimberley communities through strengths-based engagement with Aboriginal people and communities, aiming to break down barriers for our communities to access remote health centres and receive holistic care. William is Chair of the Kimberley Aboriginal Health Planning Forum's Kimberley Regional Aboriginal Men's Health Sub-committee. His passion, commitment and motivation to engage Kimberley communities in outreach services demonstrate the 'why and how' of achieving the best health outcomes for Kimberley Aboriginal people under the ACCHS Model of Care.



Robyn Dimauro also received this award for her work spanning more than 10 years. Her cool, calm and collected approach to managing payroll services for our staff always results in seamless salary payments every fortnight. She is a highly valued member of the Finance Team, known for her sharp attention to detail and rigorous approach. She doesn't hesitate to mentor and support newcomers to our organisation.

Young Achievers

This award acknowledges aspiring young people who have contributed to the improvement of Aboriginal health and the engagement of youth throughout the workforce. They are recognised as role models for future generations.



Jodie Millroy received this award. Jodie brings a high level of enthusiasm, commitment and dedication to her work, aiming to achieve better health outcomes for Kimberley Aboriginal people and communities. She takes on extra tasks and studies, always eager to expand her knowledge in all areas of health. She is a young leader who champions the ACCHS Model of Care in everything she does.



Telisha Shoveller, an Aboriginal Health Worker at the Bidyadanga Remote Health Centre, also received this award. While she is relatively new to KAMS, she is not new to the Aboriginal health and wellbeing sector, having served as a youth engagement worker on the Dampier Peninsula. Telisha is a young mum who brings energy and drive to her work at the Bidyadanga Remote Health Centre. She regularly mentors other Aboriginal Health Workers and has acted as Clinic Coordinator. No job is too big or too small for Telisha; she has covered the School Health Nurse role, worked with children at the local school, championed RHD prevention, participated in echocardiogram training, and even driven the clinic bus to transport patients to their appointments in Broome.



Vincent Carter received this award for his crucial role in establishing our Communications and Engagement Strategy. His leadership in developing policies, procedures and media presentations has improved communication within the organisation and with key stakeholders in the region. Vincent's dedication and hard work have been acknowledged throughout KAMS, and his passion for his work is evident in our remote communities. His continued contributions to the Aboriginal health sector are invaluable, and we look forward to his future achievements.

Kullarri NAIDOC Awards

The annual Kullarri NAIDOC Awards celebrate and recognise remarkable people who dedicate themselves to enriching our communities and forging a better future for us all. Congratulations:

- **Raymond Christophers**, awarded Elder of the Year
- **Telisha Shoveller**, awarded Young Person of the Year
- **Jenny Bedford**, awarded for her contribution to the ACCHS Sector
- **Dave Mascall**, awarded the Reconciliation Award
- **Oskar Stenseke**, nominated for the Reconciliation Award
- **Chantal McMahon**, nominated for the Community Leadership Award



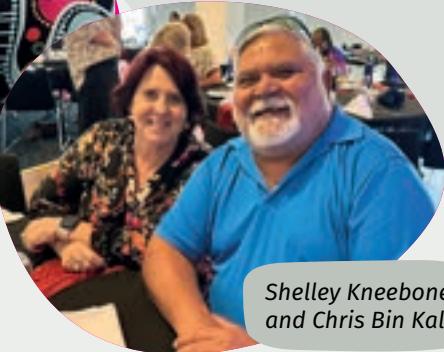
Telisha Shoveller

(accepted by her father Donald Heslington)
Image source: Goolarri Media Enterprises

Dave Mascall, headspace Broome Manager, has made significant contributions to the wellbeing of young people. Under his leadership, headspace Broome offers a wide range of services for those aged 12 to 25, including mental health support and vocational guidance, ensuring a 'no wrong door' policy for seamless access to care. Dave actively involves young people in decision-making through the Youth Advisory Committee. His commitment to reconciliation is evident in projects like the 'Our Journey, Our Story' research project, which aims to develop culturally secure mental health services in collaboration with Aboriginal young people, Yawuru Elders and Curtin University. With over 40% of headspace services utilised by Aboriginal young people, Dave's efforts have set a benchmark for inclusive and culturally sensitive care.



Junie Cattermole and Dave Mascall
Image source: Goolarri Media Enterprises



Our Annual Staff Awards

Each year, we celebrate excellence and dedication at our annual staff awards. This event honours the achievements of our award nominees and recipients and recognises staff service milestones.

Years of Service

20+ Years

- Carli Mackay
- Patricia Lawford

30+ Years

- Louise McKenna

21 Years

- Vicki O'Donnell



7 Years

- Amelita Gamboa
- Chantal McMahon
- Erica Spry
- Jordan Ellis
- Kirsten Morgan
- Michelle O'Donnell
- William McIntosh

Dr Lorraine Anderson

10 Years

- Courtney Fairfull
- David Mascall
- Donna Stephen
- James Baker
- Melody Miolin
- Rebecca Case





Madge Mohi accepting the Annual Report Cover Image from Ray Christophers on behalf of Madeline Bird and the Kimberley Supports Team



Annual Report Cover Image

Last year we ran the inaugural Annual Report cover photo competition. Madeline Bird won the Award for Kimberley Supports with her image of children at playgroup eating healthy, happy snacks.

Bringing out the Best

This award goes to staff members who display leadership.

KAMS – awarded to Zaccariah Cox

Zaccariah is recognised for his outstanding leadership skills. He has acted capably in the role of Executive Manager Mental Health, is a member of the Executive Management Team and chairs the Senior Management Team. He takes on other duties that at times stretch the boundaries and demonstrates strong support for his team, consistently seeking opportunities to enhance staff capabilities.

Over time, Zaccariah's leadership abilities have flourished. He has achieved national recognition for his expertise in SEWB. Through his active participation in statewide and national working groups, he ensures that the interests of the Kimberley region are represented.

In addition to his leadership roles, Zaccariah contributes to research as a chief investigator in numerous projects. He is a steadfast supporter of his manager and has played a pivotal role in the successful launch of Culture Care Connect.

KRS – awarded to Kirsten Morgan

Kirsten's leadership within KRS stands out for its impact and effectiveness. She's consistently demonstrated remarkable dedication as the manager of Kununurra Renal Health Centre, guiding her team to achieve high levels of efficiency and setting a benchmark for excellence.

Kirsten excels in team development, investing time to build strong, collaborative teams and fostering a productive work environment. This year, she also took on the challenge of managing the Broome Renal Health Centre, approaching the task with a can-do attitude and a commitment to high performance in both locations.

Always ready to share knowledge and support other managers, Kirsten's cooperative approach and ability to go above and beyond her job description make her an invaluable member of KRS. Kirsten truly exemplifies leadership within our organisation.

Other nominees in this category were:

KAMS

- Cucuil Stedman
- Kiarnee Baguley
- Oskar Stenseke
- Telisha Shoveller

KRS

- Nick Corsair



Ray Christophers and Zaccariah Cox

Ray Christophers, Sheona O'Donnell and Tammy Russell



Serving the Client

This award goes to staff members who display care for our patients and our stakeholders.

KAMS – awarded to Sheona O'Donnell

Sheona has navigated a year of transition with great ease. As the Human Resources (HR) Advisor for Remote Services, she's been pivotal in managing HR and recruitment, dedicating herself to meeting their staffing needs efficiently.

Following an internal restructure, Sheona transitioned to become HR Advisor for KRS, aligning with the Chief Operating Officer and her team to oversee their HR and recruitment. Her adaptability was further demonstrated when she took on the role of HR Team Leader, providing essential backfill support.

Throughout these changes, Sheona's confidence, leadership and management abilities have grown. She's a humble person and has a strong commitment to meeting staffing needs swiftly, recognising the importance of her role in enhancing the health and wellbeing of Kimberley communities.

KRS – awarded to Genkin Raj Gunasekaran

Genkin has been a dedicated member of the Broome Renal Health Centre for eight years. Initially serving as an enrolled nurse, he embraced further education, completing his registered nursing qualification. His dedication to professional growth led to a well-deserved senior role within the centre.

His approach to care is comprehensive, ensuring that patients receive holistic attention in addition to dialysis treatment. Genkin is committed to building meaningful relationships with clients, understanding and addressing their wider needs. Beyond his nursing responsibilities, he's shown exceptional commitment to the community, genuinely caring for client welfare. He excels in delivering clinical care and actively encourages clients to engage with their treatment and to understand their renal conditions.



Other nominees in this category were:

KAMS

- Amelita Gamboa
- Sophie Kelly
- Tammy Russell

KRS

- Neethumol Joseph
- Shoalle Malay



Jim Baker, William Hunter, Ray Christophers, Darcy Hegarty, Carol Comino and June Gulati



Ray Christophers, Leanne Piening and Siobhan Ryan

Outstanding Contributor

This award goes to staff members who work behind the scenes and go above and beyond the required expectations of their role.

KAMS – awarded to Darcy Hegarty

Darcy has been a cornerstone for the Finance Team, providing exceptional support through a period that presented several challenges, such as the introduction of a new HR and payroll system, staff vacancies and the need for ongoing staff training.

His work, often not in the spotlight, has been critical, particularly with the implementation of Employment Hero. Darcy's modesty and willingness to help everyone highlight his role as a quiet achiever who brings extensive knowledge and a diverse range of skills to our organisation.



Darcy Hegarty and Natasha Hegarty

KRS – awarded to Amanda Quartermaine

Amanda is an integral part of the KRS team, showcasing her skills and knowledge in providing culturally sensitive services in Kununurra. From her beginnings in admin to her role as Integrated Service Manager, she's proved to be indispensable, always there to support patients and staff with questions or for a chat about anything from personal matters to work-related issues.

In the last year, Amanda has expanded her support beyond Kununurra, contributing to wider organisational meetings and stepping in whenever unexpected challenges arise. Her commitment shone through as she helped put on the 10-year celebration in Kununurra, generously contributing her resources to ensure its success.

