




**South East Tasmanian
Aboriginal Corporation
ANNUAL REPORT**

2017/18





Greetings
Come, this is my hand.
Feel the earth on sole of foot
We run together, Friend
-Welcome to my country

Yay! Nun'Oyne
Tutta Watta Riena Narrawa,
Winghanee mannena
Lugga Lunnah,
Leongana,
Lapole Lu Nagreenah Moolanah
. Welcome to my Country

Toni Murray©2018

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VISION STATEMENT

The South East Tasmanian Aboriginal Corporation (SETAC) exists to facilitate the empowerment of the Aboriginal people of South East Tasmania so that, through self determination, we can make decisions that affect our lives and share in Australia's land, wealth, and resources, contributing equitably to the nation's economic, social, and political life, with full recognition of, and support for the ongoing enjoyment and development of our Indigenous cultural heritage.



SETAC Objectives

1. Unite Aboriginal people in a community of fellowship and understanding.
2. Promote the development of the Aboriginal community towards achieving the common goal of self determination.
3. Empower individuals to achieve excellence in education, employment, and training.
4. To assist Aboriginal people to gain access and equity of treatment to existing Aboriginal and non-Aboriginal services, especially health, housing, and welfare services.
5. To promote the granting of land rights to Tasmanian Aboriginal people.
6. Create business opportunities and improve their social, cultural, and economic benefits to the community.
7. Create opportunities and training to facilitate successful business management and expansion.



OUR HISTORY

SETAC – the South East Tasmanian Aboriginal Corporation – began from humble, even hesitant beginnings, around 1991. SETAC grew out of a need to “look after our old fellows”. SETAC assists and supports those who are elderly or disabled and of Aboriginal or Torres Strait Island descent.

Early meetings identified the need for the Aboriginal people in South East Tasmania to come together and develop stronger ties among themselves and the wider community.

“A desire to pass on knowledge and information is important for the Indigenous people of this region - it helps to maintain our cultural identity, for us to be the story tellers and keepers of our history.” Local Indigenous people wanted to connect with each other, talk and share that cultural identity, so that it would not be lost to the next generations.

There was also a strong desire for recognition. Out of these talks grew the need for an organisation to identify with, from which it would be possible to provide services for health, home care, social engagement and education. One of the early expressions of these discussions and needs was a book: “We Who Are Not Here: Aboriginal People Of The Huon And Channel Today” by Robyn Friend, published January 1st 1992 by the Huon Municipal Association.

The early beginnings led to meetings and consultation, the development of a constitution, and the development of funding applications. Early efforts of community members led to success with funding, and SETAC obtaining their first premises in Mary Street Cygnet in 1992.

“After several attempts, in 1995, ten hectares at Oyster Cove were among the 3800 hectares transferred to the Tasmanian Aboriginal people.” This was a joyous time for locals, including Enid Dillon and Furley Gardner, who were captured by a Mercury Newspaper photographer, waving the title, in a newspaper article in 1995.

The first SETAC premises were destroyed by fire in 1999, but due to work by staff members and volunteers, new premises at 19 Mary Street were acquired, renovated and moved into, with little inconvenience to SETAC clients.

The then Aboriginal Torres Strait Islander Commissioner, Rodney Dillon, rallied ATSIC to purchase an important part of our heritage, Fanny Cochrane Smith’s Church at Nicholls Rivulet.

SETAC applies for funds through National Heritage Trust and Coast care to begin rehabilitation works on Aboriginal sites in the SE region, the primary sites being: Cato’s, Burton’s, Coal Point, Cloudy Bay and Adventure Bay.

ATSIC funded programs in 2000 – Sport & Recreation: two youth camps held at Conningham and Charlottes Cove that included activities such as: bush skills, water sports, arts, crafts and story telling. Other sporting clinics were also delivered.



Environmental rehabilitation work continued and SETAC successfully stabilised midden blowout at Cloudy Bay, Bruny Island. The Truganinni monument plaque at Bruny Island Neck was reinstated. Funding was quarantined to stabilise midden at Cato's Bay, Cygnet which continues as part of our cultural and environmental objectives.

SETAC then purchased its Primary Health Centre, 7393 Channel Highway, Cygnet.

Rodney Dillon as ATSIC Commissioner negotiated with the Indigenous Land Corporation to secure funding with SETAC, to support the purchase of Murrayfield, Bruny Island. The property was the first land purchase in South East Tasmania.

A highlight for SETAC in 2005 was achieving a national accreditation for the living history museum.

