



Kimberley Aboriginal Medical Services Ltd

Strategic Plan

2022 – 2027

An organisation of Aboriginal people, for Aboriginal people, controlled by Aboriginal people



Acknowledgement of Country

Kimberley Aboriginal Medical Services pays our deepest respect to all Traditional Owners across the Kimberley region.

We acknowledge the wisdom of all Elders — those who came before us, those we have today, and those who are emerging.

We also pay our respects to all First Nations peoples, and honour their knowledge, language, culture, and continued connection to Country.

Strategic Vision and Overview

Chairperson and CEO's address

Our vision for the future

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.

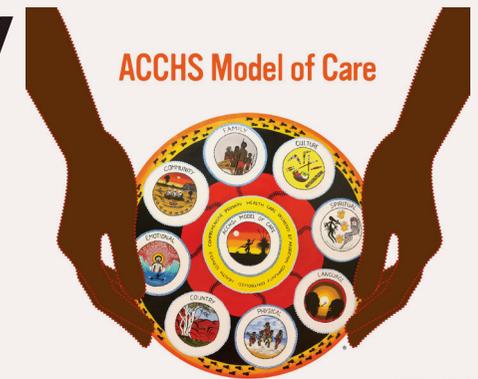
In 1978, the Broome Regional Aboriginal Medical Service was established, followed shortly by the East Kimberley Aboriginal Medical Service in 1984. The vision for a unified voice to provide centralised resources and collective advocacy for the sector became a reality in 1986 with the establishment of the Kimberley Aboriginal Medical Services Council. Since its inception, Kimberley Aboriginal Medical Services (KAMS) and its Member Services have evolved immensely as an organisation, but its vision and purpose have remained strong.

Today, our vision for the future is that all Kimberley Aboriginal people are empowered to be strong, healthy and connected through Aboriginal community controlled services.

Kimberley Aboriginal people face significant health and wellbeing challenges. It is critical that we improve access to, quality of, and outcomes from healthcare for our people. This requires services that are responsive to community needs, culturally safe, and Aboriginal led. Our purpose in achieving this vision is to deliver holistic health and wellbeing outcomes to Kimberley Aboriginal people, in partnership with Aboriginal led organisations that centre Aboriginal culture and knowledge.

The strength of our people, partners, and the communities we serve gives us confidence about our future as an organisation.

As outlined in this Strategic Plan, during 2022–2027, we will expand our influence and support to Kimberley Aboriginal communities, Aboriginal community controlled organisations, the regional workforce, the health system, and health knowledge. We will extend our services and impact, while developing new innovations and capabilities. Our Board and leadership team are excited for the future and deeply committed to ensuring that our influence on Aboriginal lives is sustained for the long term.



Who We Are

About Us

Kimberley Aboriginal Medical Services Ltd is a member based, regional Aboriginal Community Controlled Health Service (ACCHS). We provide support to and representing the interests of nine independent Aboriginal organisations:

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



We are governed by a Board of highly respected and experienced Aboriginal representatives from our Member Services and the communities they serve.

We provide a broad range of services and programs to support our Member Services and improve health and wellbeing outcomes for Kimberley Aboriginal people and communities, in line with the ACCHS Model of Care. These include:



Advocacy and Leadership

Relating to Aboriginal health and wellbeing at regional, state, and national forums – in line with the National Agreement on Closing the Gap

Corporate and Clinical Support

Including finance, ICT, communications, human resources, work health and safety, medical services, public health, policy, and sector strengthening

Kimberley Renal Services

A wholly-owned subsidiary that delivers services through a Mobile Dialysis Unit and renal health centres in Broome, Derby, Fitzroy Crossing and Kununurra

Remote Services

Delivering comprehensive primary health care in the remote Aboriginal communities of Balgo, Beagle Bay, Billiluna and Mulan

Mental Health and Social and Emotional Wellbeing

Supporting individuals and families through clinical and culturally informed programs, including auspicing headspace Broome

Integrated Support Services

Providing disability, allied health and aged care services/programs and delivering population health programs tailored to community needs

