

RURAL HEALTH TASMANIA INC



Annual Report 2018

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Words from the Chairman – Daryl Quilliam

This year has again been another year of massive increase of activity at Rural Health. From a humble beginning some 18 years ago, Rural Health Tasmania has now progressed into a large business that now includes 6 other municipalities across the North West, West Coast, Central Coast and King Island. Our numbers of staff have also significantly increased because of the various programmes that are now being offered at these locations.

While the Government is now focusing on acute and chronic illness in health, we would still very much like to see an active interest and investment in early intervention and preventative health that addresses the social determinants of health. This year our Board has been focusing on developing a substantial number of new policies to further support our staff in understanding what is required by our organisation and to further strengthen our corporate and clinical governance.

This year we welcomed two new board members Maddie Hine and Doug Doherty while we farewelled Nichole Anderson who has left our district. Maddie and Doug bring some valuable skills and experience to the Board. I want to thank our Board members for the hard work they do for Rural Health Tasmania and for the frank discussion we have on occasions.

Thank you to Rob Waterman and your staff for your hard work and dedication to Rural Health Tasmania. Our Board of Management appreciates all the hard work you do for our communities and in particular, to support the Board in our mission, vision and values to further improve the health and wellbeing of all Tasmanians so they may thrive and prosper.

Thank you.



Cr. Daryl Quilliam

Chairman of the Board
Rural Health Tasmania Inc.

October 2018

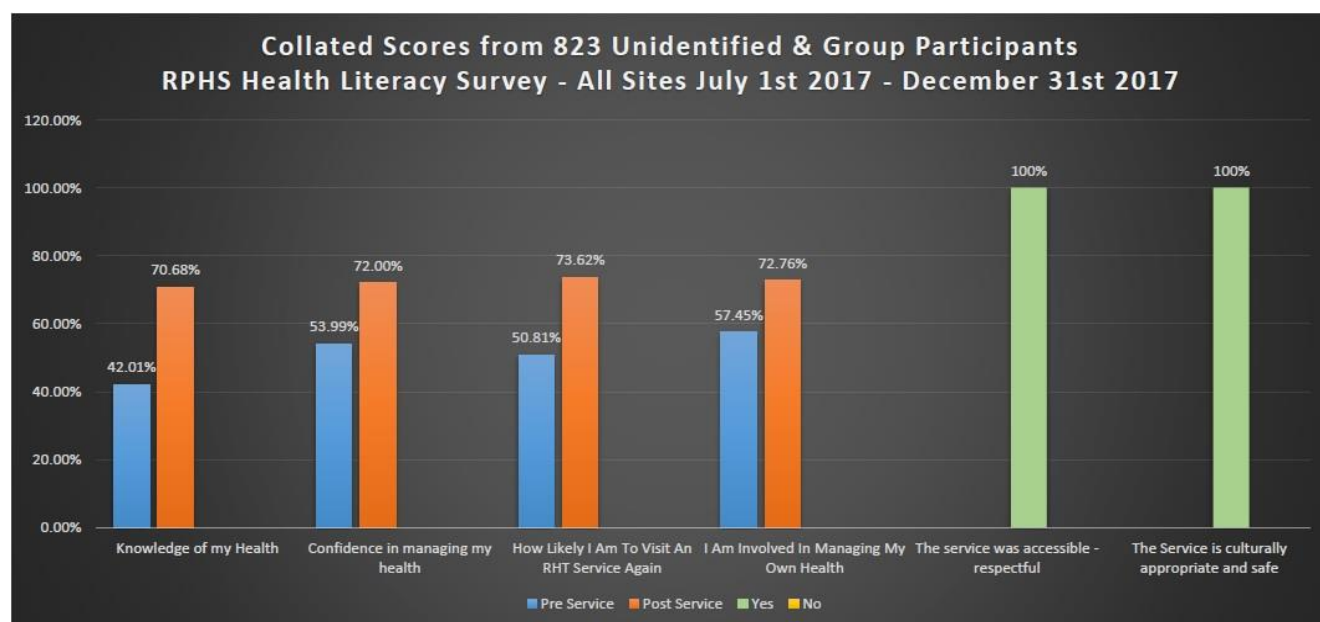
A message from the CEO – Robert Waterman

Welcome to the 2018 Annual Report that highlights Rural Health Tasmania Inc.'s achievements during 2017 - 2018.

This year has certainly been another one of organisational growth. Compared to previous years, Rural Health Tasmania Inc. has continued to expand our services to more communities including Circular Head, Waratah/Wynyard, Central Coast/Ulverstone, West Coast, King Island and Sheffield. More importantly, there has been a strong and successful focus on service innovation and delivery. Rural Health Tasmania operates in a rapidly changing environment and has developed into a highly agile organisation. For the past four years, RHT has been undergoing significant growth, driven primarily by the adoption of a rapid scale agenda. During this time, five new site offices have been established and staffing has increased some 483% (from 12 to 70).

Due to the continued growth of the organisation, Rural Health Tasmania Inc. has committed substantial resources to finding innovative approaches to service delivery and reporting to enable us to increase the availability of services on the ground in all regions. This has proven highly successful. This Year our rural primary health services across the state had 2,150 client/patient presentations with a total of 10,844 episodes of care. Similarly Rural Health Tasmania Inc.'s No 34 Aboriginal Health Service had 1,419 presentations with a total of 12,459 episodes of care.

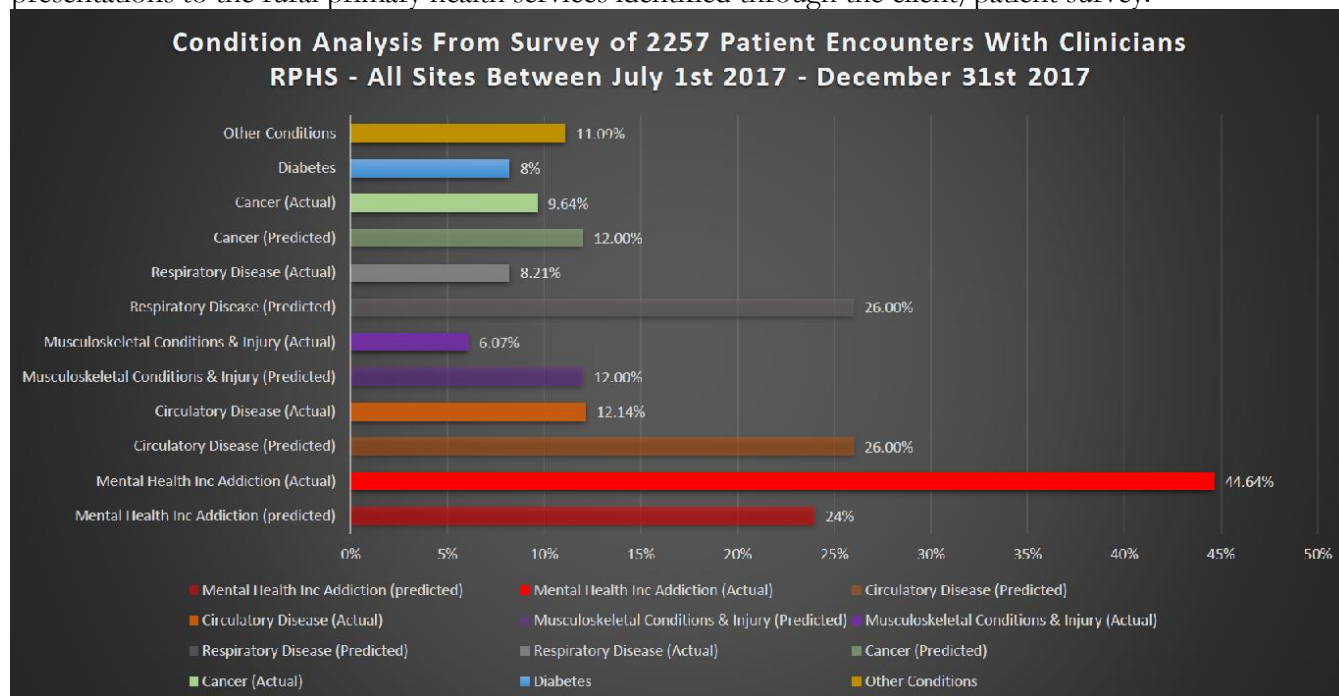
Recognising that the quality of care is of the utmost importance, the organisation conducted substantial data collection and research to assess the quality of services provided. From 823 clients surveyed, there was a 28.67% improvement in knowledge of their condition, an 18% improvement in the clients confidence to better self-manage their condition, a 22.81% increase in the clients confidence in accessing the service again and a 15.31% improvement in the clients ability to manage their health. All 823 clients surveyed (100%) stated they felt the services were accessible, respectful, culturally appropriate and safe.



The organisation also conducted an analysis of the types of presentations across all sites, which helps inform the organisation on health priorities. From this valuable data, the organisation found, that of all client presentations, 44.64% were for mental health, 12.14% were for circulatory disease, 6.07% were for musculoskeletal conditions and injuries, 8.2% were for respiratory disease, 9.6% were for cancer, 8% were for diabetes and 11% were for other conditions.

The Organisation also moved to a direct service model on King Island and West Coast. This included the opening of a new office in the centre of Currie on King Island and in Orr St on the West Coast. The change from a contracted model to a direct service model in these regions enables the Organisation to decrease

administrational hours and increase client/patient hours. In short, this enables clinicians to spend more time supporting clients and coordinating their care. Please see the below table for a breakdown of the types of presentations to the rural primary health services identified through the client/patient survey.



The Home Interaction Program for parents and Youngsters (HIPPY) in Burnie, Smithton and West Coast also had a highly successful year providing 905 home visits, 239 family contacts, 30 group meetings and 112 tutor training sessions. The HIPPY Program enriches the child's love of learning and helps them to feel more confident when starting school. It also enriches the parent child relationships recognising the importance of the parents/carers role as the child's first teacher

HIPPY Program Activity Summary: Burnie, Smithton and West Coast

Activity from: 1/07/2017

Activity until:

Family Activities		2017 Cohort
Home visits		905
Group meeting attendees		30
Family contacts		239
Total family activities		1174
Staff Activities		Age 5
Tutor training		112
Skill development activities		---
P2P reviews		---
Tutor professional development		---
Supervised home visits/Tutor reflection		---
Total staff activities		---
Site Activities		Age 4
Group meetings*		10
Events		---
Total site activities		---

Rural Health Tasmania Inc. recognises that predictors of quality of life and health (social determinants) demonstrate that as a population, the earlier in life we adopt patterns of a healthy lifestyle, the more likely a

person is to have improved quality of life. This is the focus of the “A Brighter Future Program” which provides parenting support across the North West and Central Coast in partnership with the Tasmania Health Service antenatal classes for new and expecting parents. A Brighter Future program is a 2hr program, which occurs on the last night of a six-week antenatal session. The program supported 359 expecting parents providing 31 sessions. The program has also recently funded a dads group at the Burnie Child and Family Centre, which is quickly proving to be very popular in engaging dads parenting and play.

