

**Review and updated: November 2013**

Project background:

This plan (established July 2012) outlines initiatives to strengthen partnerships between providers of Home and Community Care Assessment services (HAS) in the Grampians Pyrenees area of the Grampians Region.

The purpose of the partnerships is to improve access and choice for Aboriginal people living in the area. This plan is based on the understanding that Aboriginal people have the opportunity to receive Home and Community Care (HACC) services from a HAS agency, where and as required.

All agencies have agreed to implement this plan wherever possible within the constraints of existing resources. All partners have nominated a key contact person, marked on the right with an asterisk - #.

The Department of Health, as sponsor of this Partnership Project, will support and monitor the activities arising from this plan for the next twelve (12) months and encourage links with Active Service Model and Diversity planning activities.

The partners:

<b>Department of Health</b> Janis Brooks, HACC Program and Services Advisor Gary Wingrove, Aboriginal Health Programs Development Officer # Carolyn Gargiulo, HACC Diversity Advisor #	
<b>Budja Budja Aboriginal Cooperative</b> Tim Chatfield, Acting CEO Brendan Edwards, Men's Health Worker #	
<b>Ararat Rural City Council</b> Angela Hunt, Manager Client Services & Community Development # Gayle Redden, Assessor	
<b>East Grampians Health Service</b> Jane Bourman, Manager, District Nursing # Jenny Sheehan, Assessor	
<b>Northern Grampians Shire</b> Melissa Mair, Team Leader # Kerryn Cunliffe, Team Leader / Assessor Pauline Coates, Team Leader Assessor	
<b>Pyrenees Shire</b> David Ronaldson, Family Services Team Leader # Leanne Redpath, Assessor	

PARTNERSHIP PLAN: **GRAMPIANS PYRENEES**

Title:	<p><b>* Agreement to work in shared care</b></p> <p>It has been agreed to plan for the situation where an Aboriginal person seeks to receive services from one of the partnering agencies. This may be due to:</p> <ul style="list-style-type: none"> <li>◇ Personal preference of the Aboriginal person - we support choice</li> <li>◇ The availability of the right mix of services</li> <li>◇ Discharge from hospital</li> <li>◇ The problems of distance - it may be necessary to deliver shared care where distance from Halls Gap is a problem</li> </ul> <p>An agreement to work in partnership through referral, assessment, planning and service delivery has been developed. The Agreement is attached to this plan.</p> <p><i>* Note: Budja Budja Aboriginal Cooperative ceased delivery of HACC services 1 July, 2013.</i></p>		
Partnership activity:	Role of HAS agencies	Role of HACC Diversity Advisor	Role of Aboriginal Health Programs Development Officer:
<p>All HAS agencies to attach the Agreement to their agency Diversity Plan as a clear indication of the agreed approach to working in shared care, as the need arises.</p> <p>Budja Budja Aboriginal Cooperative to continue to provide support and liaison for Aboriginal people in their community.</p>	Attach the Agreement to the Diversity Plan, orient staff to the agreement	Review Diversity plans	Review Diversity plans
The Partnership Agreement to be reviewed annually.	Participate in annual review	Lead review of Partnership Agreement	Participate in annual review

For further information contact either:

Carolyn Gargiulo HACC Diversity Advisor at [carolyn.gargiulo@health.vic.gov.au](mailto:carolyn.gargiulo@health.vic.gov.au)) or Gary Wingrove Aboriginal Health Programs Development Officer at [gary.wingrove@health.vic.gov.au](mailto:gary.wingrove@health.vic.gov.au)

**PARTNERSHIP PLAN: GRAMPIANS PYRENEES**

Title:	<b>Sharing information that supports choice for Aboriginal people</b> It is understood that agencies need to share information effectively so that Aboriginal people can be aware of the full range of services available to them across the region.		
Partnership activity:	Role of Budja Budja	Role of HAS agencies	Role of HACC Diversity Advisor
<p><b>Newsletters:</b>          All agencies publish newsletters promoting services and activities. It is agreed that these newsletters need to be shared to promote awareness and choice.</p> <p>All HAS providers have agreed to include Budja Budja in circulation of newsletters and Budja Budja will include all HAS providers in the circulation of their newsletter.</p> <p>The key contact at Budja Budja for newsletter circulation is Alison Chatfield at <a href="mailto:alisonchatfield@bigpnod.com">alisonchatfield@bigpnod.com</a></p>	Include HAS providers in circulation of newsletters	Include Budja Budja in circulation of newsletters	Provide relevant sector information for inclusion to partnering agencies newsletters.
<p><b>Pamphlets:</b>          It has been agreed that agencies will share individual agency brochures where available.</p> <p>Additionally, it has been agreed that all agencies display the '<i>Working Together within the Grampians Region</i>' pamphlet which provides contact details for all regional Aboriginal organisations and HAS providers.</p>	Distribute and display respective pamphlets	Distribute and display respective pamphlets	Monitor accuracy of all listed regional contact details and revise Partnership pamphlet as required.