Amanda's efficiency and meticulous attention to detail have made her a quiet achiever whose impact is felt throughout the organisation. We appreciate her dedication and the support she readily offers all.

Other nominees in this category were:

KAMS

- Carol Comino
- James Baker
- June Gulati
- Thomas Lawford
- Trenna Wadge
- William Hunter

KRS

- Ellen Hodder
- Fadi Binti Hamzah
- Grace Horsman
- Leanne Piening
- Mithun Pious
- Rosemarie Burke
- Siobhan Ryan



Back: Jim Baker, Darcy Hegarty, Erica Spry, Kim Seear, Zac Cox, William Hunter

Front: Ray Christophers, Jodie Milroy, Natasha Hegarty, and Leanne Minshull

Employee Choice

This is a new award category that is a great initiative for staff to recognise their peers. This award celebrates the preferences and endorsements of our dedicated workforce. It symbolises the trust and appreciation staff have for their colleagues, managers and our workplace practices. It showcases staff that demonstrate alignment with our organisational values.

KAMS – awarded to Thomas Lawford

Thomas has been a steady presence in stores for two years. His dedication was notably demonstrated when he arrived at 3am during a power outage to ensure our vaccines remained at safe temperatures. After a four-hour vigil, he briefly went home, only to return at 8am to start his workday as usual. No task is too daunting for Thomas; he's always ready to lend a hand.

His positive spirit and enthusiasm are infectious, and he's known for bringing a smile to everyone's face with his humour. Thomas has seamlessly filled in for others during their absence, ensuring everything runs smoothly.

The progress Thomas has made over the past year is impressive. He works tirelessly behind the scenes, a fact that might go unnoticed by many, but his contributions are vital to our operations.

KRS – awarded to Kirsten Morgan

Kirsten has been nominated by her peers for her exceptional contributions to KAMS and KRS, recognising her leadership and her focus on the wellbeing of Aboriginal staff, particularly through ongoing investment in their education. Her proactive advocacy for Aboriginal Health Workers has opened new job opportunities and career growth, and she has also proactively driven supportive policy changes.

Her commitment further extends to managing both Kununurra and Broome Renal Health Centres, often prioritising the needs of KRS over her

personal commitments. Kirsten's organisational talent, management efficiency, and relentless dedication have earned her widespread respect among colleagues. This solidifies her standing as an exemplary candidate for recognition regarding her alignment with our organisational values.

Other nominees were:

KAMS

- Chantal McMahon
- Courtney Fairfull
- Darcy Hegarty
- Erica Spry
- Jim Baker
- Jodie Milroy
- Kiarnee Baguley
- Kim Seear
- Leanne Minshull
- Louise Orme
- Lousie McKenna
- Natasha Hegarty
- Phillipa Bird
- Richard Taylor
- Thomas Lawford
- William Hunter
- Zaccariah Cox

KRS

- Emma Griffiths
- Fadi Binti Hamzah
- Haley Dickfos
- Lucy Falcocchio
- Nick Corsair
- Sam Chopade
- Shonelle Shadforth



Ray Christophers, Dean McKittrick, Haley Dickfos, Lucy Falcocchio and Nick Corsair

CEO Awards

These awards are chosen by the CEO and are awarded to staff and teams who have been exemplary over the year.

KAMS Individual Award – awarded to Bruce Bird

A true asset to the team, Bruce is known for his exceptional diligence and work ethic, consistently taking on extra responsibilities and working additional hours to ensure that tasks are completed. A long-standing and supportive team member, he's committed to the professional development of his colleagues in finance, guiding them to excel and progress in their careers. Always approachable and ready to assist, he also provides invaluable support to Member Services with payroll and accounting needs.

KAMS Team Award – awarded to SEWB Team

Our SEWB Team has made a significant impact on the wellbeing of Kimberley Aboriginal people and communities, deserving recognition for their work. They provide culturally grounded interventions, outreach and groupwork that honour the holistic Model of Care. Their dedication extends to enhancing workforce capacity through training and development. Their partnerships across the region, including the West Kimberley Floods Emergency Response and support for families bereaved by suicide, underscores their commitment to nurturing the SEWB of Aboriginal people.



Bruce Bird



Back: Ashley Bin Omar, Jahved Cox, William Hunter, Brendan Cox, Roxanne Dolby, Denise Cox and Lenny Ansey

Front: Ray Christophers, Zac Cox, Jasmine Phillips and Lishan Coaby

KRS Individual Award – awarded to Nick Corsair

Nick's exceptional work in preparing patients for transplant and forging beneficial stakeholder relationships has dramatically increased transplant opportunities for Kimberley Aboriginal people. Nick's dedication has resulted in a significant number of successful transplants, and his ability to communicate effectively, with cultural sensitivity and genuine care are consistently praised by patients. The overall quality of care that he provides is described by many as outstanding, making him an unsung hero in KRS.

KRS Team Award – awarded to Broome Regional Operations

The KRS Broome Regional Operations Team is recognised for the work that they do behind the scenes to support delivery of services aimed at preventing and slowing the progression of chronic kidney disease. They ensure an integrated approach and provide vital education for both patients and healthcare providers. They prioritise patient advocacy, cultural sensitivity and community engagement, focusing on health promotion and awareness. The team also plays a crucial role in professional development, ensuring staff are well-trained to meet evolving clinical standards. The team has taken on significant projects, and work to maintain high-quality healthcare practices, including effective clinic management and infection control. Their collective efforts keep patients at the centre of care, exemplifying excellence in renal health services.



Nick Corsair



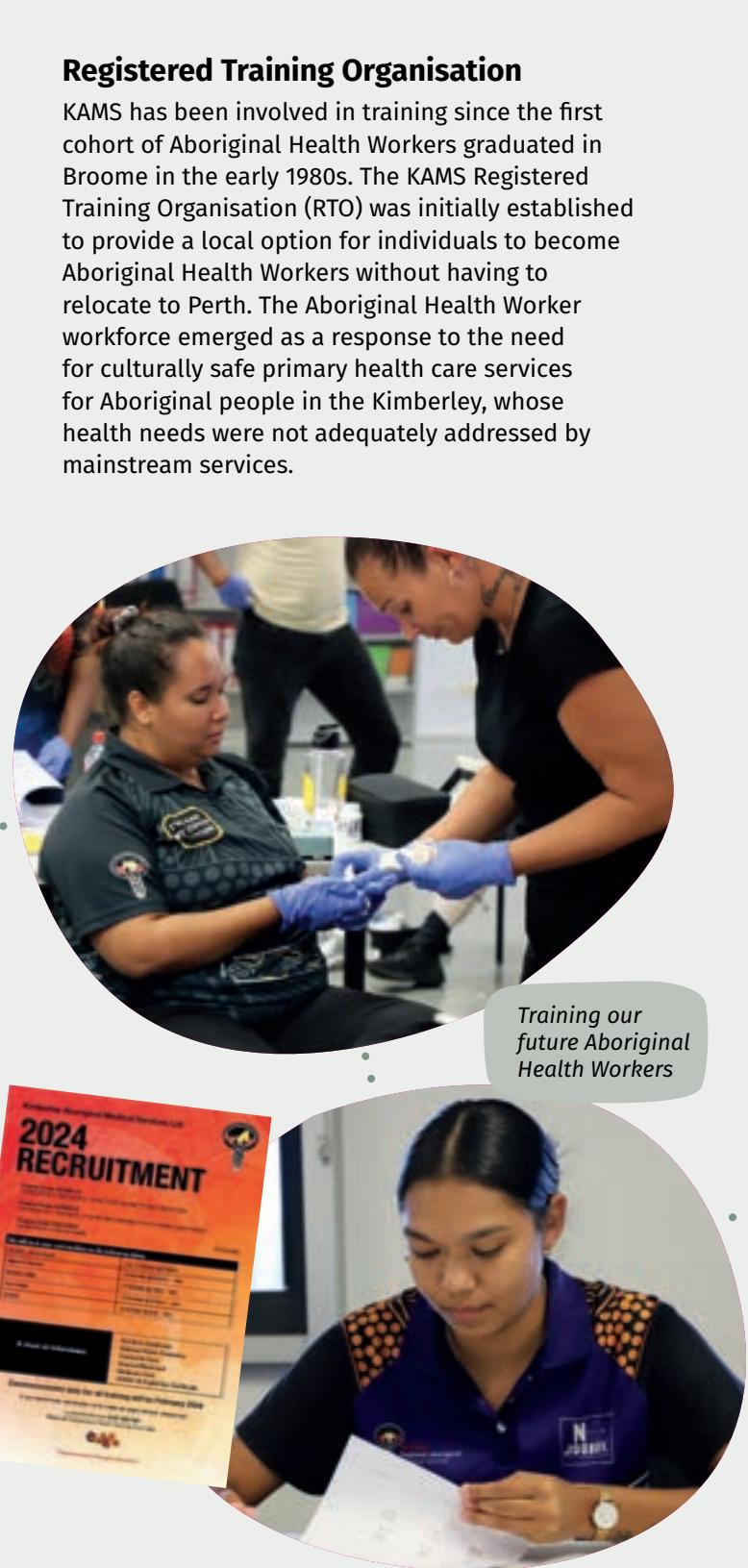
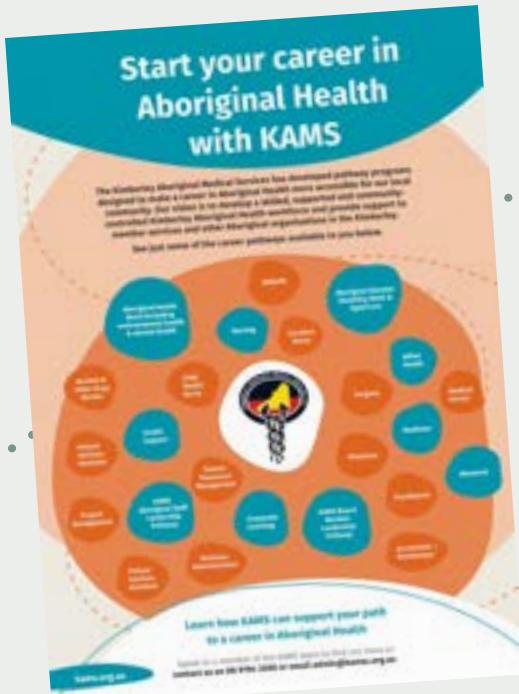
Ray Christophers, Jessica Fong, Siobhan Ryan, Leanne Piening and Nick Corsair



Workforce Team

Workforce Development and Support

By expanding on the strengths of our people and communities, we have been able to grow our Aboriginal workforce, while nurturing our staff as they develop, providing staff with options in terms of pathways into clinical, non-clinical and leadership roles. We invest in our staff in a planned, organised, and strategic way to ensure the sustainability of our greatest assets, our people. The nature of our work and the level of trust that our community has in our ability to meet their healthcare needs means that we need a knowledgeable and confident workforce that is equipped to serve our communities.