Through our resources and partnerships with other services, Rural Health Tasmania continues to provide access to employment agencies, psychologists, podiatry, osteopathy, physiotherapy, lymphatic drainage, dentists, child health nurses, mental health services, registered nurses, social workers, afterschool programs. The organisation also provides respite care for people with disabilities and their carers, community houses, Aboriginal health services, social and emotional wellbeing services, weekly health promotion activities and chronic disease management for people with or at risk of cancer, heart and lung disease, muscular skeletal conditions, injury and mental illness.

Whilst our main focus is on chronic disease management, Rural Health Tasmania continues to provide valuable community house activities, respite house/care, youth health services and youth workers. We maintain our focus heavily on early intervention, prevention and community education in an effort to reduce the harms associated with mental illness, substance abuse, obesity, diabetes, youth and adolescent mental health, social isolation and other social determinants of health via a range of funding. We continue our commitment to preventative health, as we know this holds the key to reducing the burden of health. Please see the individual service reports for more information.

This year, the organisation was successful in securing additional funding for the community house and additional funding for adults with severe and complex mental illness (MHNAP). The MHNAP program is available to adults with complex and severe mental illness living in the North West of the state.

The financial position of the Organisation remains strong. Overall income rose by \$927,354.00 from \$2,714,337 in 2017 to \$3,641,691.00 (34%) in 2018. This is the fourth straight year that the Organisation has achieved an increase in income. Total assets of the Organisation have grown from \$1,720,152.00 to \$1,813,487.00 whilst non-current liabilities have decreased from \$268,948 in 2017 to \$223,870 in 2018. The final audited result for the 2017/18 year is a net surplus of \$111,943.00. This is a pleasing result and again demonstrates an overall positive financial trajectory. This kind of result could not be achieved without the full support of the Board, the Senior Management team and all staff working together for the benefit of the Organisation and the Tasmanian Community. Both the Chairman and the CEO are grateful for everyone's ongoing support.

The work, dedication, flexibility and initiative shown by the Rural Health Tasmania staff continues to be remarkable. As the organisation continues to grow and provide more health and wellbeing services to more Tasmanians, the staff continue to maintain their focus on the best possible outcomes for clients and the community. They are a highly valued and a dedicated team of professionals and this is reflected daily in the organisations success as we strive for a healthier Tasmania. Their commitment is one rarely seen in an organisation and it is foundational to the organisations success.

I also want to thank our senior management team who have made significant contributions to the ongoing development of the organisation. They work tirelessly and the crucial work they do often goes unnoticed by the community. I want to take this opportunity to say, I notice and appreciate the hard work and dedication. They have performed in a way that words simply cannot do justice and they are a critical part of the team. Rural Health Tasmania could not function and provide services and programs to the community without affective senior management including finance, payroll, human resources and administration. I would also like to express my sincerest thanks to community and all the subcontractors, IT, volunteers, partners, funding bodies, philanthropists, cleaners, maintenance staff, guest speakers, and services and departments that contribute to the success of the organisation.

Priority areas identified by rural communities this year continue to be mental health, youth mental health, substance abuse, social inclusion, diet, obesity and exercise physiology, circulatory and respiratory disease, cancer, musculoskeletal conditions and injury, chronic conditions management and community education.

These community health issues will remain a priority in the coming year.

I would also like to express my sincerest gratitude to all members of the Board of Management. The Board Members are always generous with their time providing support and direction and have given their time and energy eagerly and freely. I am very appreciative of not only the assistance and support they have provided, but also the diverse experience, skills and level of organisational governance provided over their many years of voluntary service.

The Board Members always make time to support the Rural Health team and consistently demonstrate their commitment and dedication to the health and wellbeing of the Tasmanian community. I feel honoured and privileged to be part of such a caring community and community focused organisation.

Board of Management during the 2016 - 2017 Financial Year

Chair	Cr. Daryl Quilliam	Mayor of Circular Head
Deputy Chair	Jeanie Murrell	Circular Head Community Member
Treasurer/Public Officer	Sgt Lee-Anne Walters	Tasmania Police
Member	Mr. Doug Doherty	Family Based Care Tasmania
Member	Ms Maddie Hine	Department of Education
Member	Sharon McLaren	Smithton District Hospital
Member	Christine Hyde	Emmerton Park
Member	Norman Richardson	CHAC

Funding Acknowledgements

I would like to take this opportunity to recognise and thank our extensive list of funding bodies and philanthropic donors who provide vital funding and support through Rural Health Tasmania Inc. to the Tasmanian community.

The Rural Primary Health Services Program, the No 34 Aboriginal Health Services ITC program, the Social and Emotional Wellbeing Program and the Mental Health Nurse Access Program (MHNAP) are funded in Tasmania by Primary Health Tasmania under the Primary Health Networks Programme – an Australian Government initiative.

The Home Interaction Program for Parents and Youngsters is funded by the Australian Department of Social Services.

The "A Brighter Future Program" and Embracing Community program are funded by The Tasmanian Community Fund.

The Indigenous Australians Health Program (IAHP) and the New Directions Mothers and Babies Program are funded by the Commonwealth Department of Health.

I would also like to recognise and thank the Mental Health Council of Tasmania, The Patricia Dukes Foundation, The Department of Premier and Cabinet (DPAC), Family Based Care Tasmania, My State and Aurora Community Grants and our philanthropic donors for all their highly valuable support and donations. This incredibly valuable support contributes significantly and enhances our work in supporting the health and wellbeing of all Tasmanians.



Robert Waterman
Chief Executive Officer

October 2018

SMITHTON RURAL PRIMARY HEALTH SERVICES

Smithton's Clinical Care Team

Our Care Team is comprised of Care Coordinator Kate Cross, Registered Nurses Liza Galea and Sherree Freeman, Psychiatric Nurse Gerry Moore and Mental Health Clinician Ben Pangas. Psychology Café also see clients from our rooms which is a valuable support to a number of clients.

As we progress using the new model of care for RHT, the benefits are becoming increasingly evident. Working with a team of clinical staff who can combine skills, knowledge and experience to improve or maintain client health and wellbeing is rewarding. The stepped model of care is effective and we have already used this approach to ensure clients receive the right level of care for their needs.

The Care Team in Smithton are experiencing growing numbers of clients as awareness of the 'new look service' has grown. As a result, more people have been able to navigate their health issues with greater understanding and support. The team have been instrumental in advocating for a number of clients to gain further support and as a consequence, are managing their conditions more effectively; utilising medications more successfully and engaging in activities to support their health. The GPs have been allies in this process and have responded well to our referrals and have been referring a number of clients to our services in Smithton. We support a number of clients with poor health literacy, providing them with evidence based information specific to their health needs; helping them to interpret information on diagnosis and direction from GPs and Specialists; supporting them to get clear on what they need to know and helping them set goals for their care. Examples of our work include:

"After shifting from Victoria and not knowing the area, I found myself feeling isolated and was struggling with loneliness. I decided to visit Rural Health Smithton, to enquire about groups in the area. The welcome I received was so heartwarming and I was directed to the CHILLOUT group as a way to meet others and also to learn about the area and the many services provided, not just at Rural Health but in the Smithton area. Since then I have received so much help from the staff".

"As I have multiple health and emotional issues and not being familiar with the health system in Tasmania, the staff has supported and guided me through several health and emotional upsets. Nothing seems to be too much trouble for them and without their support I would have been struggling to cope. From co-ordinating with the local Medical practice regarding my health issues, providing support for my emotional/ mental issues, to finding financial help for such things as dental services and transport problems. Knowing that the staff at Smithton are there when I need assistance is reassuring and I am thankful to all the dedicated people who work there".

Smithton Respite Centre Accommodation

We manage a purpose built four bedroom house created to accommodate persons in a wheelchair or with limited mobility. The house has extra wide hallways, doorways, two living areas, a fully equipped kitchen, spacious bedrooms and bathrooms all at ground level. This year a number of upgrades have been undertaken to improve the facility. Over the 2017-2018 period 88 people booked for a total of 162 overnight and 30 day only stays. Clients supported by Wyndarra were the most frequent users of the Respite House.

Walk and Talk

Twice a week, locals are encouraged to 'don their walking shoes, a hat and sunscreen' to get some fresh air, exercise and companionship. Numbers fluctuate depending on weather and it's encouraging to see some dedicated individuals regularly participate. Some use it specifically to address health issues and others to find connection or simply to get out and about.

Seven up Youth Centre

Now in its eight year, Seven Up Youth Centre has become an institution in the community. The Centre is led by Dudley Billing who works in collaboration with Circular Head Council, Circular Head Aboriginal Corporation, the Smithton Christian Fellowship and Treasure Chest. A massive thanks must go to the Patricia Dukes Foundation who again donated money to cover Centre Coordinator wages.



Braving the wild weather to take a walk and find the 'perfect rock' for a craft activity

In addition, Commonwealth Bank granted money towards the Centre to support youth in our community. The rewards of supporting young people in a space like this is numerous; Dudley sites one such example:

“A big reward came for me just this afternoon when I walked into a local store and saw another one of our regulars working hard in his first ever paid position. These kinds of experiences may seem like a small foot note in a young person’s life but when you are privy to the scope of their challenges and ambitions it becomes a real thrill to see them start to develop as contributing, caring young adults.”

The introduction of a healthy eating program has ensured our community’s most vulnerable young people now have access not only to healthy meals each afternoon but also education on food preparation, nutrition and safety. Treasure Chest and Smithton IGA has been crucial in covering the grocery bill each week. This alongside the installation of a gym facility has helped to ensure our young people have as much exposure and encouragement as possible to make healthy life choices.