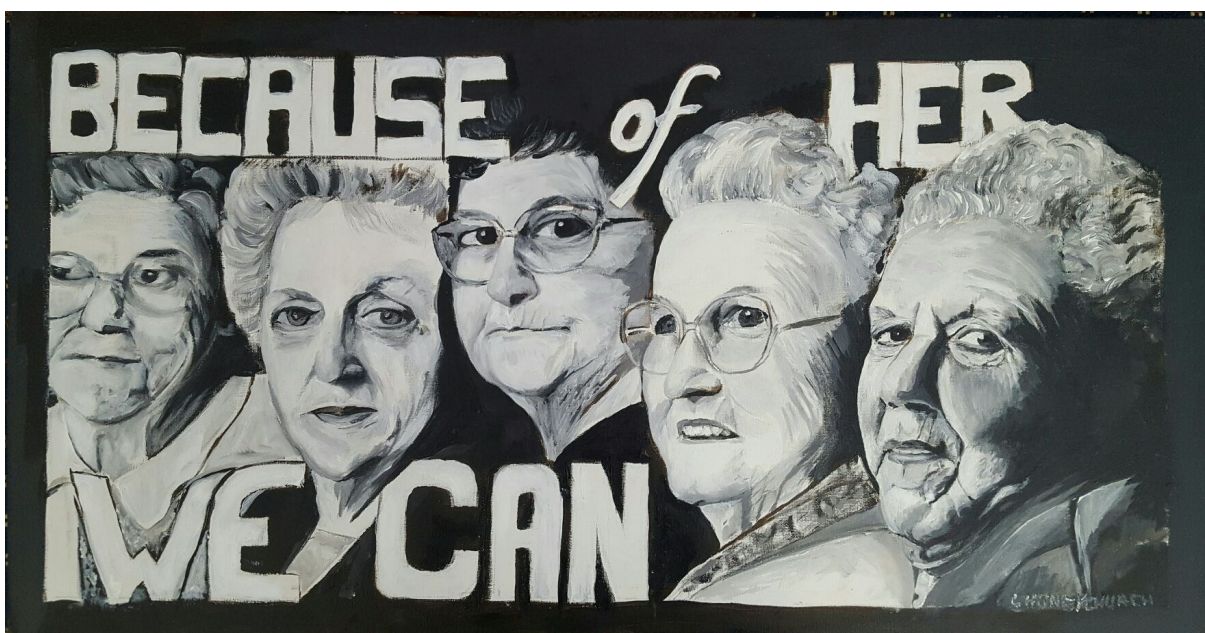
The years from 2010 to the present, especially indicates the high level of engagement and participation by SETAC. As well as the huge range of programs and services on offer, looking at minutes and meeting notes show the high degree of community participation. Recent AGM attendances show a high level of participation – there are often up to the same number of observers as there are SETAC members.

SETAC has become an exemplary community-managed organisation, effectively servicing its member's needs and responding to changing needs. At the same time, SETAC is acknowledged for its leadership and mentoring roles, as well as being recognised for contributing to the betterment of all Tasmanians. In other words, the role SETAC has played, living and working faithfully to its original vision and objectives, has developed into a force for good throughout the state and throughout Australia.

From humble, small beginnings, with shy customers, SETAC is now a bustling, busy organisation with pride of place and broad engagement in the district. An example of its strength in the community is the role it has provided in Tasmania, with its involvement in the formation last year of the Tasmanian Reconciliation Council. SETAC is also a member of the Tasmanian Regional Aboriginal Communities Alliance (TRACA).

“We Who are Not Here”

SETAC can now proudly say: “We Are Here!”



From our ancient past, history and survival, this is our (recent) story



BOARD OF DIRECTORS



Rodney Dillon



Brad Strong



Jamie Bantick



Janine Cowen



Jaimi-lee Armstrong

BOARD TERMS

Directors	Start	Expires
Janine Cowen—Chairperson	19 November 2016	Resigned 5 February 2018
Rodney Dillon—Chairperson	19 November 2016	2018
Brad Strong	19 November 2016	2018
Jamie Bantick	3 December 2017	2018
Jaimi-lee Armstrong	3 December 2017	2018

CHAIRPERSON'S REPORT 2018

This year SETAC had seen a number of milestones; the development of the Strategic Plan, the 25th Anniversary of SETAC, the introduction of a Cultural Committee, our very first NAIDOC Ball, and a Reconciliation event in conjunction with the Anglican Church and Rev. John Middleton.

STRATEGIC PLAN

To start the financial year in July SETAC invited the community and stakeholders to assist with the development of its strategic future. From these consultations the Board received some excellent feedback.