Kimberley Aboriginal Health Research Alliance

Leading and supporting Aboriginal-led health research and evidence translation

Workforce and Registered Training Organisation

Building a strong, skilled, and culturally safe Aboriginal health and wellbeing workforce through accredited training, mentoring, and professional development

Where Are We



What we stand for

Vision, purpose, and values

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

Accountability and Responsibility

We set goals and we hold ourselves to account

Integrity

We are transparent, honest and we do what we say we will do

Sustainability

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

Leadership

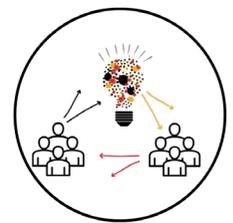
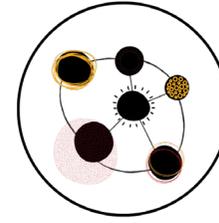
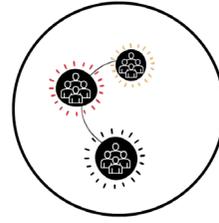
We strive for excellence and encourage our staff to achieve great results

Innovation and Continuous Improvement

We seek to push the boundaries, and we don't accept mediocrity

Strategic Priorities

KAMS has five strategic priorities for achieving our vision and five strategic enablers for supporting our people and organisation



	Kimberley Communities	Aboriginal Organisations	Regional Workforce	Health System	Shared Knowledge
Strategic Priorities	Excellent health services and outcomes for Kimberley Aboriginal people	Strong, sustainable and unified Aboriginal community-controlled sector	Skilled, supported and connected Kimberley Aboriginal health and wellbeing workforce	Collaborative regional, state and national approach to improving Aboriginal health and wellbeing	Resourceful health system driven by research and innovation

Strategic Actions	<ul style="list-style-type: none"> Understand community needs and develop shared solutions Promote community-led service delivery Provide high quality, tailored services to fill healthcare gaps Broker health services where necessary Deliver crisis management services relating to COVID-19 	<ul style="list-style-type: none"> Provide support to Member Services Provide support to other Aboriginal organisations Aboriginal community controlled sector growth Facilitate collaboration across Aboriginal organisations Support Member Services' capability development 	<ul style="list-style-type: none"> Foster health and wellbeing career pathways Provide student placements and professional development Develop and deliver health and wellbeing courses Foster the cultural safety of other service providers Improve working conditions for remote health workers 	<ul style="list-style-type: none"> Represent communities at state and national forums Assist others to advocate on behalf of their communities Work with partners to develop appropriate policies Lead Kimberley health system coordination Monitor health system performance 	<ul style="list-style-type: none"> Investigate best practice research and innovation Contribute to a centralised Kimberley health and wellbeing database Increase access to health services using technology Translate Kimberley innovations and knowledge Enable data collection services to support research and service design
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Strategic Enablers

Accountability

Governance mechanisms for unity and continuous improvement

Sustainability

Resources for flexibility and stability People Safe and supportive workplace for our people

Partnerships

Connected to our members, communities and others

Systems

Reliable systems for excellent organisational performance



Kimberley Communities



Excellent health services and outcomes for Kimberley Aboriginal people

Why we do this

For Aboriginal people, health relates to all aspects of life including spiritual, emotional and physical, as well as relating to community, Culture, Country, and language. A community-led effort is essential to increase access to this holistic model of health for all Aboriginal people in the Kimberley.

What we will deliver

- Work with relevant Kimberley communities to understand their healthcare needs, identify service gaps, and develop shared solutions
- Promote community-led service delivery, including prevention, through local healthcare capability planning and development
- Provide high-quality, tailored services to fill healthcare gaps — including in preventative, primary and secondary health — while planning for future community controlled delivery of these services
- Broker health services with government and non-government partners where necessary, advocating for community involvement in the design and delivery of services
- Plan and deliver crisis management services relating to COVID-19 and any other emergency in consultation with community

Aboriginal Organisations



Strong, sustainable and unified Aboriginal community controlled sector

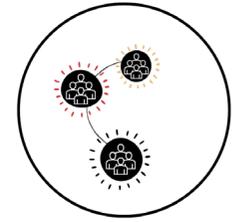
Why we do this

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 develop tailored, holistic solutions to meet community needs.