Two Trains Documentary

Following on from the successful completion of the Documentary, the creative team were invited to complete a video on its’ making - shared by Australia Post and the Foundation for Rural and Regional Renewal as an example of how to execute success local projects. In addition, “Two Trains” was recognised on a state and national level for our contribution to Smithton’s successful bid as the 2017 Australian Tidy Towns overall winner. The documentary itself taking out the “Sustainable Communities Youth Award” for Tasmania.

The documentary has also been integrated into the grade 9 health curriculum, using it as drug awareness tool and point of discussion for the first time.

Podcasts – ‘The Tonic’

We worked with 18 different students from Smithton High School to co-host the Podcasts, covering a range of topics from cancer prevention to aged care and personal fitness. The Podcast reached approximately 27,000 people each Thursday afternoon when the Podcast was broadcast on Coast FM.

Wedge Street Community House Activities and Kommunity Kids

The Community House is facilitated by Glenda Maher. Activities run out of Wedge Street enable people to connect and learn ways to keep their mind and body healthy and reduce social isolation. Activities have included: cooking; trips out of town; crafts and regular walking groups (or indoor physical activities if it’s wet). Participants and staff are often pleasantly surprised by the outcomes experienced by people...

“A participant of one of the activities became so focused on practicing her newfound crafting skills that she told Glenda she didn’t even want to smoke!!! She is rapt and we are too!”

Kommunity Kids is an important activity that brings families and the community together in the Wedge Street Park. It often sees attendances up to 19 children utilising the program. A variety of crafting and physical activities are planned for each session. City Mission bring the BBQ trailer to cook up a sausage sizzle and there is generally fresh fruit for the children to enjoy. Save the Children are the leading partners in this program – an important collaboration in continuing this terrific program.



Beaded tree creations provided opportunity for participants to practise Mindfulness as they created their tree

CHILLOUT! – Circular Head Lifelong Learning On Universal Topics!

The CHILLOUT! group continues to be a popular program of RHT. It is an important medium to link people with health information and a social network that keeps them active and engaged. Topics over the last 12 months have covered health issues such as Cancer, Asthma, Coeliac Disease and Mental Health; Elder Abuse; Suicide Prevention; Scam protection; information about local services and presentations about people’s experience of travel.

Health Promotion Activities

The team are always keen to get out in the community to talk about health and provide health checks. Aside from getting out on the street, undertaking health checks at the community house and attending the dementia support group, we ran a Mental Health Week Activity – ‘Stress Busters’ and collaborated with the Royal Flying Doctors at the Stanley Show. We also utilise our main street windows to promote health related messages with some creative, eye catching displays.



Engaging with the community about heart health and some blood pressure checks



Puppy hugs were the most popular activity at our Mental Health Week activity: ‘Stress Busters’



The Rural Health Tasmania ‘Carrots’ – talking healthy eating at the Stanley Show



Out on the street to share some healthy, tasty smoothie ideas

WYNYARD RURAL PRIMARY HEALTH SERVICES

Overview

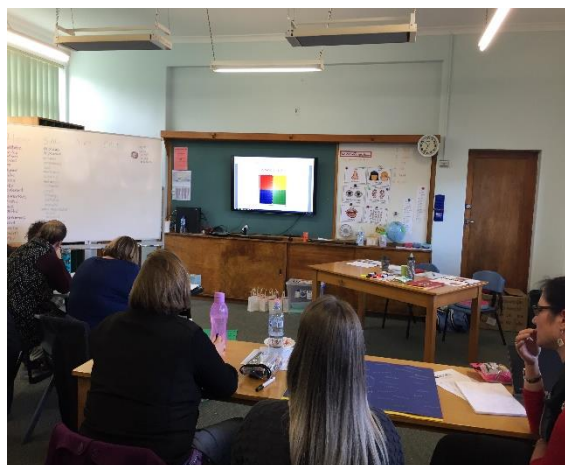
The last 12 months have proved a busy time for the Wynyard site, starting new programs in addition to a new site in a community that has never had this type of organisation. The community of Wynyard have been curious as to who we are and what we do, and community members have popped in to find out information as well as to utilise the service. Client ages range from children and teens up to the elderly. Our relationship with the local GP service has steadily improved with the GP's now recommending their patients present here at RHT Wynyard for further support. Staff continue to work hard in building and maintaining relationships with external organisations as well as general practices.

Health Promotion, Social Media and the RULER Program

The last 12 months has seen new staff come on board as well as new programs offered to the community. Calita has come on board as Health Promotions office as well RULER facilitator. Health Promotions has taken off on social media with Calita maintaining a presence on Facebook and Instagram for Rural Health Tasmania, advertising health promotion activities such the men's Health BBQ which was well attended. Four new clients are now attending the service to meet with our practitioners as a result of this one event alone. Additionally, the Women's Health Day consisted of organisations such as Play Group Tasmania, Wynyard Fitness, the Cancer Council, Breast Screening, Family Planning and Diabetes Tas just to name a few. These services attended a morning tea to celebrate Women's



The Wynyard Team getting ready for 'Move It In May'



RULER taking place at a primary school on the North West Coast

Health and to find out information about our services whilst also offering services to Rural Health Tasmania clients. Since Calita has been promoting consistently on social media. We have received feedback about posts including how engaging they are and that they found out about us on social media. Calita also works at our front desk and is proving to be a huge support for the people that present.

Calita and Jodhi both facilitate the RULER program in schools to teachers along the coast. This is a social emotional program designed for teachers and schools to implement into their everyday curriculum. This has been met with positivity from several schools and one Early Childhood Centre.

Mental Health

Sarah has now joined us as our mental health clinician as Jodhi moves into the RULER facilitator role. Sarah is a well-respected member of the team with a background in drug and alcohol counselling spanning many years, proving to be a huge asset for our team. Penelope Cooper, psychologist, also utilises a space here each week, and she refers clients with specific needs such as drug and alcohol counselling to Sarah as needed. Penelope started her practice here in Wynyard around 12 months ago and it has proved to be hugely positive in meeting the needs of the local community of Wynyard. Penelope has, at times, referred her clients to other services and programs of

Rural Health Tasmania Wynyard. She has proven invaluable by introducing her clients to the Wynyard team to ensure they feel comfortable and get the services they need.

We were lucky enough to secure funding for a new mental health service for people diagnosed with severe and complex mental health issues, called the Mental Health Nurse Access Program. This has allowed us to secure 2 full time mental health nurses to facilitate this program. We are slowly increasing the clientele with the new employees building rapport and relationships with local general practitioners.

The team here in Wynyard are passionate and self-driven people with the focus on helping our community to be healthy. They are creative, happy positive people who support all people who walk through our doors.



A thank you card and flowers from a family

KING ISLAND RURAL PRIMARY HEALTH SERVICES

King Island's Clinical Care Team

At King Island Hospital & Health Centre we have:

Anna De La Rue – Specialist Rural Worker, Allied Health (2 days per week)

Debbie Geary – CNS Chronic Disease and Health Promotion (5 days per week)

As Anna took long service leave her position was covered for a substantial period by Dawn Woolley. Dawn runs the King Island Day Centre but took on the Specialist Rural Worker position in addition to her other role. Dawn has a background in Social Work and Mental Health. Dawn continued to offer counselling and support including social welfare services for the general community in addition to organising health promotion activities.

Chronic Disease Care Coordination and Specialist Rural Assistance

Rural Health King Island have been very busy with client numbers increasing in the Care Coordination Program whilst also holding a number of Health Promotions and facilitating “Getting The Most Out of Life” program.

59 clients are registered for the Care Coordination Program on the Island. Debbie the Care Coordinator has spent her time booking client's appointments, doing referrals to the MAC, home visits, and education on clients' conditions, medications and lifestyle choices. Debbie supported 2 clients and their family members when they became palliative and passed away. She also supported a client who required Nursing Home Placement. This client had no family on King Island so Debbie supported the client through the acceptance phase and assisted with the move into Netherby Home.

The Specialist Rural Worker recorded 33 clients who have been seen from 8th January to 30 March 2018. Presentations include Emergency housing (assist with arranging temporary housing for 6 children over 2 households), Emergency housing assistance to 1 child away from home then rehoused, Housing Tasmania assistance to 1 couple and housing assistance for 1 adult with early dementia. Other assistance provided by the rural specialist worker includes help with visa issues, domestic violence assistance, domestic cleaning assistance, Centrelink assistances, Child Protection notifications, dementia assistance, family discord and 4 home visits with Community Nursing.

The Stanford University “Get The Most Out of Life” program was run over six weeks with 10 people attending. This is a Chronic Disease self-management program. Feedback was positive and all participants stated they had learnt skills enabling them to better manage their chronic conditions.

Debbie attended the Steps to Healthier Living “Chronic Pain Self-Management Program” for Leaders. She is awaiting the assessment then she plans to run a session on King Island.

Health Promotion

The Care Coordinator and Specialist Rural Worker have held five large health promotion activities and spoke at two community groups. Three events were held in November to coincide with Movember. Thirteen men volunteered to “Grow a Mo” with 21 people attending the first event on 1st November. We were lucky to have Gerry Moore (Mental Health Nurse and Rural Health Tasmania employee) as the speaker for Movember events. He talked about men’s mental health and about lived experiences and question time showed a high level of interest in the topic of mental health in men. The second event was a quiz night where the subject was testicular and prostate cancer, resulting in a lot of laughs and a number of the young football team members telling me they would be doing monthly testicular checks. The last event was the big shave off. HBP group kindly funded for Dylan Pfitzner, ex AFL player, to attend the last event and he gave a talk on men’s health and the need to be more proactive in relation to their health.

Debbie was invited to give two talks for local groups. The first talk was at the Lions Club dinner. She spoke about the program and the risk of mental health issues in farming areas with 23 Attendees. The second talk was with the 3D club. She spoke about cervical cancer and the new way Pap smears are now done. Education on Methamphetamines was also given during question time with 15 Attendees.

Working in conjunction with Robyn McKinnon, Consultancy & Counselling Services supported by the TAZREACH, we ran health promotion sessions with King Island School primary students. The theme was “Happiness” which raised awareness in naming an emotion. The students did art work on what made them happy. These were displayed at the King Island Show and each student received a Certificate of Participation. The children enjoyed the project and we had quite a lot of discussions on the subject. Robyn supplied 60 calico bags the children could decorate at our stall whilst we spoke to the adults about various mental health issues. We had over 60 people attend the stall and the majority of pamphlets were taken by the adults. Debbie received thank you cards from the Grade 1 children after the event.