Training our future Aboriginal Health Workers

“Captured during the Allied Health Assistants’ Student Graduation, this photo perfectly embodies KAMS’s vision of empowering Kimberley Aboriginal people to be strong, healthy and connected through community-controlled services. I feel it highlights the individual achievements of the girls and the mutual support and encouragement they provided each other throughout their journey, reflecting their commitment, hard work and perseverance!”

Madeleine Bird, Speech Pathologist



KAMS also offers specific non-accredited training and mentoring opportunities to foster the growth and development of the Aboriginal workforce and to provide career and leadership pathways for local people.

We are an active member of the NACCHO RTO Community of Practice, striving to achieve our strategic priorities of a collaborative regional, state and national approach, and a strong, unified Aboriginal community-controlled sector. We were also selected to be part of the review of the new Standards for RTOs and participated in a workshop with the Training and Assessment Council of WA. The new Standards will be released and implemented in 2025.

In December, we celebrated the graduation of 14 dedicated Aboriginal Health Workers and Aboriginal Mental Health Workers. Their journeys, filled with hard work, dedication and unwavering commitment, represent not just personal achievements but collective successes for Kimberley Aboriginal communities. These celebrations also acknowledge the strength of partnerships and collaboration, with thanks to our Member Services, NACCHO, AHCWA, and our training and other health partners. In February, we welcomed 31 new students to the RTO.



In April, we celebrated the graduation of nine Allied Health Assistants. Allied Health Assistants are an important part of the health workforce. They support patients/clients by delivering allied health services and building links with the community. We are building the capability of the disability workforce and supporting providers to retain workers with the right skills, values and attributes in the sector.



We are also participating in the First Nations Health Worker Traineeship Program, which is funded through NACCHO. The program aims to certify up to 500 First Nations individuals across Australia as either Aboriginal Health Workers or Aboriginal Health Practitioners by 2027. We have had 37 students participate thus far. Providing the wrap-around support our students need has already seen students graduate from this program, equipped with the requisite competencies to provide comprehensive primary health care services.

This year, our RTO also successfully completed a Department of Training and Workforce Development desktop audit.



Health Pathways Program

The Health Pathways Program will be implemented over the next five years to support our Workforce Strategy. The program involves three work streams:

Stream 1: Training and Access Support Services

This stream will extend the already established Solid Connections Program, establish a bespoke literacy and numeracy program for the Kimberley, and design additional supports to remove barriers to employment.

Stream 2: Work Readiness Program

Commencing in 2025, this stream will focus on preparing participants for employment in health. It will include the design and delivery of a Kimberley-specific mentoring framework to help participants pursue their career aspirations.

Stream 3: Retention and Development

This stream will include a clinical educator to support students during clinical placements and design and implement the Aboriginal Health Practitioner graduate program. It will also coordinate the highly anticipated solid leadership programs for emerging leaders, high potentials and executive elevation.

This initiative is funded through the National Indigenous Australians Agency Indigenous Skills and Employment Program.



Solid Connections Program

The Solid Connections Program was funded by NACCHO to attract people into the home care support workforce. Developed through co-design and partnerships, the program provides a peer support group that meets regularly, offering participants a safe environment for accessing individual or group support. The program assists participants in obtaining necessary documents, certifications, licenses or photo identification before enrolling in future training or employment. Additional support includes information technology assistance, coaching on resume building, and sessions with guest and motivational speakers. The program also offers cultural, self-development and leadership activities, along with reflection and feedback sessions. Providing an on-site creche and flexible delivery times around school hours has been a game changer, offering students unprecedented access to the program.

SOLID Connections
Connect. Learn. Grow.

RTO Code 32088

Solid Connections Program

About the Program

The Solid Connections Program aims to provide Aboriginal and Torres Strait Islander applicants with an opportunity to discover new skills and explore career pathways in the Care and Support Workforce.

Orientation Day

Dates: Monday 29th April 2024
Time: 8:30am - 10:00pm
Location: North Regional TAFE - Pundulmura (South Hedland) Campus

Koorie Employment and Healing Leadership Program

Dates: Tues 1st - April and Wed 1st - May 2024
Time: 8:30am - 4:00pm
Location: North Regional TAFE - Pundulmura (South Hedland) Campus

HILTH5000: Conduct Manual Tasks Safely*

Dates: Mon 6th and Tues 7th - May 2024
Time: 8:30am - 2:00pm
Location: North Regional TAFE - Pundulmura (South Hedland) Campus

HILTH5005: Provide First Aid*

Dates: Wed 8th - Thurs 9th - May 2024
Time: 8:30am - 4:00pm
Location: North Regional TAFE - Pundulmura (South Hedland) Campus

KAMS will provide the following services

- School friendly hours
- Free/no cost training
- In class support
- Opportunity to upskill

TO BE ELIGIBLE YOU MUST BE

- 18 years of age or older
- Aboriginal or Torres Strait Islander

Training delivered by North Regional TAFE

Sophie Kelly
Support Care Coordinator | 9194 3236 | rtoadmin3@kamsco.org.au

Elder Care Support

Through NACCHO, we are part of the Elder Care Support Program, which aims to enhance care for Elders and strengthen the Aboriginal health workforce. This program focuses on culturally safe practices, contributing to a national platform for sharing knowledge and strategies to improve Elder care. Our participation empowers Kimberley Aboriginal communities, ensuring that Elders receive the highest quality care, tailored to their physical and cultural needs.

Our staff have completed the first round of Train the Trainer training, equipping them to deliver the program to aged care coordinators and connectors. The Elder Care Support Workforce and Training Program also provides mentoring, community of practice circles and advocacy to support Aboriginal Community Controlled Organisations' aged care workforce in the Kimberley. The team is currently developing resources and preparing training sessions and regional yarning circles for current and future Elder Care Support Connectors and Coordinators.

headspace Work and Study Support

Our headspace team continues to deliver the Work and Study Program to young people aged 16 to 25 who need help finding a job or are unsure of their future direction. The team is dedicated to assisting young people on their journey to employment, whether they are seeking a job or contemplating a change in direction.

This year, the team hosted participants from the Warrmijala Murrurlayi (Rise up to Work) Hospitality and Tourism Sustainable Employment Program, which offers opportunities for Yawuru and other Aboriginal people to gain skills through work readiness, vocational training and job placements. This program provides meaningful career pathways that enable participants to engage in Broome's future. Our headspace team introduced the services offered by headspace, highlighted the link between positive mental health and employment, and delivered a workshop on creating a standout resume.



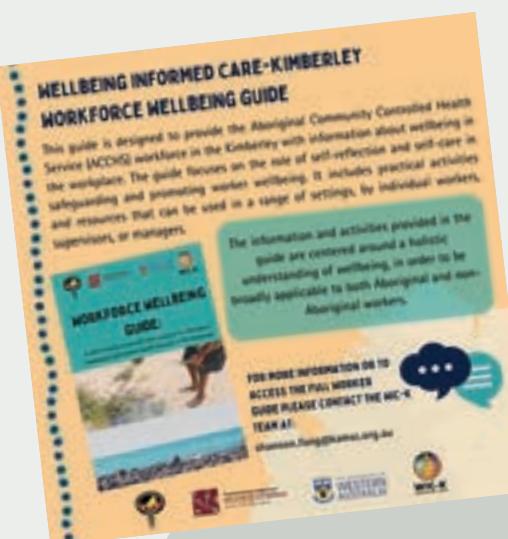


Smoking Ceremony at the Statewide SEWB Workforce Support and Development Conference

Mental Health and SEWB Workforce

Workforce Wellbeing Guide

The Workforce Wellbeing Guide: A self-reflection and self-care resource for ACCHSs in the Kimberley was designed to provide the ACCHS workforce in the Kimberley with information about wellbeing in the workplace. The guide focuses on the role of self-reflection and self-care in safeguarding and promoting worker wellbeing. It includes practical activities and resources that can be used in a range of settings, by individual workers, supervisors or managers. The information and activities provided in the guide are centred around a holistic understanding of wellbeing, to be broadly applicable to both Aboriginal and non-Aboriginal workers.



SEWB Workforce Support and Development Unit

Our SEWB Workforce Support and Development Unit is dedicated to enhancing the capacity, confidence and responsiveness of the workforce. This includes frontline staff, supervisors and managers, with the aim of addressing the growing demand supports for individuals, families and communities.

This year, the Unit hosted a three-day statewide forum in Fremantle in partnership with AHCWA. The forum focused on the themes of Skills, Self and Systems. The Skills theme was about enhancing the workforce's ability to better support communities by learning from success stories and best practices in the field, ensuring a holistic, strengths-based and culturally responsive approach. The Self theme explored the factors that empower the workforce to provide effective services and develop as individuals, highlighting career goals, aspirations and the vital practice of self-care. The Systems theme offered insights into the frameworks, policies and governance mechanisms that influence service delivery, helping participants understand the current context and envision a brighter future for services. This forum also provided an opportunity for self-care and celebrated the successes and achievements made together. Twenty-seven organisations from across WA were represented at the forum.