I would like to thank members and stakeholders for their honest input some of which was negative. To be accountable to its members SETAC has started to address those concerns. Participants said that SETAC was unapproachable and was exclusive when it came to working together. As a result of this feedback participants were given an understanding of our inability to be all for everyone, as our capacity administratively is limited.

A lot of input was positive too for example how we value and care for our community.

SETAC acknowledged that administratively it is under-resourced, however this has changed and the CEO has provided the Board with adjustments to budgets to allow for administration support across the organisation in an attempt to be more responsive to stakeholders without sacrificing business priorities.

The Board and Executive have commenced work on addressing all the concerns and have initiated widespread consultation to ensure quality service delivery that will address the identified needs.

The Board will update its online presence and web construction allowing for a higher level of transparency and information sharing. The Board will engage with all stakeholders giving them equal value and acknowledging their input; from volunteer training, staff/community engagement and networking. The Board members will be more responsive to matters brought before them.

25th ANNIVERSARY

On the 3 December SETAC launched its strategic plan at the 25th Anniversary of the organisation. SETAC hosted a celebration that saw community members, business owners, schools, Ministers and government agencies attend a heartfelt celebration. As a founding member of the organisation I was proud to be on the Board of Directors when reaching this very important milestone to see the great work that has been accomplished over the years acknowledged by the community.

There has been an increase to staffing numbers and the wide range of community programs offered to the community across the Channel and the Huon. SETAC is one of the major employers in Cygnet and has contributed greatly to the community.



CULTURAL COMMITTEE

CEO Tracey Dillon recognised the lack off and the need for culture to strengthen our staff, our families and our community. A cultural committee was established to promote Aboriginal self-determination. The Cultural Committee which was initially co-chaired by Toni Murray and myself has gone from strength to strength and the Aboriginal community and staff have benefited from its by-products. I have witnessed community members becoming stronger in their identity and, more and more involved in addressing Aboriginal matters impacting upon them socially, culturally, economically and spiritually . This year was significant for many of our Aboriginal people where they became reconnected to their culture. We visited many sites building culture and capacity in our organisation about who we are and where we came from and where we go from here.



NAIDOC BALL

This reclamation of culture also contributed to SETAC's very first NAIDOC Ball. An amazing event held at the Franklin Palais in July, which stated to all just how in touch our community is with their culture. Language was sung, stories were told and Aboriginal people were congratulated for their great service to the community. I can see a lot of our community building culture, language and ancestry as a continuation of their history. It is a pleasure to see how many people are attending our events. The numbers are ever increasing and this only demonstrates that people are feeling accepted and have a belongingness in their community.



RECONCILIATION

A celebration of First Nation people took place at Cygnet Town Hall in February in conjunction with Rev. John Middleton and the Anglican Church. Longtime residents and many other community members attended the event. One in four residents of the Huon Valley Community identify as Aboriginal and many, if not most of Cygnet's businesses have been and are run by community members with Aboriginal heritage. Families have also contributed to the broader society by being involved in the community and building their families and homes here.

Reverend John Middleton spoke of how Cygnet is unique in the fact that the town depends upon the Aboriginal community for commerce and administration, having had two mayors and several councillors who are proudly of Aboriginal descent.

Some of the characteristics, achievements, and culture of our first residents and their descendants was highlighted at the celebration along with the roles of Fanny Cochrane Smith and Truganinni. Esteemed speakers included the Governor of Tasmania, Nic Street MP, Uncle Rodney Dillon, Aunty Shirley Evans and Bill Lawson of the Tasmanian Reconciliation Council. Cygnet Primary School were heavily involved in the event and the choir sang a beautiful song in native language. St James Catholic College had 4 students deliver a presentation to the attendees which received a standing ovation. We had many proud members of our community on this day and all who attended had a heart for reconciliation and joined with our Aboriginal members on the day to place cut outs of feet next to the Aboriginal hands on the Aboriginal flag, making a statement they would walk beside us on this journey towards reconciliation.

COMMUNITY

We had two very successful mutton birding trips with community members this year that never had the opportunity to go birding. We lead them through the process as they had never been shown. The best part is seeing the look on the kids' faces when they catch their first bird.

Over the last twelve months I have been negotiating with national parks about land hand backs in our area, down at Cockle Creek, the Lune River and Bruny Island. I also have been negotiating with government about working within the world heritage area with the lands which are in our boundaries. There will be many opportunities in the future for us regarding tourism in the world heritage areas and other areas.