Students at King Island Primary School with artwork on ‘happiness’

A Move on the Horizon

Debbie has also been busy organising her work, packing the current office in preparation for the move into RHT new office which is opening on the 1st of July, 2018 situated at 32b Edward Street, Currie. Excitingly, Rural Health Tasmania will then have their very own premises on King Island, which will no doubt generate further interest in Rural Health Tasmania’s programs and services.



Debbie attended the Steps to Healthier Living “Chronic Pain Self-Management Program” for Leaders. She is awaiting the assessment then she plans to run a session on King Island.

WEST COAST RURAL PRIMARY HEALTH SERVICES

What a year on the West Coast! The rugged beauty of nature reflected in the harsh realities of local residents is at once inspirational and challenging. Immersing ourselves in the community in a way that is personally and professionally workable without compromising our sanity is a daily balancing act that is sometimes challenging to maintain. As for all Allied Health Professionals, we set in place supports for ourselves and daily practices that we might otherwise suggest to our clients if they were in the same situation. Being mindful of our own lives enables us to care for others more effectively.



The rugged beauty of Mount Owen is the backdrop to Queenstown

Staffing

Ed (Rural Social Worker) and Sherree and Heidi (Chronic Disease Care Coordinators) work together to respond to community need through office appointments and home visits, phone contacts, external referrals, advocacy, and liaising with government and community service providers on their behalf. Sherree has recently been filling in for Heidi Hopkins whilst she has been on leave from her care coordination role.

Chronic Conditions Support and Community Health Promotion

After doing training with some of the RHT team to facilitate the *Get The Most Out of Life* (GTMOoL) program, it was with long-awaited purpose and enjoyment that we facilitated our first GTMOoL program in Queenstown earlier this year. Nine individuals from the community participated in the six-week chronic condition self-management course, and seven of those managed to come every week! It is very unusual to have this many people follow through for the whole course; of course we're convinced that it was the inconceivably attractive qualities of the group facilitators!

Ed participated in a Tas Men Gathering in Bagdad (Tasmania) over the March long weekend, and made some very useful contacts for future men's events. He even met a fellow West-Coaster at the gathering, who has been a great community contact regarding connections and events in Zeehan. Ed also continues to connect with local residents through our West Coast Community Houses, Men's Sheds and other community organisations and connections.

Planning is currently underway for engaging with our local Parents Group next week on the topic of Health and Wellbeing. Ed will be doing this as part of his Community Health Promotion role for RHT. We will also be planning and participating in the Mental Health Day at Tullah, as part of the national *Mental Health Week*, alongside the Rosebery Community House, Anglicare, and Ochre Health. We will be responsible for running interactive workshops on aspects of Mental Health. These may include topics such as stress and anxiety management, mindfulness, and self-management, within the context of being a community that supports itself. We are also considering facilitating another *Get The Most Out of Life* workshop in a different location on the West Coast later in the year.

A New Location

As you may be aware, Heidi (Chronic Disease Care Coordinator) and Ed (Rural Social Worker) are currently employed by the Tasmanian Health Service THS, with Rural Health Tasmania contracting THS to deliver our services across the communities of the West Coast. This is likely to shift in the new financial year, and will bring with it a new site and new opportunities to further meet the health and well-being needs of the communities of the West Coast. Look out for our new office at 9 Orr Street, Queenstown, shared with the local HIPPY program coordinator Mez.

As we look to the future, we continue to keep in mind our objective of working toward a sustainable self-managed community that cares for the needs of its people through education, modelling, and relationships.



PHOTO: The RHT and HIPPY Team in front of our new office at Queenstown.

Left to Right: Nicole Stubbs, Melanie McDermott, Sherree Freeman (RHT), Mez Gilleece, Hannah Carter, Ed Heckathorn (RHT).

Absent: Tania Williams (HIPPY) and Heidi Hopkins (RHT).

SHEFFIELD RURAL PRIMARY HEALTH SERVICES

Overview

Rural Health Tasmania (RHT) Sheffield is now in its second year of successful operation. Despite initial community concern that some services may be at risk, the community have now embraced the additional roles of Mental Health Clinician and RN/Care Coordinator. Our team of Jan Hartigan (Reception/Administration/Yoga Instructor), Liz Sager (Mental Health Clinician) and Nancy Grogan (RN/Care Coordinator) continue to actively promote RHT services through various mediums including word of mouth, promotional activities, by advertisements in the local community newsletter and at all available opportunities. Further promotion of RHT services is planned at stalls in Sheffield and also at the Wilmot General Store in the New Year.



Visiting the Sheffield Men's Shed, RHT staff Nancy (Left) and Liz (Right)

Activities and Services

Allied health services including physiotherapy, osteopath and podiatry appointments fill quickly with the lymphatic drainage therapist decreasing her visits to once per fortnight. This decrease is due to the Sheffield General Practice offering laser treatments where the lymphatic drainage therapist practices, therefore community members are still benefiting from her expertise. School dental health provides services twice weekly and the Child Health Nurse visits weekly, whilst the Mental Health Clinician and Nurse Care Coordinator continue with a full caseload. Alcohol and Drug services visit on an as needs basis, and a physiotherapist facilitates weekly core strength classes.

Achievements

A mini Health Expo was held on 16th October 2017 and Kentish residents who attended enjoyed healthy tasty treats, a relaxing hand massage and a take home treat bag with pen, fridge magnet and stress ball. Some participants took the opportunity to have a core strength/pelvic floor check or have their blood pressure checked. Others enjoyed a chair yoga class, learning about essential oils, viewing the oral health healthy eating display or finding out about what their local library has to offer.



Chair Yoga held at our Sheffield site is in high demand

Yoga has become popular over the last 12 months with both public and private classes being offered 3 times per week including a Saturday.

Commencement of weight loss and healthy lifestyle group call My Life and In Control which meets weekly with spin offs including “mini boot camps” and healthy cooking classes held at the Kentish House. This has led to the group determining the wellness topics they would like to learn and researching topics to bring to the group.

We have established a Quiet Time Room which is a time out space at the centre for clients experiencing difficult home circumstances. Clients have the opportunity to focus on study and have some “me time”. Space is also

provided for literacy student to work with tutors on literacy/numeracy program.

Other achievements include:

- Seniors bus trips were held to Cradle Mountain with Day Centre and other community members to celebrate Seniors Week
- The successful completion of the Get The Most Out of Life 6-week program for people living with a chronic health condition or carers facilitated by Mental Health Clinician and RN
- A focus on sustainable living/waste management theme to celebrate our 1st birthday with a continued commitment from the Sheffield team
- Commencement of weekly Wellness iPad program in partnership with integrated Living
- Medical students (2nd year) visited the centre and had the opportunity to speak with My Life and In Control Group members regarding their views on access to health services and relationship expectations of their health care providers, and
- Monthly visits to Sheffield Men's Shed for health checks and to provide requested health and wellbeing related information.

A Bright Outcome

RHT Sheffield have been working with a client for the past 12 months who is living with an intellectual disability, obesity, chronic ill health and poor literacy and numeracy skills. This client also has very limited family and support networks, leaving them isolated. Anecdotal evidence and self-reported statements also suggested that this client was also the victim of significant emotional and financial abuse. Rural Health Tasmania have supported this client on a journey to better physical and emotional health through assisting the client with:

- Mental and physical health support
- Obtaining a disability pension and disability car sticker
- Arranging medication support from local pharmacy
- Attending GP and other medical appointments
- Engaging legal assistance
- Attending Centrelink and completing relevant paperwork
- Assistance from the police
- Assistance with financial literacy in paying for bills/groceries/household items
- Referral to other support services where needed

This client is now in a new home and has been empowered to control their own life and health outcomes. They are looking forward to losing weight, developing literacy/numeracy skills and continuing to improve their health so that they can enjoy a better quality of life and give back to the community through volunteering.

RIGHT: Get The Most Out of Life participants celebrate their achievements in the program



NUMBER 34 ABORIGINAL HEALTH SERVICE ULVERSTONE

No.34 Aboriginal Health Service aims to contribute to closing the gap in life expectancy within a generation and to halve the gap in mortality rates for Indigenous children under 5 within a decade by delivering health and wellbeing services tailored to the needs of the Community. No.34 also aims to ensure the effective delivery of a broad range of clinical and population health services including child and maternal health services, chronic disease prevention and management, and to support access to GP, specialists, allied and other health professionals for Aboriginal and Torres Strait Islander peoples. Attention to the “Social Determinants of Health” underpin the work No 34 undertakes. “The social determinants of health are the conditions in which people are born, grow, live, and age, and the wider set of forces and systems shaping the conditions of everyday life”. (*World Health Organisation*).

Cultural Determinants of Health also play a significant role in Aboriginal and Torres Strait Islander people’s health and No.34 seeks to address this aspect of health and the delivery of health services.

Integrated Team Care (ITC)

The ITC program improves access to culturally appropriate, mainstream primary care services and contributes to improving health outcomes for Aboriginal and Torres Strait Islander people with chronic health conditions. Patients are referred into the ITC program with a chronic care plan from a GP. Access to care coordination, multidisciplinary care and support for self-management is also provided by a care coordinator and two outreach health workers.

The present care coordinator is a registered male nurse and has brought a comprehensive clinical ability and knowledge to the team. The ITC program is offered at both the No 34 site and in home. Transport and/or arrangements for transport to health related appointments is coordinated by the outreach ITC outreach team.

The ITC program has been involved in all Health Promotion and significant Aboriginal and Torres Strait Islander event days throughout the year that No 34 has held and/or contributed to.

The ITC program recorded 3153 client encounters for the year, up to 4th September 2018 compared with the previous year of 2272 client encounters. This increase has been noticeable and alterations to work practices have been made to reduce waitlists and meet the needs of clients with the same staffing levels.

New Directions

The New Directions program supports mothers and children under 8 years old & assists mothers in breastfeeding, nutrition and parenting skills. Programs are delivered in the form of individual sessions and group activities. Significant events conducted the past 12 months include:

- The official launch of New Directions “On Country” at TIAGARA Devonport in November 2017
- NAIDOC week celebrations in partnership with West Ulverstone Neighbourhood House, Children’s Cultural dance and hand painting July 2018, and
- National Aboriginal & Torres Strait Islander Children’s Day celebrations at No 34 August 2018



New Directions and SEWB launch at Tiagarra, the Bluff Devonport

New Directions run a weekly “Yarning Café” for groups of mums & bubs to engage the target group. Health topics and promotion is delivered during these gatherings. Social Enterprise ideas are currently under consideration to address the social determinants of health in this cohort.