What we will deliver

- Provide and facilitate services to support Member Services so they can be independent and effective, including corporate, governance, and other support
- Provide support to other Aboriginal organisations working in the Kimberley through project partnerships, joint planning and capability development
- Assist in transitioning remote primary health care clinics to Aboriginal community control, and support the establishment of new Aboriginal health services in the Kimberley
- Facilitate collaboration across Aboriginal organisations to help coordinate service delivery and nurture a culture of knowledge and experience sharing
- Support planning and capability development for Member Services to help them respond to future strategic opportunities

Regional Workforce



Skilled, supported and connected Kimberley Aboriginal health and wellbeing workforce

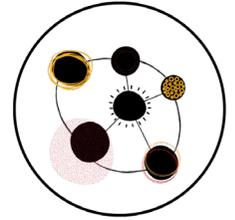
Why we do this

A strong Aboriginal health and wellbeing workforce is critical to the success of Aboriginal organisations in the Kimberley. Their intimate understanding of, and connection to, Aboriginal culture and our communities makes them essential in the provision of culturally safe services and to creating a sustainable, enduring workforce.

What we will deliver

- Foster health and wellbeing career pathways for Aboriginal people, including school, vocational and higher education programs, and wraparound support
- Provide student placements and professional development for primary health care and wellbeing professionals in the Kimberley, and assist Member Services to do the same
- Develop and deliver courses relating to Aboriginal and Torres Strait Islander healthcare, both independently and in partnership with education providers
- Assist non-Aboriginal healthcare providers to deliver culturally safe services through KAMS-led workforce solutions in collaboration with Member Services
- Work with community and local government to improve accommodation and other working conditions for health and wellbeing workers in regional and remote areas

Health System



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

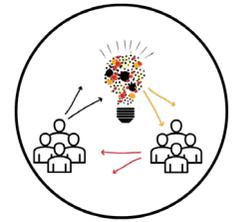
Why we do this

A healthier future for our people in the Kimberley requires a collaborative effort led by Aboriginal organisations, alongside governments, education providers, researchers, and other service providers. The leadership and voice of Aboriginal communities are critical to developing a health system that serves Aboriginal people well.

What we will deliver

- Represent the interests of Aboriginal communities and organisations at local, regional, and national forums to advance Kimberley Aboriginal health and wellbeing outcomes
- Engage with communities about their healthcare needs and assist Aboriginal organisations and people to advocate on behalf of their own communities
- Partner with community leaders, service providers, and policymakers to develop policies that improve Aboriginal wellbeing and support the Aboriginal community-controlled sector
- Lead health system coordination across the Kimberley region through collaboration and advocacy
- Monitor the performance of the health system relative to Aboriginal needs and identify key systemic issues for improvement

Shared Knowledge



Resourceful health system driven by research and innovation

Why we do this

A culture of shared learning across the health and wellbeing sector can support continuous improvement in Aboriginal and non-Aboriginal organisations that lead to better outcomes for our people. We can cultivate this culture by using and sharing research, data, technology, and the knowledge of our people.

What we will deliver

- Enable the Kimberley Aboriginal Health Research Alliance (KAHRA), in collaboration with partners, to investigate best practice and innovation in Aboriginal health
- Work with health data and support KAHRA to consolidate a centralised Kimberley health and wellbeing database in partnership with local experts and communities
- Increase access to health services through the smart use of technology, along with culturally appropriate and supportive practices
- Invest in the development and translation of Kimberley innovations and knowledge, including culturally appropriate healthcare models, technology and more
- Enable KAHRA to provide data collection services to support research and service design, including consultation with community members

Partnerships

Connected to our members, communities and others

Why we do this

Fostering strong relationships and working with our partners is essential to serving and advocating for people across the Kimberley.

What we will deliver

- Partner with Member Services and other Aboriginal organisations for coordinated service delivery
- Strengthen relationships with government, corporate and other partners to achieve common aims
- Develop and maintain national and global networks with peer organisations



KAMS

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