I remember way back when we started, the main principle was for our community to be self-determining and it is clear it has been carried through today as demonstrated through the growth of our programs to address Aboriginal disadvantage. The community have been encouraged to determine their own needs and in turn programs have been created to accommodate the required needs of our community.

SETAC have provided goods and services locally whilst supporting businesses throughout the region. There has also been invaluable support to our Aboriginal families. The demand for our Aged Care Services is phenomenal and it is as relevant today as when we first started and it is still keeping our Elders in their homes longer, just on a much bigger scale. There have been employment options created and a training ground made available to improve skillsets. I have spoken to Ministers about forming a state-wide fishing advisory committee on how to get back resources to our community.

I have had negotiations with government on how to rebuild the steps on Bruny Island and asked for them to consult with our community before making any decisions. WE are growing and our relationships with government departments are definitely improving. We don't have the heads of departments breathing down our necks anymore. They don't micromanage us like they used too.



I work continuously to ensure Weetapoon and SETAC work together. We should have been one group in the first place. Having Murrayfield for Aboriginal people to use has increased our cultural access and the community is taking advantage of what is offered at Murrayfield.

I am very proud of the SETAC I see today.

I see the emerging leaders who will run this organisation in the future and we all need to nurture that. There are a group of young people coming through that have found their place in society and they will be great leaders for our people.

With this new Huon Valley Council coming up for election we need to lobby the council to make a firm stand on what we need. If we want changes made in our community it is very important for us to all stand together.

Rodney Dillon
Chairperson



South East Tasmanian Aboriginal Corporation



Vision

The South East Tasmanian Aboriginal Corporation (SETAC) exists to secure the empowerment of the Aboriginal people of South East Tasmania so that, through self-determination, we can make decisions that effect our lives and share in Australia's land, wealth and resources, contributing equitably to the nation's economic, social and political life, with full recognition of, and support for, the ongoing enjoyment and development of our indigenous culture.

Cultural Strength, Empowerment	Promote Leadership	Sustainability and Economic Security	Community Focus	Values
Promote confidence in Cultural identity, mutual respect, dignity, integrity, and health cultural connection.	Develop and implement a mentor program to support future leaders within the SETAC community.	Implement reviews and updates of structure processes and policies to maintain effective and transparent governance practices.	Educate, support, and engage families and community through programs developed from identified community needs.	Our History and Culture
Build, strengthen, and sustain cultural knowledge of our Aboriginal Community.	Empower our community to provide opportunities to improve their social and emotional wellbeing.	Explore opportunities to build capacity to strengthen workforce and business opportunities to address current and future possibilities and challenges.	Model healthy lifestyles through the workplace, and within SETAC group and community activities.	Being Open and Honest
Develop resources to assist in cultural strengthening.	Empower community members to contribute to their social, economic, and cultural health.	Build positive, productive and effective relationships and communication between community, board, management and staff back into community.	Support members to connect to Land and Country Health Prevention and Promotion processes and programs.	Respect
Undertake activities to ensure our cultural identity is restored and sustained for future generations.	Promote leadership that is inclusive and garners consultation of the community.	Recruit, develop, and retain an effective and professional Workforce.	Develop and maintain systems to ensure current and future community health needs are met.	Relationships
	Advocate for and be an influential voice in Holistic Aboriginal Designed Programs.	Develop and enhance networks /partnerships with key Stakeholders to improve the accessibility and quality of services and programs for Aboriginal people.	Seek and support change that enhances service delivery and best practice which will benefit the community.	
	Utilise evidence based data to inform planning, direction, policy, and political agendas.	Develop a succession strategy that ensures continuity.	Support and Implement relevant technology.	
			Develop and maintain a sustainable Primary Health Care environment.	
			Generate and support community activities to bring our people together.	
			Promote Education across all genre's and ages.	
			Support and promote Ageing, Health and Social and Emotional Wellbeing Programs.	

CEO's REPORT

It has been a privilege working for SETAC for the past 20 months, and during this time my emphasis has been on staff growth and the new direction the organisation will take under the Board and my leadership. I want to thank the Board for its support and trust in me for leading the strategic planning exercise for the organisation. I have undertaken this exercise at least four times, and I always find it useful to have comprehensive consultations and input from within and outside the organisation. SETAC invited the community and stakeholders to assist with the development of its strategic future. From these consultations SETAC received some excellent feedback.

- SETAC connects well with the community. We have a range of services, and our staff are our greatest asset.
- SETAC is embedded in the community and families who are members also use our services so they have excellent knowledge of the needs of Aboriginal people in their area.
- SETAC is excellent at providing wrap around care through their internal referrals to the various services that are connected with SETAC.