All clinical targets are expected to be met with the appointment of a registered nurse in March 2018 as the New Directions Health Worker. The Health Worker is also a registered immuniser and the service has recently completed registration as a vaccination site. Immunisations will begin before the end of the year.

Family Support & Women's Health Program

This program assists and supports individuals and families while addressing their Social and Cultural Determinants of Health. The program provides both Family and Women's health support delivered by our female health worker and our Mental Health Social Worker addressing individual Mental Health concerns.

Women's groups are held once per week and are run both “on country” and in house at the No 34 site. The women are a supportive group and cover Aboriginal art, outings, events and enjoy special guest presenters on various health and cultural issues.

Significant events conducted the past 12 months include:

- Women's group “On Country” retreat to Steele's Island November 2017
- Flinders Island “On Country” 2-day trip, May 2018
- TIAGARA museum guided tours
- Queen Victoria Museum tour
- PANATANA “On Country” day
- Bush Tucker tour, and
- Various other day outings



Men's and Women's trip to Flinders Island

Men's Health Program

This program assists and supports men while addressing their Social and Cultural Determinants of Health. The program provides support delivered by a Cultural Advisor and our male counsellor addressing individual Mental Health concerns.

Men's groups are held once per fortnight and are run both “on country” and in house at No 34. The men are a supportive group and cover Aboriginal art, outings, events and enjoy special guest presenters on various health and cultural issues.

The men's program coordinates men's groups which allow men to gather on site, offsite and on country to engage in men's culturally specific activities and programs.



Men's and Women's trip to Flinders Island

Significant events conducted the past 12 months include:

- Men's group “On Country” retreat to Steele's Island March 2018
- Flinders Island “On Country” 2-day trip, May 2018
- TIAGARA museum guided tours
- Queen Victoria Museum tour
- PANATANA “On Country” day
- Bush Tucker tour and,
- Various other day outings

Social and Emotional Wellbeing Program (SEWB)

The SEWB program enjoyed an official launch in November 2017 in the form of a family fun day, “On Country” at Tiagarra at the Devonport Bluff. The New Directions official launch was combined with this which saw 100 community members participate. A spectacular “Welcome to Country” was viewed and enjoyed by everyone present. Health promotion activities were carried out on the day.

Ya, our Men’s and Women’s groups have had a solid year. It has been evident that connecting to Country has grown a stronger sense of belonging to community, identity, family and culture. I would like to thank Dave Gough and Aunty Denise Jones who facilitate our men’s and women’s groups and who not only bring their cultural knowledge and experiences to each of their groups, but also a part of themselves. They have both fostered a safe, encouraging and supportive environment. I am completely grateful for their guidance.

The last twelve months have seen both groups, separately, head out to various locations around the state including an On Country three-day trip to Steele’s Island in Hobart. For the first time both groups combined and journeyed to Flinders Island and to Panatana. Since those times it has been wonderful to witness new friendships being made and old ones being fostered which have continued on outside of the group.

We have been very fortunate to have some amazing people work with us over the last twelve months including Dr. Julie Gough, Aunty Ollie Pyke, Aunty Vicki Matson-Green, Trish Hodge, Dave Gough and Dave Warrener who have held workshops varying from feather flower making, bush tucker tours, weaving, a tour of Wybalenna and surrounds, cultural educational tours, lateral violence and healthy relationships workshops. Wulika.

HIPPY SMITHTON

This year, HIPPY (the Home Interaction Program for Parents and Youngsters) is the same but also different. We have the same four outcomes but with new tools to achieve them. With the introduction of the new age 4 curriculum, Pathways to Possibilities and the Learning Module System, children will enjoy the new play-based activities which encourage love of learning & interaction with others. Tutors will also benefit from the new trainings available to help them deliver HIPPY and prepare them for future employment.

HIPPY is a two-year program designed to engage families in early childhood learning. HIPPY acknowledges parents are the best first teachers for their child and through home instruction from tutors they develop the skills and confidence necessary to help prepare their child for school. By engaging in the activities parents will enjoy fun and positive interactions with their child, encouraging a love of learning.

HIPPY focuses on four outcome areas: Children develop a love of learning early that is maintained throughout their lives; Families are empowered and engaged in their children’s learning; Tutors and parents/carers are engaged in training and employment & Families are engaged and invested in their local community.

These outcomes are achieved by families participating in the HIPPY curriculum, home visits, group meetings & participating in community events. HIPPY is Federally funded by the Department of Social Services.

The HIPPY team

HIPPY Smithton finished 2017 with a smaller team consisting of: the coordinator Leanne Marsden & three tutors: Amy Butt, Dani Moran & Emma Thompson. Engaging the services of past tutor, Lynda



The 2018 HIPPY Team: Emma, Leanne, Dani, Kassya, Bronya and Ammi

Dodd, we were able to continue to provide quality service for the remainder of the year to our families. During the year Jess Cann left due to relocating with her family back to King Island.

In 2018 our experienced tutors Dani Moran & Emma Thompson were joined by our new team members: Ammi Martorella, Bronya White & Kassy Amos.

The number of families engaged in HIPPY Smithton presently is: Cohort 2017 – 21 & Cohort 2018 – 26.

Family engagement

During our outings we link with “people in our community” such as our local police, librarians & other community organisations whilst encouraging ownership & responsibility for their environment. Children became World Warriors at our beach visit picking up rubbish with their parents before participating in fun activities. Demonstrating specific praise, how to respond to your child & everywhere learning to our parents at outings teaches parents of the many opportunities in everyday life to learn. It was delightful to hear a father exclaim, “I get this, I can do this at home on the farm with my son” after watching a demonstration at the beach in the sand.



Simultaneous reading time - Puppet story telling

When children are watching parents being delighted with everywhere learning & then inviting them to participate, it helps instil a love of learning in children when it is family fun! Travelling on the buses to our outings is often a child’s first experience of public transport. The ride is made enjoyable by being accompanied by their parent and singing all the songs they have learnt during the year with HIPPY. We hope this experience will help them on their first school bus journey.



Children enjoyed the taste of carrots straight from the garden!

HIPPY participates in public events such as the Science Gig & National Simultaneous Reading to encourage families and children to participate community events. Events are always a great way to show case and promote HIPPY whilst gathering expressions of interest from families for future years.

Visiting our National Parks & visiting Trawmanna (the CHAC community garden) allows us to learn about traditional ways and Aboriginal culture whilst paying our respects to our first peoples; past, present & emerging.

Our group meetings have been a fantastic opportunity for our diverse families to socialise together as our community covers a large area.

Training

Forever grateful for the Enhancement & Tutor training funding, we have been able to train 19 parents & tutors in a certified First Aid Course. Tutors also completed their Certificate 3 in Community Service Work & some are continuing this year completing their Certificate 4.

The biggest game changer for the tutors is the new Pathways to Possibilities (P2P) training. This involves goal setting in 5 areas: Core HIPPY tutor skills, Self-development, Relationships, Learning/training & Work. This training is completely determined by the tutor with a process of Plan, Do & Review over their two-year journey with HIPPY. The Coordinator will assume a coaching role offering opportunities & ideas to the tutor to achieve their goals

Complimenting P2P is the new Learning module system (LMS) which will engage tutors on-line to support them post HIPPY, in securing employment. It covers how to apply, going for the interview & how to seek out positions available. This program will teach tutors everything they need to know to access further employment into the future.

The team also attended an essential & rewarding training in Burnie, The Mainstream & Me Project by SPEAK OUT advocacy for parents with intellectual disability. This presentation was very insightful as it was delivered by parents with disabilities, so a true insight was given of how to help.

The Coordinator attended two conferences both giving her further knowledge on how to support children, families & tutors. In-house trainings have been delivered to share this new material with tutors.

The new PASE training provided by Rural Health to the Coordinator, will complement the new HIPPY P2P.

Celebrations

Our Age 4 celebration and Age 5 Graduation was well attended with 140 family members. Alice in Wonderland was our theme. An array of themed activities was on offer and the room was filled with pink flamingos and flowers to help the theme come alive, all created by the tutors. The children were entertained by the Mad Hatter and Alice making balloon animals followed by a crowd engaging puppet show. It was wonderful seeing all the children laughing.

We received a lot of feedback from our HIPPY parents to say thank you for the effort that our HIPPY team had went to, to make the celebration/graduation so fun for all. This year by hiring entertainers for the event meant parents and the HIPPY team had the opportunity to interact with each other.

We finished our night with our award ceremony, a great night was had by all with 16 children graduating.

Due to our extra funding in 2017 new I.T equipment was able to be purchased enabling the whole team to do the new LMS on-line learning together. Tutors will gain experience and skill in using different I.T. devices.

HIPPY Australia Activities

After the Assessment of Program Quality visit was completed, in October 2017 a new development plan for HIPPY Smithton was created by the Line Manager & Coordinator with consultant overseeing & articulating outcomes to be met. Presently, we are meeting all of our targets successfully.



2017 Graduation Party; Tutors Amy & Dani



Visiting the National Park and learning about Aboriginal culture



Learning the road rules on a walking outing meeting people in our community



Torres Strait Island Tutor Ammi tastes local Aboriginal food

HIPPY WEST COAST

The HIPPY West Coast Team

The 2017 HIPPY team on the West Coast consisted of Mez Gilleece (Coordinator), Tania Williams, Liesl Torr and Nicole Stubbs. In 2018 our team change slightly consisting of Mez Gilleece (Coordinator), Tania Williams (Assistant Coordinator), Nicole Stubbs, Hannah Carter and Melanie McDermott.



The 2018 HIPPY team



The HIPPY team at first aid training

Staff Professional Development

2017 saw Tania Williams complete her Cert III in community services, a significant achievement. Additionally, HIPPY West Coast has had a lot of training and professional development over the financial year including Bridges Out of Poverty training, MYTERN, Domestic Violence Alert, resume and cover letter workshops, driver safety, CPR and first aid training, LGBTQ and mental health first aid.

In 2018 HIPPY implemented pathways to possibilities to track the progress of the tutors over their two-year journey in HIPPY. This is a great way for tutors to recognise and develop skills of their interest, which in return will prepare them for their journey after HIPPY.