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**PARTNERSHIP PLAN: GRAMPIANS PYRENEES**

Title:	<p><b>Cross cultural training</b></p> <p>During this project HAS agency's have expressed a desire to undertake training in cultural awareness. There appears to be three types of training required:</p> <ol style="list-style-type: none"> <li>1. Local stories - information about history and significance of the local area</li> <li>2. General background awareness - broad information regarding cultural sensitivity</li> <li>3. HACC specific issues - how we can work together in a culturally sensitive way.</li> </ol> <p>Budja Budja is able to provide training (in small groups of eight people)</p>		
Partnership activity:	Role of HAS agencies	Role of HACC Diversity Advisor	Role of Aboriginal Health Programs Development Officer:
<p>Staff Training:</p> <p>Agencies to consider training needs / wants and approach Budja Budja or other relevant training provider with requests for training.</p> <p>Budja Budja and/or training providers to provide training on a fee for service basis.</p>	Plan a training program over time	Provide advice and support	Provide advice and support
<p>Staff induction:</p> <p>Develop and implement induction processes for new staff to include some form of cultural responsiveness building strategies.</p> <p>These to include:</p> <ul style="list-style-type: none"> <li>◇ Provision of cultural awareness training as an induction module / session</li> <li>◇ Providing staff with access to resources which build knowledge of cultural sensitivities, issues and responsive practice</li> </ul>	Source appropriate cultural resources / materials for use within staff hand-book and induction process		

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PARTNERSHIP PLAN: **GRAMPIANS PYRENEES**

Title:	<b>HAS providers: becoming more culturally aware of Aboriginal people</b>			
Partnership activity:	Role of Budja Budja:	Role of HAS agencies:	Role of HACC Diversity Advisor:	Role of Aboriginal Health Programs Development Officer:
<p>HAS providers to implement initiatives which promote services to Aboriginal people in the community as current practice. Initiatives include:</p> <ul style="list-style-type: none"> <li>◇ Acknowledgement of country on website, newsletters and publications</li> <li>◇ Flying the Aboriginal and Torres Strait Islander flags</li> <li>◇ Using Aboriginal artwork in offices and on publications</li> <li>◇ Ensuring appropriate cultural diversity material in client handbooks</li> <li>◇ Advocate within the organisation for widespread development of policies and practice that build cultural responsiveness.</li> <li>◇ Monitoring population data and HACC client profiles</li> <li>◇ Identifying new strategies that address priority goal 2: <i>Improving access for Aboriginal clients to HACC funded services for inclusion in organisation Diversity plans</i></li> </ul> <p><a href="http://www.wimmerapcp.org.au/GRegion%20Diversity%20Plan%202012%20-%202015.pdf">http://www.wimmerapcp.org.au/GRegion%20Diversity%20Plan%202012%20-%202015.pdf</a></p> <ul style="list-style-type: none"> <li>◇ Developing and implementing Reconciliation Week activities that promote reconciliation</li> </ul>	Support HAS agencies with wording of statements and purchase / sourcing of art work: general advice.	HAS agencies to evaluate implemented initiatives within their organisation.	Advice and support.	Advice and support.

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**PARTNERSHIP PLAN: GRAMPIANS PYRENEES**

Title: <b>Review of this plan and activities completed</b>				
Partnership activity:				
	Role of Budja Budja	Role of HAS agencies:	Role of HACC Diversity Advisor	Role of Aboriginal Health Programs Development Officer:
Agencies to meet annually to review Partnership Plan and associated activities.  Next review date: November 2014.	All agencies to participate in annual review.		Lead review.	Participate in annual review

**Acknowledgements:** This project would not have been possible without the generous participation by the organisations involved, which have demonstrated a commitment to increasing client choice and access to services for the Aboriginal community within the Grampians Pyrenees area.

Robyn Fletcher and Gary Wingrove are both acknowledged for bringing local and professional knowledge to the implementation of this project, and Gary for his ongoing participation and support.

Roger Hastrich, of Roger Hastrich Pty Ltd, is acknowledged as initial project facilitator. Roger can be contacted on 0419 583 561 or at [roger.hastrich@pipeline.com.au](mailto:roger.hastrich@pipeline.com.au)



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