Some areas for improvement from the consultations were:

- Lack of human and financial resources to allow for collaboration opportunities to work with other agencies to carry out initiatives that serve the community.
- Servicing the Aboriginal community is obviously a top priority but for most non Aboriginal residents there is little awareness of past and current Aboriginal presence, culture, and values.
- Reactivity instead of responding strategically. High turnover of staff and especially the CEO role and associated consequential risks to SETAC's reputational risk.
- SETAC staff and directors need to maintain a professional approach to communication.

As a result of this feedback participants were given an understanding of our inability to be all for everyone, as our capacity administratively is limited. I have worked to increase our administration without sacrificing our ability to provide services to the community.

Other strategies include setting up a Cultural Committee to showcase the Aboriginal culture and history in the Huon and Channel.

Staff was closely involved in this exercise and have an understanding of the business plan and how they plan to action the goals set in the strategic plan.

To positively connect to our community we have hosted a number of large events including the first ever NAIDOC Ball, SETAC's 25th Anniversary, community Christmas party, the strategic planning consultations, and co-hosted the Cygnet Reconciliation Meeting with the Anglican Church. There were other events we participated in and made an impact, such as the Cygnet Folk Festival where the Chair Rodney Dillon and myself were on a panel discussing a number of current Aboriginal issues.

SETAC Leadership and Advocacy Role

We continue to advocate for the Aboriginal community and have contributed to several submissions to government. Improving the model for returning land to the Aboriginal community, SETAC advised the government that they want the Land Act to be overhauled to enable self-determination for all Aboriginal groups to address many of the queries such as: expansion of purpose; land hand back processes; compliance, exemptions and controls; accountability on land returns, reporting and transparency; and governance structures. Responses here require extensive consultations ensuring all Aboriginal groups are involved in determining equitable land hand backs.

Dual naming received a huge reaction from SETAC where places of significance are given a dual Aboriginal name. SETAC's submission noted it was important to point out that the government should provide opportunities for wider community involvement in the development of the policy, not left to one organisation to have the sole naming rights. The policy must have full participation with all Aboriginal communities in Tasmania. SETAC supports full participation by all Aboriginal traditional owners and custodians (Tasmanian) in each respective area in relation to dual naming protocols.

The Catholic Aboriginal & Torres Strait Islander Education Report received SETAC's generous input to its state-wide education policy which will aid the education system to engage with Aboriginal communities in a culturally safe manner. Catholic Education Tasmania's (CET) Aboriginal and Torres Strait Islander Education Policy has been developed in consultation with Aboriginal Elders and the Tasmanian Aboriginal Communities to support all Catholic Schools and Colleges in Tasmania to integrate in its curriculum into the system's ability to work towards respecting and acknowledging Aboriginal history, culture, and people.

Wiyi Yani U Thangani (Women's Voices) Project - Tasmania Engagement - As the first Aboriginal woman appointed to the role of the Aboriginal and Torres Strait Islander Social Justice Commissioner at the Australian Human Rights Commission, June Oscar liaised with SETAC to host a meeting of which SETAC members and staff attended to discuss what it would take to make Aboriginal and Torres Strait Islander women and girls, their families and communities feel safe, successful and empowered in their lives. Our group talked about racism, classism and identity and increased domestic violence programs.

The SETAC Alcohol and Drug (AOD) team submitted a paper to the state-wide Alcohol, Tobacco and Other Drug Council Conference in May and the team presented its collaborative approach with other AOD partners Holyoake and Anglicare at this high profile event.

I also sat on the Cultural Respect Framework 2016-2026 for Aboriginal & Torres Strait Islander Health Implementation Plan Working Group. This group's main aim is to support the corporate health governance, organisational management and delivery of the Tasmanian health system to further embed safe, accessible and culturally responsive services. A framework has now been presented to government for use across its institutions.

Julie and Tess have also sat on the Aboriginal Education Reference committee and provided feedback on the Tasmanian Aboriginal Studies resource which is being implemented into the public and Catholic school system. SETAC's major input related to systemic racism and inserting this into the resource.

As SETAC is an Aboriginal Community Controlled Health Organisation (ACCHO) it was very important we were involved in the Closing the Gap Refresh Roundtables in March. Input provided by our delegates was to ensure KPI's are developed around the social determinants that and the government ensures they recognise and implement the self-determining principles as noted in the Declaration of the Rights of Indigenous Peoples.

SETAC Chair Rodney Dillon with his Chair role at Pakana Services an Aboriginal land management business (NFP) developed the provision of work and training for Aboriginal people in natural resource management, agriculture and other industry sectors and worked with us to do maintenance on the Cygnet - Cato Bay site, Dover – Hawker Green site, Bruny Island - Chalky Point; Great Bay; Cloudy Bay and Coal Point.