Community Engagement, Awareness and Events

In 2017 HIPPY West Coast engaged in various community events around the West Coast to help build awareness as it's a great way to give back to the children and families in the West Coast community. The Beach to Bay is a fun run held in Strahan every year, and HIPPY offered a play space for the children to create pet rocks, necklaces and of course fruit kebabs. This was a great day filled with lots of interaction with the community asking lots of questions about the program structure. We also set up some similar activities at the Rosebery Christmas Market at the end of 2017 in addition to placing an ad on the local radio station. We even had some HIPPY related questions at the local Christmas cheer appeal trivia night which helped continue further community awareness regarding the program. We also ventured to Ridgley for an excursion to the Guide Falls farm where children had a great time feeding the animals and exploring the farm.



The Guide Falls Farm excursion

HIPPY Week for 2017 was amazing! We hired the PCYC hall and filled the hall with various messy activities for the children to engage in, we set up the huge jumping castle and provided a sausage sizzle for the families and what a blast we all had. Several other local organisations and service providers also attended, increasing their knowledge and referrals to the HIPPY program.

Group Meetings

2017-2018 group meetings have been getting bigger and better with the number of attendees growing. We have been fortunate enough to provide and source a variety of guest speakers for our families over the HIPPY terms which are of interest to our parents. 2017 topics included what can be made out of recycled materials, Father's Day crafts, Women's Health and a day of Gardening ideas. 2018 groups have been fire safety in the home, clay workshop, MYTERN, dental hygiene, discussions on anxiety and depression and a visit from the Child Health Nurse.

The 2017 Graduation

This was a great time for us to stop and celebrate the achievements for 2017, and our theme for 2017 was under water. The tutors created a wonderful under water experience for both children and their parents to interact in.

HIPPY BURNIE

Making a difference...

"HIPPY has been great for teaching Olivia to listen for letter sounds within words. It has also helped me to spell and read words I was unsure about before because of dyslexia." Hallee (Age 5 program parent)

HIPPY Burnie team

June – December 2017 Coordinators: Jen Lawes, Kasey Bakes

June – December 2017 Tutors: Ruth Harris, Gemma Huston, Monica Kerr, Jocelyn French, Lara O'Neill.

January – June 2018 Coordinators: Jen Lawes and Kasey Bakes

January – June 2018 Tutors: Monica Kerr, Jocelyn French, Lara O'Neill, Kathryn McDermott, Natasha Nitz.

The HIPPY Burnie team continued to be led by Jen Lawes 0.5 FTE and Kasey Bakes 0.4 FTE throughout 2017. For 6 months from January to June 2018 there was a major shift in responsibilities with Kasey Bakes increasing to 0.6 FTE and Jen Lawes working 0.3 FTE in Burnie office and 0.6 FTE based in Queenstown coordinating HIPPY West Coast.

HIPPY Australia allows tutors to work in the role for a maximum of 2 years to ensure they are always peers of the families participating in HIPPY. Most tutors enjoy and benefit from the role. Natasha said:

"Being a HIPPY tutor has been fantastic. It has given me the confidence to try new things and meet new people. I hope it will enable me to follow my dream of working in the early childhood sector."

Kathryn wrote:

"Being a tutor has taught me so much about myself and how important it is as a parent to be your child's first teacher. Watching the families that I tutor grow has been an amazing experience."

Making a Difference to Families

In December 2017 twenty-four children graduated after completing the two-year program and 33 children celebrated completion of the first year of the program, looking forward to embarking on a second year of learning and having fun doing HIPPY. As of June 30th 2018 we have retained 27 of these families in the Age 5 program and have 31 new children enrolled in the Age 4 cohort. We enrolled our capacity number of families with minimal additional promotion this year due to the good standing and continued partnerships we have in the local community.

Excursions and guest speakers enable us to link families to their local community. Parent groups offer diverse speakers including a pharmacist, the tooth fairy (school dentist), Volunteering Tasmania, LINC and the Smith Family. Excursions included Guide Falls Farm and Flowerdale Lobster Ponds. Produce to the People Farm was a popular destination with families finding out how the program helps families experiencing food stress. Meanwhile children had fun collecting eggs, planting seedlings and harvesting vegetables. We are pleased to have had more fathers and grandfathers attending excursions. Linking with the wider community was also achieved by participating in carefully targeted children's events.



Produce to the People's chicken is carefully examined

Making a difference - school readiness

"Madix is doing a great job settling into kindergarten! ... He is very proud of what he already knows from HIPPY and he has a good grasp of patterning and other concepts we look at in kindergarten."

This feedback was received by a HIPPY parent from a teacher. The teacher also commented on Madix's confidence in whole group situations and his ability to make friends. HIPPY assisted Madix to gain these skills.

Site Development and Quality Assurance (HIPPY Australia)

During this annual year we have continued to work on the goals set in June 2017 QA assessment by HIPPY Australia's senior consultant. We have implemented strategies to better equip families to gain jobs; offered families 4-6 excursions to community spaces; reduced early exits for the program; provided families with information about community events.

Both the HIPPY team and families are loving the colourful thoughtfully designed new HIPPY materials. They are based on the National Early Years Learning Framework with a focus on five areas of development: communication, thinking and exploring, creativity, social and emotional, family and community.



Zachary is concentrating on a HIPPY activity

Connecting with our Community

Our strong partnership with the Acton Family Hub continues to allow us to benefit from opportunities such as professional development, venue sharing and most importantly working collaboratively with a range of programs and services to reach and engage with more of the families who can most benefit from HIPPY. It also enables us to access professional expertise for parent groups and staff training.

The monthly Friends of the Centre meetings at Burnie Child and Family Centre draws together providers from a vast array of programs and services as well as parents from the local community. We are able to use these meetings to promote HIPPY and gather advice, information and links for our families. This forum also provides professional development for tutors increasing their confidence with public speaking and meeting procedure, with HIPPY staff taking on roles of meeting chair and minute recorder.

Developing Staff

HIPPY Australia have introduced a new program in 2018 for tutors called Pathways to Possibilities. This incorporates a tool to track tutor's professional development over two years. Tutors are required to set themselves development goals and work with the coordinator to achieve these. HIPPY Australia provide additional tutor training funding of \$8,000 in 2017 and \$4,000 in 2018 to support tutors attaining their goals. This funding has enabled tutors to participate in a wide variety of professional development.

Accredited training highlights include:

Diploma of Business and Management: Lara O'Neill

Certificate 3 Business Course: Gemma Huston and Lara O'Neill

Certificate 3 Community Services: Kathryn McDermott



Lara O'Neill is presented with her Diploma of Leadership and Management by Jen Lawes

Three staff attended a valuable day of training which increased their understanding of the issues facing people with disabilities and how to better communicate when working with them. The personal stories told by people living with disabilities were powerful. Both coordinators attended supervisors training in the PASE model which has enhanced regular tutor supervision. Some PASE resources have been used with the team to facilitate their understanding of stress and development of self-care plans with positive feedback. Jen Lawes also trained to facilitate MYTERN which provides tools for families to develop emotional intelligence using a rough and smooth road analogy. It is valuable for both staff and HIPPY families.

Celebrating with Families at Graduation

HIPPY family's successes in 2017 were celebrated with an under the sea themed end of year party held at the Acton Chapel. Children accept their 'awards' in front of proud parents, siblings and grandparents. As around 150 people attend we split the celebration over 2 consecutive days.

Parents as tutors... Lara's story

Lara began her HIPPY journey in 2014 as a parent. Her two sons have now completed HIPPY. Lara has been a tutor in 2017 and 2018. She writes: "I had no idea of the opportunities and the benefits that the programme provided to tutors, I always thought that it was all about our families. Not only was there in-house training which included lots of self-improvement and development opportunities, but there were also an array of external training opportunities and workshops available to tutors. These included Mental Health First Aid, DV Alert, CORES Suicide Awareness and LGBTI training. I completed my Certificate 3 in Business and my Diploma in Leadership and Management, both of which I would never have been able to achieve if it wasn't for HIPPY. I have gained skills and confidence in public speaking and in leadership, which has become one of my real passions throughout my two-year employment. I still can't believe how fortunate I have been to have these opportunities provided to me."

Gemma and Bella have fun learning with shapes.



The French family celebrate a successful year



Gemma and Bella have fun learning with shapes



Families made clay handprints for our Christmas tree at Burnie library

RIGHT: Families meet and explore Cooee Beach



Brighter Future Program

A Brighter Future program provides antenatal sessions along the Northwest Coast of Tasmania. The 2 hour program occurs on the last night of a six-week antenatal session.

Locations:	Sessions Provided	Total of Attendees
• Burnie: Child and Family Centre	9	116
• East Devonport CFC	8	98
• Mersey Hospital	10	104
• Smithton Hospital	4	41
Total Number of Groups	31	
Total number of attendees:		359

Facilitators:

- Brad Cater
- Gordon Kelly
- Ben Pangas
- John Hockley
- David Nancarrow

We have recently collaborated with Burnie Child and family Centre (BCFC) to employ a Dads worker. At this stage, Brad works 8 hours a week and the program is titled 'Brad for Dads'. Brad is a qualified counsellor. The reports from BCFC is that the program has been achieving some very positive results in the lives of dads using the center. Brad has an exceptional amount of energy and is a good fit for the Centre.

Location Change

This change was negotiated with the Tasmanian Health Service and Tasmania Health midwifery, and was regarding changing the location of the Burnie Antenatal Session out of the General Hospital to Burnie Child and Family Centre. This change aligns with similar sessions that occur at East Devonport Child and Family Centre. The reasoning behind this change was to introduce new parents to the range of parenting programs at the Burnie Child and Family Centre. This has provided the Burnie parents with helpful links, valuable and ongoing social connections with other couples which is helping parents have a brighter future in raising their family.

Comments

Many of the couples who attend the antenatal Brighter Future session indicate that they enjoyed learning how to keep their relationships going in regards to the life changes that occur from having a baby. Learning how to bond and settle their new born and how to parent more effectively was valuable information to them. Understanding depression in mums and how to find assistance was also of great value. Highlighting the importance of a dads' role in raising children also received positive feedback from both mothers and fathers

The ongoing opportunity to encouraging couples to embrace the adventure of becoming a parent raising functioning children together with maintaining their own relationship with each other is a real privilege.