Funding for this Unit is provided by the National Indigenous Australians Agency, and we work closely with AHCWA, who deliver workforce development and support in other regions across the state.



Narrative Therapy

Narrative Therapy training was delivered in Broome over five days for members of the Fitzroy Valley SEWB Emergency Response Consortium. The training received positive feedback, offering staff a variety of tools and resources that can be applied in their work.



Kimberley Empowerment Healing and Leadership Program

The Kimberley Empowerment Healing and Leadership Program is an Aboriginal designed and delivered psychosocial education program which aims to improve the SEWB of participants across the Kimberley region. The program consists of three 'modules' or learning areas: Self, Family and Community. We delivered this program in Halls Creek.



Indigenous Applied Suicide Intervention Skills Training

Our staff participated in Indigenous Applied Suicide Intervention Skills Training, along with Yura Yungi Medical Service and other organisations, at a session delivered through AHCWA in Perth. During the two-day training, the culturally relevant framework enabled participants to learn how to use a unique six-task model for suicide first-aid intervention, collaborate with individuals to develop personalised safety plans and connect them with further support. These skills are crucial for fostering a suicide-safer community across the state.





Our Young Leaders

Our young leaders are our future, and we are delighted to see more of our young people moving into managerial and other leadership roles. We are committed to supporting our young leaders as they step onto the ladder and climb up.

NACCHO Youth Conference

The theme of the NACCHO Youth Conference was Working Together (with youth), We are Stronger. At the conference, delegates discussed topics including the unique barriers Aboriginal people face in becoming doctors, the significant value of Aboriginal ways of learning and how to better support young mob with cancer. They emphasised the need for more opportunities to build the capacity of future leaders.

Vincent Carter shared that his main takeaway from the conference was feeling supported to make connections with other youth. He said, "I didn't know any of the other delegates at the start of the day and now we're quite close and everyone's having this yarn, and being able to hear the different ideas and different topics that are being floated around, especially outside of our own different communities. I feel like it's great networking and collaboration and being able to work together."

Vincent Carter

A/Senior Manager Communications

AHCWA Youth Conference

The 2024 AHCWA Youth Conference covered a range of important topics. All delegates were passionate and motivated as they discussed three main areas: what is working successfully, what challenges need to change, and what they want to see more of. They issued a call to action to Chairpersons and CEOs, urging all ACCHSs to establish their own youth committees and amend their constitutions to create board positions for individuals aged 18 to 30. This would give young mob a seat at the table to learn and grow further. Delegates also encouraged each other to turn discussions into actions, challenges into opportunities, and aspirations into reality, reminding everyone that their voices matter and their actions count as we work together to create a bright future.

SNAICC Conference

Our Connected Beginnings staff, Paige Thomas and Rosita Billycan, attended the SNAICC Connected Beginnings Conference in November 2023. SNAICC is the National Voice for Aboriginal and Torres Strait Islander children.

"This was an amazing opportunity for Connected Beginnings sites across Australia to come together in Mparntwe, Alice Springs, where we watched incredible presentations, listened to motivational speeches from keynote speakers, networked, shared stories, and connected with sites as close as Derby and as far as Tasmania. This was a very special experience that left us feeling inspired and excited to bring back what we have learnt to our community and continue to do our bit in supporting the children of Bidyadanga to have the best possible outcomes in life."

Paige Thomas

Connected Beginnings Nurse



Clinical Training

ARF and RHD Community of Practice

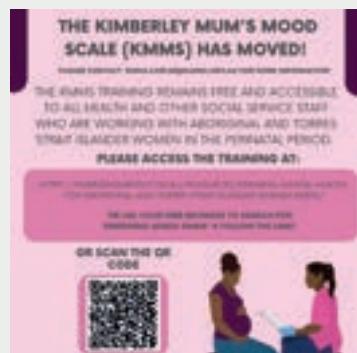
Kimberley RHD program staff joined the ARF and RHD Community of Practice, facilitated by NACCHO.

In February 2024, the second trial of the 'Echo in ACCSSs' course was held in Broome. This course trained 13 Kimberley-based staff to capture echo images, focusing on testing equipment in real-life settings and discussing considerations for the RHD program's model of care. NACCHO RHD Program staff, cardiologists and echo technicians from the University of Melbourne conducted the course. It included an online training module and hands-on practice, equipping Aboriginal Health Workers, Aboriginal Health Practitioners and non-clinical health promotion staff with the skills to capture accurate heart ultrasound images for effective RHD screening in the community.

The practical component of the workshop involved two days of scanning at Broome Regional Aboriginal Medical Service and our remote health centres at Beagle Bay and Bidyadanga to simulate real-world conditions and test equipment durability. Over 30 echo scans were performed on volunteer patients, with great feedback received from all.

Kimberley Mum's Mood Scale

NACCHO has introduced a new online eLearning module titled 'Perinatal Mental Health Screening and Care for Aboriginal and Torres Strait Islander Women', which utilises the Kimberley Mum's Mood Scale for members and non-members. This module provides a detailed description of how to conduct a routine psychosocial assessment with Aboriginal clients using the Kimberley Mum's Mood Scale. It also explains pathways for follow-up and referral and emphasises the importance of psychosocial care.



The module can be accessed via NACCHO Online Learning.



Sexual Health

Our Sexual Health team hosted the Kimberley Sexual Health Forum over two days in Broome. Clinical and health promotion topics were presented by 14 speakers, bringing together 44 clinicians and health promotion staff from across the Kimberley, wider WA and Australia. This gathering provided an invaluable opportunity for attendees to further their knowledge, network and share ideas.

The forum included workshops on sexual health topics specific to our region and planning for the future of sexual health, aiming for continuous improvement for people living in the Kimberley. The forum saw excellent engagement and received outstanding feedback from participants.



KAMS is frequently asked to host training involving Member Services and other health care providers. For example, this year we hosted 'Chronic Conditions of the Foot – Feet on the Ground' and 'Ear Health EarTrain'.

Staff in our remote health centres received training from the Sexual Assault Resource Centre and are now able to offer forensic sampling for victims of sexual assault.

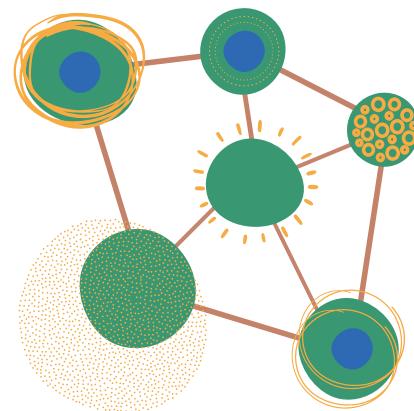
We also have a commitment to investing in our own staff development.



Congratulations to Lenard Ansey for completing a Graduate Diploma in SEWB Health Promotion.

Strategic Priority 4

Health System



A healthier future for Kimberley Aboriginal people requires a collaborative effort, led by Aboriginal organisations alongside governments, education providers, researchers and other service providers. The leadership and voice of Aboriginal communities is critical to develop a health system that services Aboriginal people well. This strategic priority is about a **collaborative regional, state and national approach to improving Aboriginal health and wellbeing.**