Although SETAC is not funded for land management it takes a huge interest in ensuring sites are maintained, and plans are developed for sites in its area are appropriate. Staff have been involved in the review of the 2018 Springs Specific Area Master Plan, Franklin Foreshore interpretation sites and the Burton's Reserve Bush Tucker Garden maintenance.

Human Resources

SETAC has approximately 38 staff members ongoing and more than 75 percent of those staff members are Aboriginal. At the end this financial year SETAC had unfilled positions in health, which has caused an underspend. Although there was no increase in client numbers this put a lot of pressure on staff given they had increased their episodes of care.

Although SETAC is a medium not for profit organisation, it recognises the importance and value of employee relations and due to its historical culture of staff turnover, SETAC has worked hard to put in place remedies to support and care for staff. As a result of these practices we now have stable workforce.

Since I have started and as a previous member of the Board, the following human resource systems have been implemented and or revised:

- I worked with a HR consultant to develop new position descriptions and get people on the right award.
- Obtained the services of a HR Management firm – Employsure to work and support management in its dealings with all staff matters.
- Revised the recruitment practices that align with our delegation authority.
- Engaged the services of an Employee Assistance Program for staff who are experiencing workplace issues.
- Established a CQI committee which has human resource management as an improvement strategy.
- Requested Worksafe to come to SETAC and conduct a Worksafe advisory service visit. Worksafe provided us with areas for improvement of which the CQI committee is implementing.
- Developed an induction presentation on “Appropriate Workplace Behaviour”
- Invited Equal Employment Opportunity to provide a presentation on discrimination in the workplace.
- Offer regular operational and clinical supervision.
- Provided professional development opportunities for all staff and especially management regarding improving management skills. One on one coaching for senior management and others.
- Developed a recruitment strategy committed to being an employer of choice that provides a culturally inclusive space for staff. SETAC supports employment opportunities by encouraging both mainstream and targeted positions.
- Provides part-time positions for working parents.
- Introduced all staff, team and management meetings with agenda items discussing staffing issues.

- In addition, staff are involved in policy development.
- Along with planning of the services provided.

Workers received training appropriate to their role and in keeping with cultural orientation, and worksafe practices. They are also encouraged to multi skill into other areas of the organisation giving staff a better understanding of each other's roles.

Continuous Quality Improvement

Ongoing discussions have taken place for continuous quality improvements to achieve accreditation for RACGP (AGPAL). These processes will be further embedded next year, given the huge work load from this year.

Cultural Committee

As an Aboriginal organisation in Melukerdee country it is important to have a community and staff who are strong in their identity, land, language and culture. This year was the establishment of the SETAC Cultural Committee which has stepped up its education and training for themselves, as well as the community. The cultural strength coming from staff is evident in how grounded they are and how it is incorporated in programming and policy.

ACCHO's are the glue holding families and communities together and it is strong here in the Huon and Channel.

Finally I would like to especially thank all staff for the hard work and dedication they give to SETAC and the community. As mentioned earlier we have had a huge year with many changes, and huge events and our staff demonstrated their commitment to the community and SETAC. It has been a great year and I look forward to working with staff, the community and the Board next year.