I wish to thank Rural Health Tasmania and Tasmanian Community Fund for allowing this to occur.

Lead Facilitators Comments: David Nancarrow (Right)

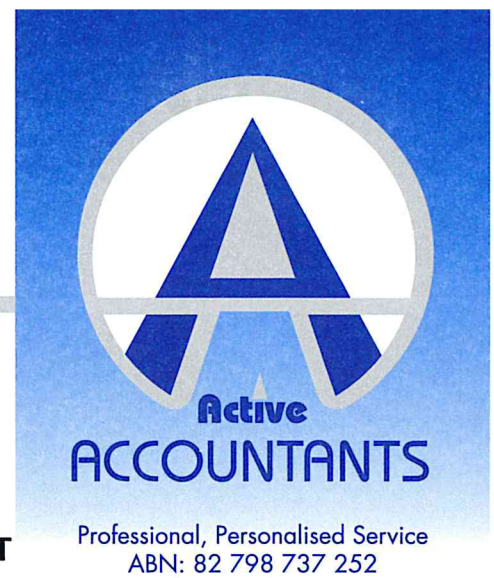


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GARRY BURGESS
B.Bus. CPA



INDEPENDENT AUDIT REPORT

To the members of Rural Health Tasmania Inc

We have audited the accompanying financial report, being a special purpose financial report, of Rural Health Tasmania Inc, which comprises the Balance Sheet as at 30 June 2018, the Profit and Loss Statement for the year then ended, notes comprising a summary of significant accounting policies.

Qualified opinion

In our opinion the financial report Rural Health Tasmania Inc presents fairly in all material respects in accordance with the accounting policies described in Note 1 to the financial statements, the financial position of the Rural Health Tasmania Inc as at 30th June 2018 and its financial performance and its cash flows for the year then ended.

Committee

The committee are responsible for the preparation and fair presentation of the financial report and have determined that the basis of preparation described in Note 1 is appropriate to meet the requirement of the Associations Incorporation Act 1964 and the needs of the members.

The committee's responsibility also includes such internal control as determined is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report.

In making those risk assessments, the auditor considers internal controls relevant to the Association's preparation of the financial report in order to design audit procedures that are appropriate in the circumstances.

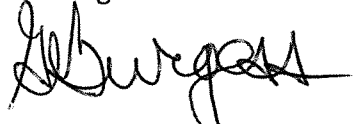
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the Australian professional accounting bodies.

Basis of accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the committee's reporting responsibilities.

A handwritten signature in black ink, appearing to read 'G Burgess', with a stylized flourish at the end.

Garry Burgess CPA

Active Accountants

**RURAL HEALTH TASMANIA INC.
CONSOLIDATED BALANCE SHEET
AS AT 30TH JUNE 2018**

	2018	2017
MEMBERS' FUNDS		
Opening Retained Profits	1,119,761	878,736
Profit/(loss) - TML	0	55,288
Profit/(Loss) - HIPPY	-94,852	-26,644
Profit/(Loss) - RPHS	-95,326	48,466
Profit/(Loss) - No 34 AHS	-32,654	53,349
Profit/(Loss) - No 34 ITC	-29,796	24,847
Profit/(Loss) - No 34 SEWB	-29,605	22,408
Profit/(Loss) - SCMH	1,270	0
Profit/(Loss) - Special Projects	392,906	63,311
TOTAL MEMBERS' FUNDS	<u>1,231,704</u>	<u>1,119,761</u>
Represented by:		
CURRENT ASSETS		
ANZ - Special Projects	41,309	406,624
ANZ - HIPPY	18,618	72,811
ANZ - RPHS	59,244	192,181
ANZ - No 34 AHS	18,043	51,983
ANZ - No 34 ITC	9,470	47,182
ANZ - No 34 SEWB	0	22,408
ANZ - SCMH	29,503	0
ANZ Online Saver - Leave Provisions	120,054	118,816
ANZ Online Saver - Special Projects	418,720	216,877
Trade Debtors	420,510	5,142
Borrowing Expenses Suspense	9,358	10,116
	<u>1,144,829</u>	<u>1,144,140</u>
FIXED ASSETS		
Land & Buildings - Orr St Queenstown	93,432	0
Plant & Equipment	213,932	167,226
Less Accumulated Depreciation	-94,882	-64,485
Respite House - Building	245,986	245,986
Less Accumulated Depreciation	-23,731	-21,539
Respite House - Furniture & Fittings	41,231	41,231
Less Accumulated Depreciation	-34,203	-32,962
Motor Vehicles	291,381	262,529
Less Accumulated Depreciation	-64,488	-21,974
	<u>668,658</u>	<u>576,012</u>
TOTAL ASSETS	1,813,487	1,720,152
CURRENT LIABILITIES		
Australian Taxation Office	50,600	71,769
Superannuation Payable	16,308	13,458
Accrued Expenses	0	82,163
Trade Creditor	0	4,987
Asset Purchase - Motor Vehicles	60,403	0
Provision for Annual Leave	138,041	95,225
Provision for Sick Leave	37,835	33,470
Provision for Long Service Leave	54,726	30,371
	<u>357,913</u>	<u>331,443</u>
NON-CURRENT LIABILITIES		
Asset Purchase - Motor Vehicles	214,832	268,948
Provision for Long Service Leave	9,038	0
	<u>223,870</u>	<u>268,948</u>
NET ASSETS	<u>1,231,704</u>	<u>1,119,761</u>

These accounts should be read in conjunction with
the attached Audit Report of Active Accountants

RURAL HEALTH TASMANIA INC.
CONSOLIDATED PROFIT & LOSS STATEMENT
FOR THE YEAR ENDED
30TH JUNE 2018

INCOME

Grants Received	3,586,516
Wage Subsidy	12,510
Administration	11,032
Interest Received	2,531
Rent - Respite House	16,490
Organisational Support & Administration	15,166
	<u>3,641,691</u>

EXPENDITURE

Advertising	38,105
Auditing	15,040
Bank Fees	648
Bookkeeping	210
Client Support Services	5,930
Computer Expenses	47,431
Contract Wages - THS	325,645
Consultants & Contractors	46,252
Depreciation	75,723
Electricity	29,598
Employment Expenses	6,057
Enhancement & Training	60,601
Equipment & Consumables	2,676
Group Meetings	7,782
Insurance	41,688
Meeting Expenses	15,901
Motor Vehicle Expenses	106,650
Organisational Support & Administration	0
Printing & Stationery	41,877
Program Expenses	137,753
Promotion	193
Rent & Rates	112,621
Repairs & Maintenance	33,486
Respite House Operating Costs	19,070
Service Maintenance Project	14,190
Staff Amenities & Cleaning	20,516
Staff Training	86,224
Start Up Costs	1,249
Sundry Expenses	4,038
Superannuation	171,791
Supplementary Services	61,013
Telephone	37,725
Travel & Accommodation	58,354
Wages	1,820,583
	<u>3,449,174</u>

NET OPERATING PROFIT/(LOSS) 192,517

LESS OTHER EXPENSES

Annual Leave Increase/Decrease	42,816
Sick Leave Increase/Decrease	4,365
Long Service Leave Increase/Decrease	33,393
	<u>80,574</u>

NET PROFIT/(LOSS) 111,943

These accounts should be read in conjunction with
the attached Audit Report of Active Accountants

RURAL HEALTH TASMANIA INC.
SPECIAL PROJECTS - PROFIT & LOSS STATEMENT
FOR THE YEAR ENDED
30TH JUNE 2018

	2018	2017
INCOME		
Grants Received - One Off Grants	3,250	8,897
- Whats the Harm	0	8,000
- Seven Up (Kitty)	13,318	41,000
- Youth Fest	1,500	0
- A Brighter Future	14,923	16,415
Administration	11,032	11,228
Save Your Bacon - Stage Hire	0	7,499
Interest Received	2,531	2,249
Rent - Respite House	16,490	11,170
Program Wages - Reimbursement	103,750	0
Administration & Rent Income	717,065	401,233
Emmerton Park Care Co-ordination	0	18,893
	<u>883,859</u>	<u>526,584</u>
EXPENDITURE		
Advertising	2,657	0
Audit Fees	4,360	0
Bank Charges	264	264
Building W/Off	2,192	2,192
Computer Expenses	5,834	7,462
Depreciation	3,747	4,571
Program Expenditure - One Off Grants	2,245	31,790
Program Expenditure - Drought Relief	550	10,069
Program Expenditure - Seven Up (Kitty)	22,796	21,039
Program Expenditure - Youth Fest 2015	1,409	0
Program Expenditure - Whats the Harm	0	26,185
Program Expenditure - 1 in 4 2014	0	7,633
Program Expenditure - A Brighter Future	8,717	8,860
Program Expenditure - Stage Expenses	585	2,975
Program Expenditure - Heywire FRRR	0	3,441
Rent	105,386	23,992
Repair & Maintenance - Centre	6,226	651
Respite House Operating Costs	19,070	18,724
Staff Training	495	3,200
Superannuation - Administration	20,087	14,843
Wages - Administration	228,061	158,096
Superannuation - Care Co-Ordinator	4,089	2,254
Wages - Care Co-Ordinator	21,042	23,722
	<u>459,812</u>	<u>371,963</u>
NET OPERATING PROFIT/(LOSS)	424,047	154,621
ADD OTHER INCOME		
Profit on Sale Of Corolla	0	4,818
LESS OTHER EXPENSES		
Annual Leave Increase/Decrease	17,418	27,068
Sick Leave Increase/Decrease	3,300	6,756
Debt Forgiven - TML	0	62,304
Long Service Leave Increase/Decrease	10,423	0
	<u>31,141</u>	<u>96,128</u>
NET PROFIT/(LOSS)	<u>392,906</u>	<u>63,311</u>

These accounts should be read in conjunction with
the attached Audit Report of Active Accountants