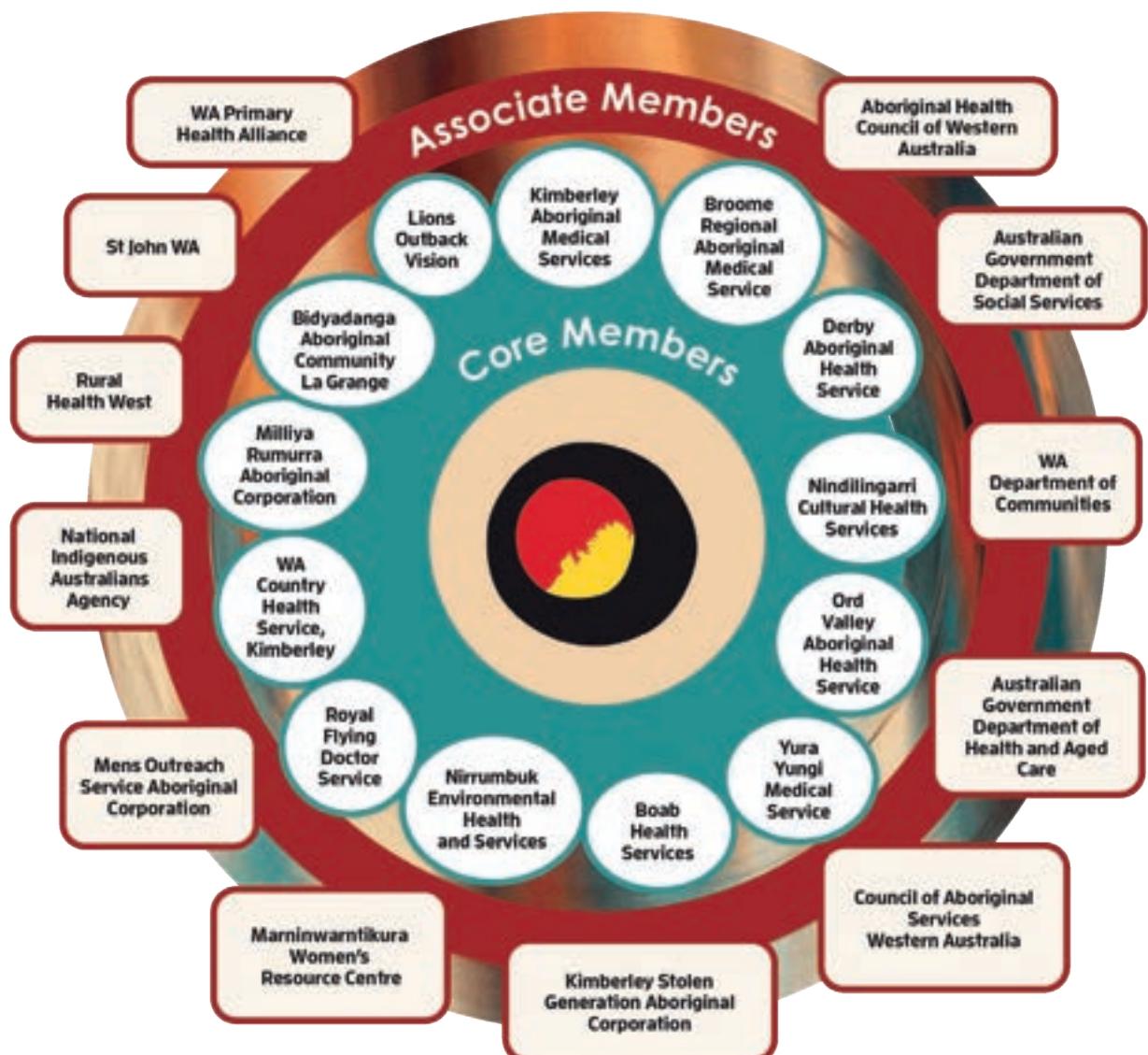


Kimberley Aboriginal Health Planning Forum

Formed in 1998 as the Kimberley Aboriginal Health Plan Steering Committee, the Kimberley Aboriginal Health Planning Forum (KAHPF) has grown to become the leading regional health forum in Western Australia's Kimberley region. Initially focused on developing the first Kimberley Aboriginal Health Plan, the KAHPF has expanded its scope to include disability and aged care.

The KAHPF is jointly chaired by our CEO and the Executive Director WACHS Kimberley. KAMS provides executive and secretariat support.

Funding for the KAHPF is provided by KAMS and WACHS.





KAHPF Strategic Plan Workshop

The KAHPF held six meetings in 2023–2024, with a primary focus on revising the *Together in Wellness* Strategic Plan. This plan reaffirms the forum's commitment to aligning efforts with the National Agreement on Closing the Gap. The forum also reviewed and updated its governance structure, ensuring it continues to meet the needs of the region's Aboriginal health priorities. During these sessions, the forum discussed its vision, goals, scope and key directions, emphasising the importance of collaboration across regional, state and national levels to address Kimberley health issues.

Membership updates were also a focus. Marninwarntikura Women's Resource Centre and the Council of Aboriginal Services of Western Australia were endorsed as new associate members, acknowledging the pivotal role each plays in supporting communities. The inclusion of these organisations further strengthened the forum's collective approach to addressing regional health challenges.

The KAHPF also received information on legislative reforms related to alcohol, which led to a consensus that an Aboriginal-led regional alcohol and drug plan is needed.

During this period, the forum continued its work on developing Kimberley Clinical Guidelines, which now encompass over 40 guidelines developed by sub-committees and endorsed by KAHPF. These guidelines provide critical guidance to clinicians working in the region, ensuring that care is tailored to the unique needs of the Kimberley's remote and Aboriginal populations.

Further updates included presentations from St John WA and WACHS. St John WA focused on initiatives to improve Aboriginal communities' access to culturally safe patient transport and emergency services. The Patient Assisted Travel Scheme was discussed by WACHS, with efforts underway to make the service more accessible, particularly for Kimberley residents travelling to Perth for specialist care.

The Kimberley Aboriginal Health Research Alliance also provided an update, highlighting the alliance's vital role in ensuring research projects in the region benefit the community. Their involvement as the secretariat to the KAHPF's Research Sub-committee was recognised as essential in supporting Aboriginal-led research and health improvements.

KAHPF members received a presentation on the Work and Development Permit Scheme, which offers alternative pathways for people to reduce outstanding court fines by engaging in community programs. Members also learned about the Territories Stolen Generation Redress Scheme, which seeks to recognise the trauma experienced by survivors of forced removals from families in the Northern Territory, the Australian Capital Territory and the Jervis Bay Territory.

Endorsements throughout the year included new or revised Kimberley Clinical Guidelines, Terms of Reference for various sub-committees, and several action plans, reports and other documents. These further solidify KAHPF's role as a governance mechanism to drive health and wellbeing initiatives in the Kimberley.





KAHPF Governance

The forum reaffirmed its commitment to regional collaboration and a holistic approach to healthcare that integrates primary health care with environmental health and broader community services. KAHPF continues to play an important role in guiding regional health strategies, providing governance for key initiatives and advocating for increased investment in Aboriginal-led solutions to address health disparities in the Kimberley.

We play an important role as members of all Sub-committees and Working Groups and offer significant support through our Co-chair and secretariat roles for the Chronic Disease, Sexual and Reproductive Health, and Kimberley Regional Aboriginal Men's Health Sub-committees. Additionally, we Chair and provide secretariat support for the Kidney Health Action Group. These leadership roles enable us to contribute to strategic planning and operational activities, ensuring a coordinated approach to improving health outcomes across various focus areas in the Kimberley.



KAHPF
website

Aboriginal Regional Governance Group

Kimberley Aboriginal leaders have established the Aboriginal Regional Governance Group (ARGG) to provide unified leadership to partner with the WA Government to address youth wellbeing in our region.

The ARGG is jointly chaired by our Deputy CEO and the Interim Chair of the Kimberley Aboriginal Regional Body Design Group. KAMS provides executive and secretariat support.

Funding for the executive support function of the ARGG is provided by the WA Mental Health Commission.

ARGG membership comprises:

- Binarri-binyja yarrawoo
- EC-West
- Empowered Young Leaders
- Kimberley Aboriginal Law and Cultural Centre
- Kimberley Aboriginal Medical Services
- Kimberley Land Council
- Kimberley Language Resource Centre

At the request of the WA Government, the ARGG has agreed to partner with the State to advance the implementation of the State's Commitment to Aboriginal Youth Wellbeing, which is their response to the combined 86 recommendations arising from the State Coroner's Inquest into the deaths of thirteen children and young persons in the Kimberley Region, and the Parliamentary Inquiry Learnings from the Message Stick: *The Report of the Inquiry into Aboriginal Youth Suicide in Remote Areas* (2016).

The governance of this partnership is through the Kimberley Aboriginal Youth Wellbeing Steering Committee. The ARGG has tabled a draft Partnership Agreement and Implementation Plan at the Steering Committee and is working with the WA Government to advance these documents.

The ARGG will function on an interim basis until a Kimberley Aboriginal regional body is established. Once established, it is envisaged that this structure will replace the ARGG; however, this will be a decision for the regional body.



Read more about the ARGG and the progress on responding to the Coroner's Inquest into youth suicide in the Kimberley in Erin Parke's ABC News article, 'Five years after landmark WA inquest into 13 deaths, are children any safer from suicide in outback Australia?'.

Advocacy

KAMS provides advocacy and leadership across numerous forums and committees. We are recognised as a powerful and effective advocate at local, regional, state and national levels and are frequently contacted by external stakeholders to provide comment.

Since its inception in 2018, the Kimberley Supports Consortium has advocated for Kimberley Aboriginal people with disability, addressing the unique challenges they face in remote areas and highlighting the successes of their work. In 2023–2024, the Consortium made several key representations, including:

- appearing before the Joint Standing Committee on the National Disability Insurance Scheme (NDIS) Inquiry: *NDIS participant experience in rural, regional, and remote Australia*
- being noted in the Select Committee into Child Development Services report: *Valuing our children and their needs*
- providing feedback to the NDIS Independent Review
- consulting on the State Government's Foundational Supports initiative
- collaborating with NACCHO to develop a national framework for early childhood services in remote areas.

We're also continually active in advocating for mental health and SEWB.

Zaccariah Cox and Emma Carlin featured in an Emerging Minds podcast, exploring Aboriginal SEWB. They discuss the holistic nature of SEWB, tied to culture, ancestry and community, and delve into historical impacts like colonisation and the Stolen Generation, which affect current housing and education challenges. The episode highlights resilience through cultural practices and emphasises building partnerships, using strengths-based approaches, and challenging deficit discourses in Aboriginal mental health care. Their insights underscore the importance of cultural understanding in healthcare.



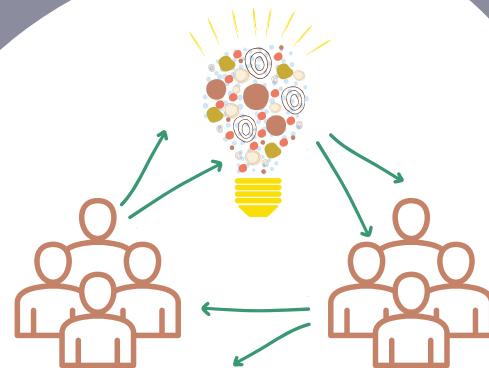
'Mental health expert flags need for more funding in Kimberley to address suicide, early intervention'
(ABC Kimberley, 19 April 2024)

'Positive partnerships with Aboriginal and Torres Strait Islander organisations'
(Emerging Minds 27 November 2023)



Strategic Priority 5

Shared Knowledge



A culture of shared learning across our sector can support continuous improvements in Aboriginal and non-Aboriginal organisations that lead to better outcomes for Aboriginal people. We can cultivate this culture by using and sharing research, data, technology and knowledge. This strategic priority is about having a **resourceful health system driven by research and innovation**.

Kimberley Aboriginal Health Research Alliance

The Kimberley Aboriginal Health Research Alliance (KAHRA) unites Kimberley health services, Aboriginal communities and regional research organisations to drive evidence-based change in Aboriginal health.

Founding members include KAMS, WACHS, AHCWA, the Rural Clinical School of WA, the University of WA, the University of Notre Dame Australia and the Telethon Kids Institute. This collaboration merges community wisdom, cultural strength, healthcare knowledge and research expertise to improve Aboriginal health outcomes in the region. KAHRA's activities focus on ensuring Aboriginal people lead and control health research in the Kimberley, with the KAHRA team based within KAMS.