Tracey Dillon
Chief Executive Officer





SECTION 1

AN OVERVIEW OF SETAC

OUR PEOPLE



Tracey Dillon
Chief Executive Officer



Brad Strong
Operations & Programs
Manager



Tess Strong
Health Care Manager



Debbie Cowen
Community Services
Team Leader



Margie Kirk
Clinical Services Team
Leader



Julie Dunlop
Educational Support
Worker



Laura Butler
Outreach Worker



Toni Murray
Outreach Worker



Leonie Honeychurch
Receptionist



Natalie Weiss Parker
ITC Outreach Worker



Elizabeth Clark
Child Health Worker



Jackie Direen
Transport



Liam Gilham
Enrolled Nurse



Catherine Perez
Registered Nurse



Miriam Rowe
Receptionist



Kelly Murray
Administration



Louise Jones
Community Service /
Administration Officer



Learna Langworthy
Alcohol & Other Drugs
Worker



Maree Dayton
Cleaner & Community
Carer



Josh Dare
Home Maintenance
Worker



Trevor Dunlop
Home Maintenance
Worker



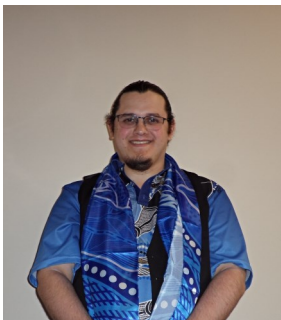
Barry Pettit
Home Maintenance
Worker



Denise Dare
Community Carer



Eleanor Salter
Community Carer



George Knight
Administration Officer



Meg Lockley
Internship Student



Jason Clark
Community Carer



Jess Dare
Community Carer



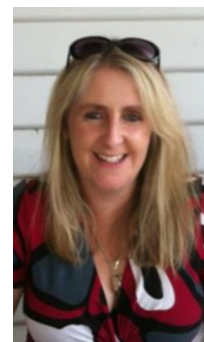
Telina Selwyn
Community Carer



Jodie Murray
Community Carer



Kristy Knight
Community Carer



Maria Hunter
Community Carer



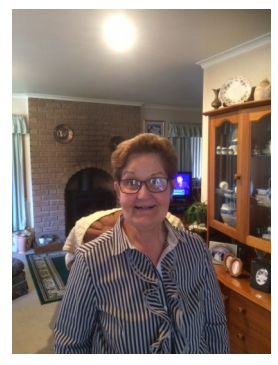
Yvonne Herriot
Community Carer



Sandie Armstrong
Community Carer



Gail Rolfe
Community Carer



Jane Gane
Community Carer

Human Resource Development

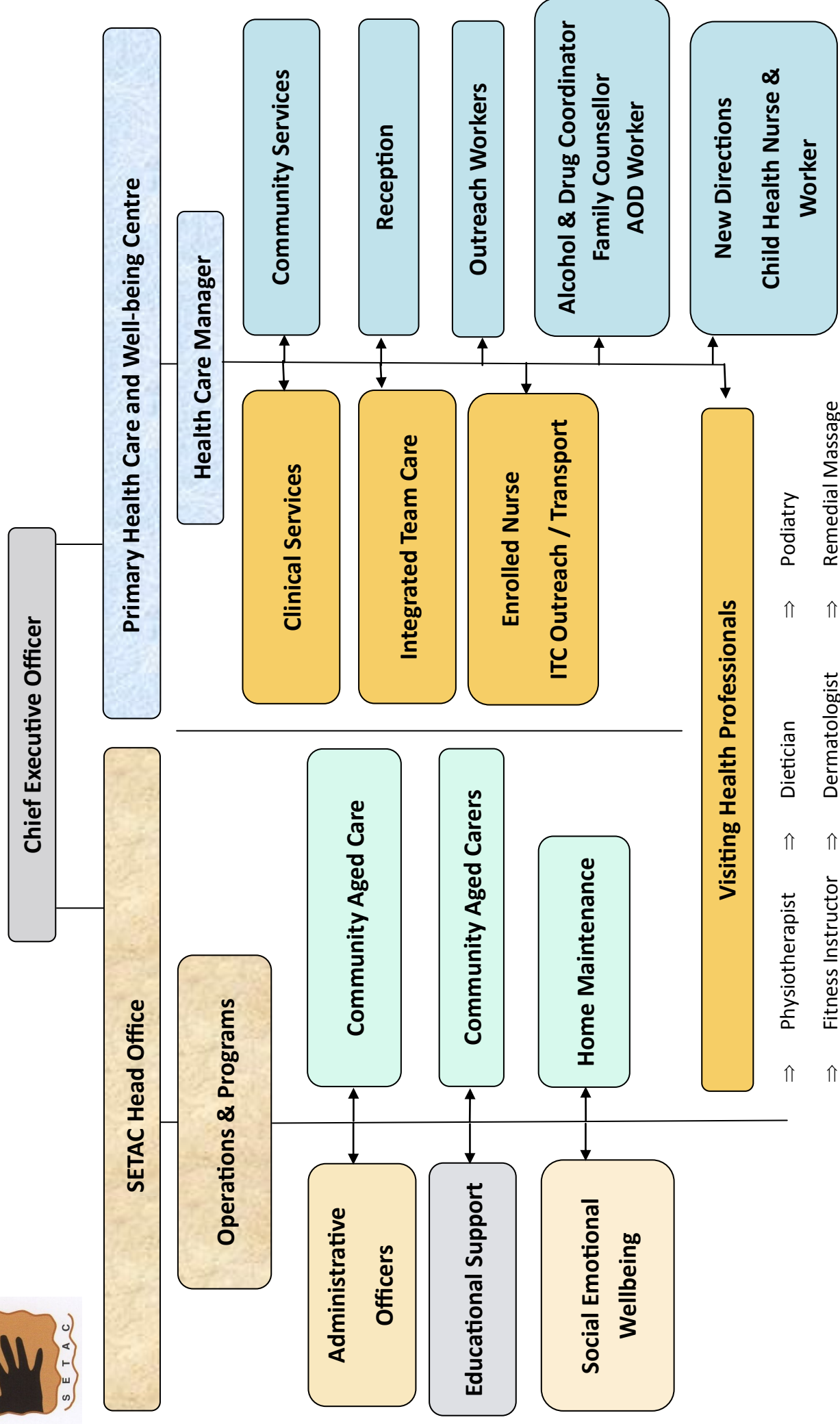
SETAC has a skilled and committed workforce and the Executive are committed to providing training and development opportunities. Over this period the following was offered to staff.