**RURAL HEALTH TASMANIA INC.
STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED
30TH JUNE 2018**

	2018	2017
CASHFLOWS FROM OPERATING ACTIVITIES		
Receipts from Grants & Customers	3,223,792	2,714,337
Payments to Suppliers	-3,623,087	-2,250,078
Interest Received	2,531	2,249
Interest Paid	-17,156	-6,860
	<u>-413,920</u>	<u>459,648</u>
CASHFLOWS FROM INVESTING ACTIVITIES		
Purchase of Capital Items	143,715	343,829
Proceeds from Sale of Capital Items	63,236	39,363
	<u>206,951</u>	<u>304,466</u>
CASHFLOWS FROM FINANCING ACTIVITIES		
Proceeds from Borrowings	97,008	282,129
Repayment of Borrowings	114,924	20,041
	<u>211,932</u>	<u>262,088</u>
NET INCREASE/(DECREASE) IN CASH HELD	-408,939	417,270
ADD CASH AT BEGINNING OF YEAR	1,128,881	711,611
CASH AT END OF YEAR	714,961	1,128,881

These accounts should be read in conjunction with the attached
Notes to the Accounts and Audit Report

**RURAL HEALTH TASMANIA INC.
RPHS - PROFIT & LOSS STATEMENT
FOR THE YEAR ENDED
30TH JUNE 2018**

	2018	2017
INCOME		
Grants Received	1,792,349	733,597
EXPENDITURE		
Advertising	30,554	3,620
Auditing	4,200	2,000
Bookkeeping	210	251
Computer Expenses	7,813	33,836
Contract Wages - THS	325,645	82,163
Consultants & Contractors	39,297	6,194
Depreciation	30,847	16,949
Electricity	22,625	2,754
Equipment & Consumables	2,676	10,594
Insurance	22,434	266
Meeting Expenses	1,790	276
Motor Vehicle Expenses	28,930	18,451
Organisational Support & Administration	268,000	117,500
Printing & Stationery	16,883	7,447
Program Expenses	46,093	0
Rent & Rates	82,323	25,400
Repairs & Maintenance	17,150	1,683
Staff Amenities & Cleaning	15,892	3,467
Staff Training	48,683	3,835
Start Up Costs	1,249	63,945
Sundry Expenses	3,073	1,339
Superannuation	65,832	22,807
Telephone	20,368	8,332
Travel & Accommodation	22,355	3,937
Wages	727,069	237,686
	<u>1,851,991</u>	<u>674,732</u>
NET OPERATING PROFIT/(LOSS)	-59,642	58,865
LESS OTHER EXPENSES		
Annual Leave Increase/Decrease	13,909	4,338
Sick Leave Increase/Decrease	-625	6,061
Long Service Leave Increase/Decrease	22,400	0
	<u>35,684</u>	<u>10,399</u>
NET PROFIT/(LOSS)	<u><u>-95,326</u></u>	<u><u>48,466</u></u>

These accounts should be read in conjunction with
the attached Audit Report of Active Accountants

RURAL HEALTH TASMANIA INC.
NO 34 SEWB - PROFIT & LOSS STATEMENT
FOR THE YEAR ENDED
30TH JUNE 2018

	2018	2017
INCOME		
Grants Received	87,250	28,750
EXPENDITURE		
Advertising	0	2,142
Equipment & Supplies	253	0
Insurance	500	0
Meeting Expenses	5,474	0
Motor Vehicle	5,313	0
Organisational Support & Administration	17,500	4,200
Program Expenses	28,886	0
Rent & Occupancy Costs	11,167	0
Telephone	3,185	0
Training & Development	1,867	0
Travel & Accommodation	2,710	0
Wages	40,000	0
	<u>116,855</u>	<u>6,342</u>
NET OPERATING PROFIT/(LOSS)	<u><u>-29,605</u></u>	<u><u>22,408</u></u>

These accounts should be read in conjunction with
the attached Audit Report of Active Accountants

RURAL HEALTH TASMANIA INC.
NO 34 ITC - PROFIT & LOSS STATEMENT
FOR THE YEAR ENDED
30TH JUNE 2018

	2018	2017
INCOME		
Grants Received	492,000	117,000
Grants Received - Supplementary	0	60,000
	<u>492,000</u>	<u>177,000</u>
EXPENDITURE		
Audit Fees	1,500	0
Advertising	377	0
Bank Fees	120	0
Bookeeping	0	251
Cleaning	3,172	0
Computer Expenses	6,132	8,764
Depreciation	22,217	0
Insurance	1,805	0
Meeting Expenses	8,238	0
Motor Vehicle Expenses	26,777	7,188
Organisational Support & Administration	45,800	25,000
Printing & Stationery	5,625	240
Program Expenses	12,639	21,517
Rent	19,000	0
Repairs & Maintenance	918	0
Staff Training	20,839	2,590
Sundry Expenses	845	0
Superannuation	19,694	6,939
Supplementary Services	61,013	0
Telephone	3,363	1,351
Travel & Accommodation	8,773	
Wages	250,015	73,227
	<u>518,862</u>	<u>147,067</u>
NET OPERATING PROFIT/(LOSS)	-26,862	29,933
LESS OTHER EXPENSES		
Annual Leave Increase/Decrease	246	4,674
Sick Leave Increase/Decrease	2,688	412
	<u>2,934</u>	<u>5,086</u>
NET PROFIT/(LOSS)	<u>-29,796</u>	<u>24,847</u>

These accounts should be read in conjunction with
the attached Audit Report of Active Accountants

RURAL HEALTH TASMANIA INC.
NO 34 AHS - PROFIT & LOSS STATEMENT
FOR THE YEAR ENDED
30TH JUNE 2018

	2018	2017
INCOME		
Grants Received - Operating	555,232	277,616
Grants - Start Up Funding	0	42,267
Service Maintenance Project	0	14,190
Wage Subsidy	0	12,107
	<u>555,232</u>	<u>346,180</u>
EXPENDITURE		
Advertising	4,517	1,062
Audit Fees	2,600	0
Bookeeping	0	251
Client Support Services	5,930	4,987
Computer Expenses	3,572	9,244
Consultants & Contractors	6,955	4,493
Depreciation	16,720	5,972
Electricity	3,887	1,379
Employment Expenses	2,794	0
Insurance	7,223	557
Meeting Expenses	399	33
Motor Vehicle Expenses	14,139	13,442
Organisational Support & Administration	66,626	33,313
Printing & Stationery	6,697	5,497
Program Expenses	3,828	961
Rent & Rates	49,309	29,130
Repairs & Maintenance	9,192	1,359
Service Maintenance Project	14,190	0
Staff Amenities & Cleaning	1,452	2,003
Staff Training	14,340	630
Start Up Costs	0	5,831
Sundry Expenses	120	983
Superannuation	30,439	12,495
Telephone	4,866	2,723
Wages	<u>323,423</u>	<u>156,582</u>
	<u>593,218</u>	<u>292,927</u>
NET OPERATING PROFIT/(LOSS)	-37,986	53,253
LESS OTHER EXPENSES		
Annual Leave Increase/Decrease	3,601	-87
Sick Leave Increase/Decrease	-465	-9
Long Service Leave Increase/Decrease	<u>-8,468</u>	<u>0</u>
	<u>-5,332</u>	<u>-96</u>
NET PROFIT/(LOSS)	<u><u>-32,654</u></u>	<u><u>53,349</u></u>

These accounts should be read in conjunction with
the attached Audit Report of Active Accountants

**RURAL HEALTH TASMANIA INC.
HIPPO PROFIT & LOSS STATEMENT
FOR THE YEAR ENDED
30TH JUNE 2018**

	2018	2017
INCOME		
Grants Received	601,406	660,561
Wage Subsidy	12,510	8,071
	<u>613,916</u>	<u>668,632</u>
LESS EXPENSES		
Wages	334,723	355,748
Superannuation	31,650	32,176
Office	0	29,157
Auditing	4,934	5,705
Bank Fees	264	264
Enhancement & Training	60,601	87,541
Electricity	3,086	4,610
Employment Expenses	3,263	1,394
Telephone & Internet	5,943	5,913
Printing & Stationery	12,672	20,076
Rent	19,027	19,848
Insurance	9,726	8,409
Group Meetings	7,782	6,568
Motor Vehicle	31,491	21,277
Travel & Training	24,516	0
Organisational Support & Administration	132,936	87,723
Computer	9,814	2,616
Promotion	193	6,116
	<u>692,621</u>	<u>695,141</u>
NET OPERATING PROFIT/(LOSS)	-78,705	-26,509
LESS OTHER EXPENSES		
Annual Leave Increase	7,642	935
Sick Leave Increase	-533	-800
Long Service Leave	9,038	0
	<u>16,147</u>	<u>135</u>
NET PROFIT/(LOSS)	<u>-94,852</u>	<u>-26,644</u>

This Profit & Loss Statement should be read in conjunction with the attached
Audit Report of Active Accountants

**RURAL HEALTH TASMANIA INC.
SCMH - PROFIT & LOSS STATEMENT
FOR THE YEAR ENDED
30TH JUNE 2018**

INCOME

Grants Received	25,288
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EXPENDITURE

Computer Expenses	14,013
Furniture & Equipment	10,005
	<u>24,018</u>

NET OPERATING PROFIT/(LOSS)	<u><u>1,270</u></u>
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These accounts should be read in conjunction with
the attached Audit Report of Active Accountants

RURAL HEALTH TASMANIA INC
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

Note 1 – Statement of Significant Accounting Policies

This special purpose financial report has been prepared for distribution to the members to fulfil the Committee of Management's financial reporting requirements under the Rural Health Tasmania Inc's constitution. The accounting policies used in the preparation of this report as described below, are consistent with the financial reporting requirements of the Rural Health Tasmania Inc's constitution, and in the opinion of the Committee of Management are appropriate to meet the needs of members.

The financial report covers Rural Health Tasmania Inc as an individual entity. Rural Health Tasmania Inc is an association incorporated in Tasmania under the Associations Incorporation Act 1964.

The financial report has been prepared on an accruals basis and is based on historical costs and do not take into account changing money values or, except where stated current valuations on non-current assets.

The following is a summary of the material accounting policies adopted by the Association in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

(a) Tax Exemptions

The organisation is classed as a Public Benevolent Institution and as such it is exempt from income tax under Section 23 of the Income Tax Assessment Act 1936. The organisation is also exempt from paying Fringe Benefits Tax in respect of benefits provided to an employee.

(b) Property, Plant and Equipment

Each class of property, plant and equipment are carried at cost less, where applicable, any accumulated depreciation. In accordance with Australian Accounting Standards, asset purchases are depreciate over their useful lives. The depreciable amount of all fixed assets is depreciated over the useful lives commencing from the time that asset is held ready for us

(c) Employee Entitlements

Provision is made for the association's liability for employee entitlements arising from services rendered by employees to balance date.