KAHRA is supported by Lotterywest and its founding members.



An **external evaluation** of KAHRA, completed in January, involved 23 interviews that provided positive feedback, recognising KAHRA's valuable impact on health research in the Kimberley. The evaluation emphasised the need for KAHRA to continue supporting Aboriginal people and communities in research, as well as building the regional research workforce. Significant progress has been made towards KAHRA's objectives, such as Aboriginal leadership in health research, community ownership, collaboration and workforce development. These achievements have been driven by the KAHRA team and Founding Members, with strong support from KAMS.

The **Kimberley Health Evidence Data Platform** project has progressed with the goal of establishing a secure and collaborative primary health care data platform for the Kimberley. This initiative aligns with the Kimberley Aboriginal Health Planning Forum's (KAHPF) longstanding vision and supports the National Agreement on Closing the Gap's priority reforms. With robust governance in place, key partnerships have been formed and regular updates, including initial demonstrations, have been provided to the KAHPF and other stakeholders to ensure transparency and engagement throughout the project's development.



KAHRA Forum
in Kununurra

The **Kimberley Aboriginal Health Research Model**, a handbook guiding research in the Kimberley for Aboriginal health and wellbeing, has been finalised. This achievement follows years of dedicated effort from Kimberley leaders to ensure that research in the region adheres to culturally appropriate processes. The Model will officially be launched at the next KAHRA Forum in October 2024, marking a significant milestone in Aboriginal-led health research in the Kimberley.

The second annual **KAHRA Forum** was held in Kununurra and received overwhelmingly positive feedback. Attendees found the discussions to be robust and the networking opportunities valuable, with some suggesting the event should run over several days. Representatives from various organisations travelled from across the region to participate. Key themes included community engagement, data sovereignty, and the importance of Aboriginal people leading and controlling research in the Kimberley. This year's theme, 'Come together and reflect on examples of best research practices for positive impacts on health and wellbeing', sparked many insightful conversations.



KAHRA Forum
in Kununurra



KAHRA Network for Aboriginal Researchers

The **Network for Aboriginal Researchers** continues to hold regular meetings. These gatherings cover a variety of topics, including discussions on ethics and best practices in Aboriginal research. They also serve as a platform for researchers to connect, share experiences and inspire one another, fostering collaboration and promoting excellence in Aboriginal-led research.

KAHRA has supported opportunities for Aboriginal people interested in building research knowledge and enhancing community engagement skills by offering places in the **Aboriginal Research Methodology Course**. Run by the Nulungu Research Institute at the University of Notre Dame, this professional development course is designed specifically for Aboriginal participants. KAHRA offers assistance with course fees and other related costs, making it accessible to those who wish to further their expertise in research and strengthen their ability to engage with communities effectively.

The KAHRA team has continued offering valuable research-related advice and support to ACCSSs. Their fee-for-service activities for other stakeholders have been highly appreciated. Additionally, the KAHRA website and social media platforms have seen increased activity and engagement, extending their reach and influence in the community.



KAHRA website



Find KAHRA on Facebook



Sharing Our Knowledge

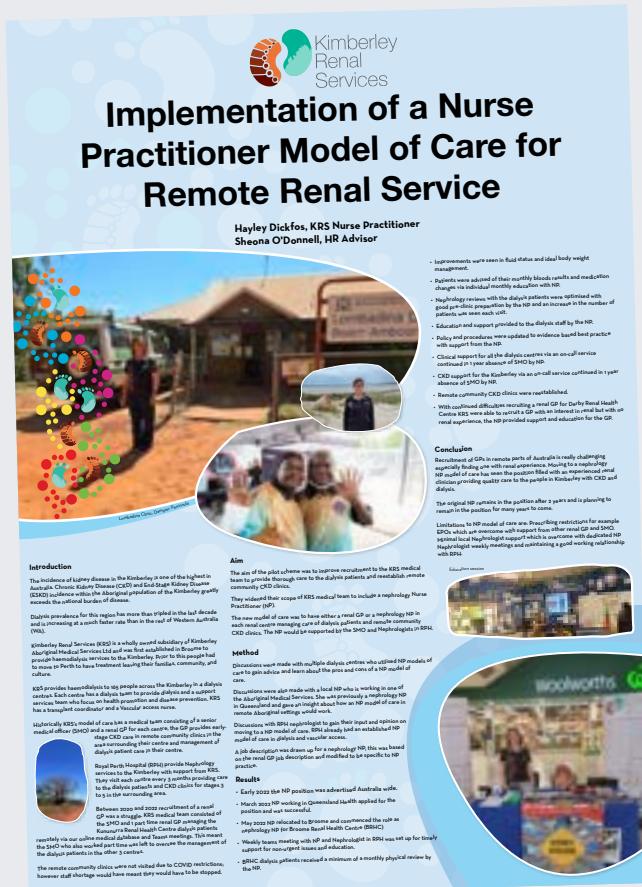
Our staff have been actively promoting the work that we do with our Member Services, Kimberley Aboriginal communities and other stakeholders, through presentations and conferences including:

International

At an international level, our Medical Director Lorraine Anderson provided a presentation about 'Tackling ARF and RHD in the Kimberley', at the World Congress on RHD in Abu Dhabi UAE (November 2023).

National

Hayley Dickfos provided a poster presentation on the 'Implementation of a Nurse Practitioner Model of Care for KRS' at the Renal Society of Australasia Conference in Brisbane (June 2024).



Our Tackling Indigenous Smoking Team provided a case study highlighting community education in the region and the reach into remote Aboriginal communities at the Western Australia, South Australia, Northern Territory and Australian Capital Territory Jurisdictional Workshop (March 2024). We deliver the program alongside Derby Aboriginal Health Service, Ord Valley Aboriginal Health Service, Yura Yungi Medical Service and Broome Regional Aboriginal Medical Service.



Image source: OVAHS

Trenna Wadge and Janice Farrell joined a multiagency panel discussion on place-based service delivery at the National Disability Services Regional and Remote Conference in Cairns (March 2024).





Jenny Bedford delivered the keynote address at the Humanability and Skills Counsel Regional and Remote Workforce Forum Conference in Alice Springs (November 2023).



At the NACCHO Members' Conference in Perth (October 2023):

- Carli Mackay, and Jenny Bedford, along with Tania Baxter (CEO of Bidyadanga Aboriginal Community La Grange) presented on the transition of primary health care services to community control.
- Sophie Kelly and Janice Farrell presented on the Solid Connections Program.
- Vincent Carter and Kartika Christophers presented on our Communications and Engagement Strategy.
- Zaccariah Cox and Jody Kammenga (Marninwarntikura Women's Resource Centre) provided a presentation on the Enhanced Response SEWB Service in the Fitzroy Valley.



Humanability and Skills Counsel
Regional and Remote Workforce Forum
Image source: NACCHO

Molly McCulloch provided a presentation about the 'Syphilis Outbreak Response in Remote Aboriginal Communities in the Kimberley' at the Australian Sexual and Reproductive Health Conference in Sydney (September 2023).

Danielle Thorne, Patricia Brid, Stan Victor and Natasha Hegarty presented about the 'ACCHS Model of Care' at the 40th CRANAPplus Conference in Cairns (August 2023). Our Workforce Team also hosted an information stall.

Zaccariah Cox and Emma Carlin presented about the 'KAMS Clinical Audit' at the fourth SEWB Gathering in Darwin (August 2023).



Image source: National SEWB Gathering #4 Report

*Image source:
NACCHO*



Julia McIntyre presenting at the AHCWA Members Forum

Statewide

Lorraine Anderson was a keynote speaker during the opening plenary session of the WA Sexual Health and Blood-Borne Virus Applied Research and Evaluation Network (SiREN) Symposium (May 2024).

At AHCWA's Members Forum and ACCHS Conference (April 2024)

- Julia McIntyre provided a presentation about building a sustainable strong and safe Aboriginal health workforce.
- Kristen Orazi and Michael McKenzie presented alongside the Pilbara Aboriginal Health Alliance and AHCWA about Culture Care Connect.

Madeleine Bird and Deidre Lechleitner from the Broome Regional Aboriginal Medical Service presented the 'Kimberley Supports Remote Early Childhood Supports Program' at the Rural Health West and Curtin University Allied Health Careers Expo in Perth (July 2023).

Regional

At the Kimberley Aboriginal Health Research Alliance (KAHRA) forum in Kununurra (October 2023):

- The KAHRA Team presented the 'Kimberley Aboriginal Health Research Model'.
- Erica Spry (KAMS, and Rural Clinical School of WA, University of WA) presented 'Implementing change: Aboriginal health research by us, for us'.
- Vicki O'Donnell participated in a panel discussion called 'Aboriginal control in Kimberley research and beyond'.
- Shannon Fong, Emma Carlin and Jenni Lowe provided a presentation about 'the journey of the Wellbeing Informed Care – Kimberley project'.
- Isaac Torres provided a presentation at the University of Notre Dame's Nulungu Research Institute's Talking Heads Seminar on Indigenous Data Sovereignty (August 2023).



Michael McKenzie presenting at the AHWCA ACCHS Conference



The KAHRA Team at the KAHRA Forum in Kununurra

Research and Innovation

Our staff have been actively involved in research and innovation with our Member Services, Kimberley Aboriginal communities, and other stakeholders.

Case Study

Diabetes in the Kimberley: The Real Picture

What is the issue?

Type 2 diabetes is an important health condition impacting remote Aboriginal communities in the Kimberley. The National Diabetes Services Scheme (NDSS) is a provider of diabetes products and services. The NDSS register is a common source of information about how many people in a region have diabetes, available in an online Australian Diabetes Map. In remote Aboriginal communities diabetes products and services are usually provided by the local clinic instead, so people with diabetes usually don't register for NDSS. Because of this, it can mean that the number of people with diabetes is underestimated.

What was our aim?

We aimed to estimate how many people in the Kimberley have diabetes using local data (rather than just look at what the NDSS says). We also looked at how recently people without diabetes had been checked for new diabetes.

How was this study done?

We used de-identified data from all people aged 15 years and over in five remote Kimberley Aboriginal communities. We counted how many had diabetes (the diabetes prevalence). We then looked at the number of people who hadn't been diagnosed with diabetes and checked to see if they had been screened for diabetes with a HbA1c blood test within the last one or two years (screening).

What did we find?

The diabetes prevalence was around five times higher than what was reported by the NDSS for the Kimberley region (around 30%, compared to 6%). Young people in particular had a higher prevalence of diabetes than what was reported by national surveys. Clinics were screening well compared to other studies, approximately a third in the last year and two-thirds in the last two years.

What happens now?

The NDSS database is the most widely used national data source for diabetes prevalence. Our project showed that it is important that policy and decision-makers recognise that in some places, like remote Kimberley Aboriginal communities, other sources of data should be used to understand the real picture of diabetes. Kimberley Aboriginal Medical Services and the Kimberley Aboriginal Health Planning Forum can use these findings to advocate to Government and health care providers for greater resourcing to help prevent and manage diabetes in the Kimberley. Our findings also support current Kimberley guidelines which recommend offering a simple blood test to check for diabetes (HbA1c) each year to Aboriginal people from the age of 15 years.

Publication

White, Caitlyn S.; Seear, Kimberley; Anderson, Lorraine; and Griffiths, Emma (2024) "Use of a Primary Care Dataset to Describe 'The Real Picture' of Diabetes in Kimberley Aboriginal Communities", *Journal of the Australian Indigenous HealthInfoNet*: Vol. 5 : Iss. 1, Article 4.



Exploring Care Pathways for Aboriginal People in the Kimberley with Diabetes-related Foot Complications

Under the Kimberley Foot Initiative, we are conducting a research project titled Exploring Care Pathways for Aboriginal People in the Kimberley with Diabetes-Related Foot Complications. This ongoing project aims to document the patient journey for Aboriginal people in the region affected by diabetes-related foot complications. By documenting this journey, we seek to identify gaps and opportunities in care delivery, empower primary health care providers, improve health outcomes, and decrease the necessity for patient transfers outside of the region. This approach enhances continuity of care and reduces logistical burdens for patients.

'Cultural context, empowered staff and local solutions are vital for sustainable healthcare' (Croakey Health Media, 16 August 2023)





WIC-K
Wellbeing Informed Care - Kimberley



Trauma Informed Care in the
ACCHS Sector Symposium

Mental Health and SEWB

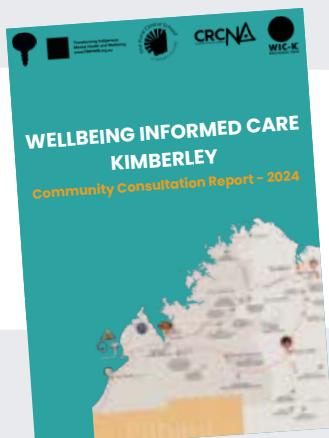
Wellbeing Informed Care – Kimberley

The Wellbeing Informed Care – Kimberley (WIC-K) research project aims to explore ways to optimise the delivery of SEWB care across Kimberley ACCHSs to deliver on our Model of Care by enhancing the delivery of integrated and holistic approaches to mental health and SEWB care. The project is informed by trauma informed care principles, health equity approaches and Aboriginal peoples understanding SEWB.

We are delivering this project in partnership with the University of WA Rural Clinical School of WA and Bilya Marlee School of Indigenous Studies, Broome Aboriginal Medical Service, Derby Aboriginal Health Service, Yura Yungi Medical Service and Ord Valley Aboriginal Health Service.

The project has been jointly funded by the Collaborative Research Centre for Northern Australia and the Transforming Indigenous Mental Health and Wellbeing (TIMHWB) Project.

This year, the project has published the **Community Consultation Guide** – this report provides an overview of the consultation undertaken with Aboriginal community members to progress the project priority of enhanced mental health and SEWB enquiry.



Trauma Informed Care in the ACCHS Sector Symposium

A Trauma Informed Care in the ACCHS Sector Symposium was held in Broome on 12 July, hosted by WIC-K, Transforming Indigenous Mental Health and Wellbeing, and the Centre for Aboriginal and Torres Strait Islander Suicide Prevention, with support from headspace National. Over 100 delegates from headspace and the ACCHS sector attended, focusing on Aboriginal health, wellbeing and trauma informed care. Key messages emphasised the importance of resilience, the need for culturally safe trauma informed practices, and integrating these approaches at all levels of care within the ACCHS sector.

SEWB Clinical Terminology

In May 2024, staff from several ACCHSs and other stakeholders gathered in Broome for a two-day workshop to explore the foundations for appropriate and usable SEWB clinical terminology SEWB for clients presenting at ACCHS. This workshop was a partnership with TIMHWB, and the WIC-K project. It was supported through the inaugural Igniter Fund provided by the University of WA's Suicide Prevention and Resilience Research Centre and funds made available by CSIRO. The workshop discussed why SEWB clinical terminology and coding for clients is important, how ACCHSs are currently using SEWB clinical terminology, and how the clinical coding of SEWB can be improved within ACCHSs to support Aboriginal people in receiving the holistic health care they may require.



Brenda Garstone speaking
at the SEWB Clinical
Terminology Workshop

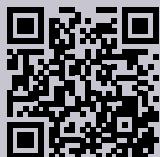


Jacob Gregory, Sean Durant and Kevin Puertollano heading to Perth to present 'Our Journey, Our Story' with Curtin University at the Rural Health West Conference

Our Journey, Our Story

The Our Journey, Our Story research project concluded this year. The project led by Curtin University engaged local Aboriginal Elders, Aboriginal young people and headspace staff to work together to co-design more culturally secure mental health services that better meet the needs of Aboriginal young people and their families. A community lunch and presentation on service changes was held with local families and organisations in attendance.

Zaccariah Cox was a co-author of this article: Walking together in friendship: Learning about cultural safety in mainstream mental health services through Aboriginal Participatory Action Research.



Telehealth

Visionflex

Our Remote Health Centres are collaborating with Visionflex to improve access to health services for Kimberley Aboriginal people through telehealth, with recent system upgrades enhancing this capability. In April, we successfully held an ear, nose and throat clinic using the Visionflex machine, enabling 10 patients to receive care.



*Image source:
Visionflex*



Emergency Telehealth Service

Through our partnership with WACHS, patients at our Bidyadanga Remote Health Centre have access to medical specialists in the metropolitan area through an Emergency Telehealth Service. The partnership involves a connection from Bidyadanga to the WACHS Command Centre, which enables our clinicians to connect with medical specialists almost instantly via videoconferencing equipment, assisting with the diagnosis and treatment of patients. The service continues to be a vital aspect to assist with acute care presentations and allow for a high standard of care for acutely unwell patients. We have furthered our partnership with the WACHS Acute Patient Transport Coordination Service for the evacuation patients, which has become a part of our clinical processes.

Sexual Health

Our Sexual Health team is participating in GOANNA Survey 3, which is the third national survey of young Aboriginal and Torres Strait Islander peoples aged 16 to 29. The project, led by the Poche Centre for Indigenous Health (University of Queensland), will examine patterns of sexual health knowledge, behaviours and access to health services related to STIs and BBVs among young people.

Strategic Enablers

We have five strategic enablers which are goals to support our people and organisation:

- **Accountability:** governance mechanisms for unity and continuous improvement
- **Sustainability:** resources for flexibility and stability
- **Systems:** reliable systems for excellent organisational performance
- **People:** safe and supportive workplace for our people
- **Partnerships:** connected to our communities, Member Services and others

We are proud to present key accomplishments from 2023–2024 in this annual report as they relate to our strategic enablers.

Sector Strengthening and Compliance

Quality

Through our Quality Program, we ensure that all business areas maintain necessary accreditations and adhere to robust monitoring, compliance and continual improvement systems. Our quality management is guided by the ISO 9001:2015 Quality Management Standard, and we utilise LogiQC as our quality management system. We have maintained our ISO 9001:2015 certification since 2012.

In May 2024, both KAMS and KRS were audited against ISO 9001 standards and successfully recertified until 2027. Additionally, KRS and all four renal health centres were audited against the National Safety and Quality Health Service Standards and achieved recertification.

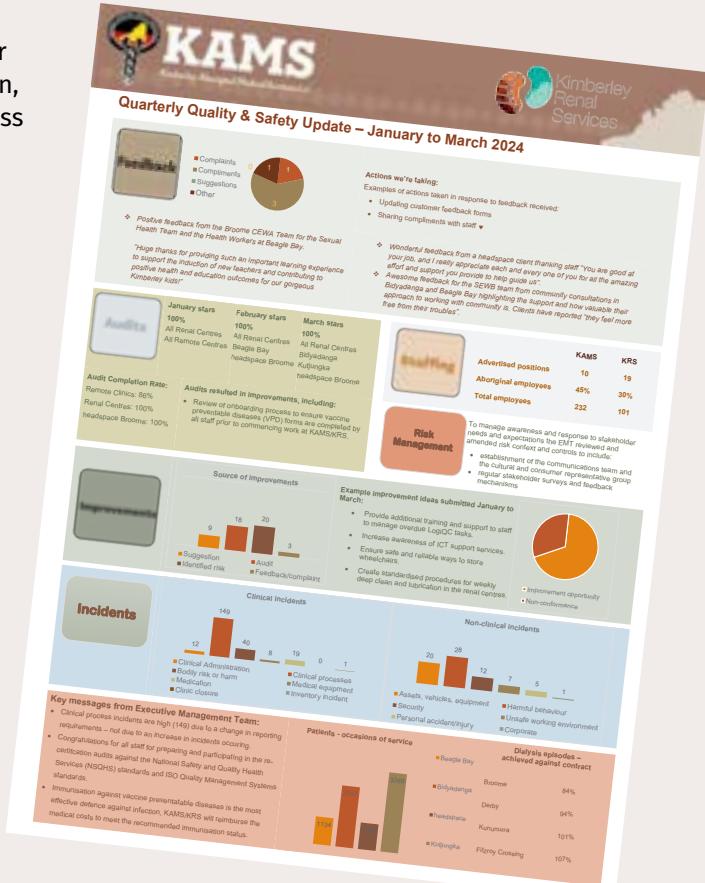
Our renal health centres remain licensed to conduct a Day Hospital (Class C) by the Licensing and Regulatory Unit.

Our remote health centres and headspace Broome are accredited against the Royal Australian College of General Practitioners Standards for General Practices 5th edition until April 2026. These Standards ensure the safety and quality of health services, helping us identify and implement improvements in our systems and processes.

Both our SEWB services and headspace Broome are accredited against the National Standards for Mental Health Services until May 2025. In addition, the Alcohol and Other Drug Certification Readiness Project commenced in 2023–2024, with the goal of certifying Balgo Remote Health Centre against the Alcohol and Other Drug and Human Service Standard, supported by ACHWA and the WA Network of Alcohol and Other Drug Agencies.

To keep our stakeholders informed, we publish quarterly quality and safety reports that provide full feedback on key data and the actions taken in response. These reports are displayed in public areas such as waiting rooms, reception areas and staff tearooms.

Funding for our quality program is provided by the Australian Government Department of Health and Aged Care.





Infection Prevention and Control

The Infection Prevention and Control program ensures patient and staff safety by managing strategies such as vaccination programs, developing training materials, monitoring healthcare-acquired infections, conducting audits and creating relevant policies. The program plays a proactive role in infection prevention, investigation and compliance support. In 2024, the staff vaccination day saw 133 vaccines delivered in collaboration with Kimberley Pharmacy Services. The program also focused on quality improvement efforts related to central venous catheters and marked Infection Prevention and Control Week with educational activities. This program is funded by KAMS and KRS.

Funding Contracts Management

In 2023–2024, we managed 76 funding agreements from 23 organisations, ensuring essential service delivery and corporate functions. This involved sourcing and submitting applications, negotiating contracts, and overseeing deliverables such as financial reports, performance updates, and compliance statements. New subcontracts were introduced for Member Services, along with updated Supplier and Sponsorship Agreements. To streamline processes, a contract management system was developed to centralise contracts, automate approvals and improve reporting, reflecting our commitment to continuous quality improvement.



Business Services

Our Business Services Team plays an important role in providing administrative, governance and logistical support to the CEO, Deputy CEO, and the KAMS and KRS Boards. The team is responsible for a range of essential services, including property and asset management, overseeing stores, administration, reception and cleaning services for our offices in Broome.

This past year has been particularly busy for the team. They have managed several infrastructure and maintenance projects aimed at improving service delivery and resources across the organisation. A major achievement was signing the contract for the new administration building at 33 Napier Terrace in Broome, with completion expected by the end of 2025. The team is also supporting the construction of the new remote health centre in Bidyadanga.

To keep our vehicle fleet up to date, we completed the vehicle replacement schedule for all KAMS-owned vehicles, resulting in the purchase of seven new vehicles and the leasing of additional ones, with 12 older vehicles set to be retired. This ensures that our vehicles are safe, reliable and well-maintained, enabling better service delivery for staff travelling across the region.

In response to rising costs of medical and non-medical supplies, we negotiated with BP Medical Supplies to secure fixed lower prices for our most frequently purchased products, saving us up to \$30,000 annually. We are continuing negotiations with other suppliers to further reduce costs.

Previously, our system for monitoring the temperature of vaccine fridges was cumbersome, often requiring after-hours work to address minor issues. We have since implemented a new real-time temperature monitoring system, accessible via an app. This system provides updates every two minutes, sends alerts if temperatures deviate from the norm, and allows for easy tracking and identification of each fridge. This improvement will reduce the time staff spend on-site during power outages and ensure vaccines are stored correctly.

We have also upgraded our tracking of cold chain deliveries. The new devices we've implemented offer more accurate detection and recording of temperature breaches, with easy-to-use log tags and clear status indicators. We've added Air Tags to monitor the location of each log tag and a whiteboard system to track their use, allowing for efficient rotation among clinics.





Finance

Our Finance Team continued to serve as the centralised hub for all financial activities across KAMS and our Member Services. Their comprehensive services range from regular and quarterly reporting to the Board and CEO, to fulfilling annual reporting obligations including those linked to the Annual General Meeting, Annual Financial Statements and Fringe Benefits Tax. The team is also responsible for managing funding and grant acquittals, Business Activity Statements and the general ledger. In addition, they advised on relevant taxes, managed our salary sacrifice packaging partner and oversaw payroll integrity. Beyond these tasks, they were actively involved in annual budgeting, including supporting the preparation of operational budgets. Their role is pivotal in maintaining financial governance, as they uphold standards in financial policy and procedures.

The team are also responsible for managing staff travel.

Information and Communications Technology

Our Information and Communications Technology (ICT) Team supports 27 sites across KAMS, KRS and Member Services, including two new locations added this year. They manage the installation, maintenance and security of core ICT infrastructure, as well as a wide area network connecting all sites. The team also operates a helpdesk service, ensures backup functionality and provides health informatics support for our MMEx electronic health record system. This includes project management, user support, data requests and system administration to enhance health service delivery across the region.

ICT Service Delivery 2023–2024

30,454
support requests

838
new user requests

28,000km
road travel

2
new sites added

Over **99%**
uptime of primary internet services for all sites

This year, our ICT team handled 838 new user requests, highlighting the increased demand across all supported sites. User account management made up 45% of helpdesk requests, ranging from simple password resets to advanced MMEx role changes and reporting modifications. With the addition of two new sites, the team managed extensive projects involving internet services and network reconfiguration, ensuring reliable ICT infrastructure. The team also achieved nearly 100% internet uptime at all sites by enhancing backup systems, reflecting their continuous efforts to improve service reliability.

Alongside the busy helpdesk services, the ICT team has been managing various maintenance tasks and large-scale projects. The unified communications upgrade, now over 50% complete, has required substantial auditing, equipment configuration and collaboration with service providers, with a goal to finish by the end of 2024. Additionally, the team is nearing completion on the integration of MMEx and Visionflex platforms. This, combined with hardware upgrades, promises significant improvements in telehealth delivery throughout the Kimberley once fully implemented.

As our sites expand and new office spaces are established, maintaining hardware and software security remains our primary focus. Our ICT team continuously monitors and updates security measures across the wide area network to ensure digital safety. We rely on staff to inform us of any suspicious activity that breaches our defences, allowing us to take proactive steps. Custom-built scripts and programs are then deployed to eliminate similar threats across all users. Staff are encouraged to keep reporting any unusual or potentially fraudulent materials to our ICT team.

Over a six-month period our firewalls have:

- prevented over 17,000 intrusions
- blocked 92,000 malicious web actors
- blocked 284 botnet events (malicious software/spam networks).

Botnet Detection

284

Blocked

WebBlocker

92.2K

Blocked

Intrusion Prevention

17.1K

Prevented

11.7M

Scans

611.4K

Total Request

26.5M

Scans

17.1K

Detected



Bart Pigram delivering cultural awareness training on Yawuru Country

People

Cultural Awareness Training

We have launched a Face-to-Face Cultural Awareness Training program in Broome. The training is delivered by Bart Pigram of Narljija Experiences Broome and is conducted on Country, visiting significant cultural and heritage sites around Broome. This training is mandatory for all employees, and staff are required to complete our online Cultural Awareness Program beforehand. Plans are underway to extend this initiative to other employees across the Kimberley.

SEWB Staff Wellness

Our SEWB Team has integrated a wellbeing day into our workplace culture, occurring monthly and serving as a pivotal aspect of our cultural mentoring initiatives. In April, the team embarked on an outing to Crab Creek, dedicating the morning to activities centred around traditional cultural practices and self-care. These included fishing, storytelling, and sampling bush medicine and honey. Noteworthy was the participation of Yawuru Elder Diana Appleby and her sisters, who departed with several threadfin salmon to feed their family. The morning concluded with a Smoking Ceremony followed by lunch.



Bart Pigram delivering cultural awareness training on Yawuru Country

Communications

The overarching goal of our communications is to deliver culturally safe health and wellbeing information. We are committed to ensuring that information is consistent, credible, compelling and clear, while also being accessible and timely. Our Communications and Engagement Strategy serves as a guiding document for our staff, aimed at facilitating the design, development and delivery of culturally safe health information to Kimberley Aboriginal communities, as well as our members, stakeholders and partners.

In the 2023–2024 period, our Communications Team, which now also includes our Graphic Design Officer, worked across the organisation to implement this Strategy. This encompassed the utilisation of both ‘minor-scale’ and ‘major-scale’ communication tools, targeted specifically at Kimberley Aboriginal communities and our own staff.

Goolarri Radio

This year, we began a partnership with Goolarri Radio, where we regularly join Matt Francis (Matty J) for radio chats. These discussions cover a wide range of topics related to our work across the Kimberley region. It provides an opportunity to highlight the incredible efforts of our staff. Some of this year’s topics included ARF, RHD and foot health, allowing us to engage with the community and share important health messages.

COVID-19

NACCHO held a nationwide competition among ACCHSs to promote COVID-19 vaccinations. The competition asked for campaigns to be created based on the theme ‘Getting a COVID Vaccination is looking after yourself’, aimed at increasing vaccination rates in their communities. KAMS won 1st place in Category 1, which focused on children aged 5 to 12 years. This recognition highlights KAMS’s effective engagement in encouraging vaccinations.



“Do it for your mum, your dad, your family, and your community.”

*This is the rugged Tanami Road that provides access to the communities of Billiluna, Balgo and Mulan.
Tim Phillips, Regional Work Health and Safety Coordinator*





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