- ⇒ Opportunities to act at higher duties.
- ⇒ The ability to work with a mentor
- ⇒ Fortnightly and informal supervision
- ⇒ Cultural maintenance/preservation training
- ⇒ Attendance at cultural camps
- ⇒ Attended Alcohol and Drug conference
- ⇒ EEO training re: antidiscrimination and harassment
- ⇒ Senior management Team training
- ⇒ Financial Training with Wise Lord and Ferguson
- ⇒ Communicare Training
- ⇒ Certificate IV Alcohol and Drug Training
- ⇒ Communicare Training





SETAC Organisational Chart of Current Staff and Positions





BLACK LAGOON

I'm an eagle flying over what they call "Black Lagoon" looking down as I usually do, watching the families, women, men, and children going about their business, collecting their food, making their tools and baskets. One in particular stands out, a very proud, proud woman, I could see the pride in her face as she looked up at me, she was a very proud, proud woman, her name was Truganini, you could see she would do anything to protect her family. She was a proud, proud Aboriginal woman.

.....Then they were gone.

For many years I returned, without sightings of this mob, so I stopped traveling this path.

One day, without reason or even a thought, I flew my old path, and there below me, that look again, a mob, a proud mob, that proud, proud look, they were sitting on the sand, a mob, a family. This time they looked different, not as dark as I remembered, but I could still feel the pride that was coming from this mob.

This time their leader was a man a proud, proud Aboriginal man, I could see the pride in his face as he looked up at me, he also looked like he had fought many battles for his mob. His name was Uncle Rodney. He shared his knowledge, their history, culture, and stories with his mob, they talked, they laughed, and they cried, and in that instance I knew they hadn't gone, they were just sleeping, waiting, waiting for their leader to show them the way home.

As I flew off that day once again I could hear their language in the wind, and I knew I would return.

They have come home.

Written by Debbie Cowen

NAIDOC Flag Raising event



Fanny Cochrane Smith's Church



SECTION 2

SETAC Services and Programs

ACTING HEALTH CARE MANAGER'S REPORT

Indigenous Australians' Health Programme IAHP

The Indigenous Australians' Health Programme (IAHP) aims to improve the health of Aboriginal and Torres Strait Islander people through a variety of activities focused on local health needs as well as targeted responses to particular health issues and activities across their life span.

SETAC provides Aboriginal and Torres Strait Islander people with access to health care services in the Huon and Channel region, and have also partnered with mainstream services to deliver comprehensive, culturally appropriate primary health care.

SETAC currently has 1223 registered users who have access to our programs and services. During the last financial year SETAC provided services to 668 of those registered users which included more than 8300 client contacts. Of these, 42% of client contacts have been for registered users over 65 years of age.

Activities, programs, and services provided by SETAC include:

Integrated Team Care Program (ITC) funded through Primary Health Tasmania (PHT).

The aim of Integrated Team Care is to improve health outcomes for Aboriginal and Torres Strait Islander people with chronic health conditions through better access to coordinated and multidisciplinary care, and culturally appropriate mainstream primary health care services and to contribute to closing the gap in life expectancy. This program focuses on people of any age who are living with a chronic health condition.



As a result of this program, SETAC has achieved better treatment and management of chronic conditions for our community, through improved access to the required services and the provision of the Supplementary Services Program. The Supplementary Services program is a funding pool which can be used to speed up a care coordination client's access to urgent Allied Health or specialist services, where they aren't publicly available in a clinically acceptable timeframe. It is also used to purchase medical aids to assist in the management of chronic disease.

The ITC Team of Coordinators, Outreach, and Transport workers assist Aboriginal and Torres Strait Islander people to obtain the primary health care required to treat their chronic diseases. The team assists patients with travel to their medical appointments, the provision of clinical care, the implementation of GP management plans, and advising patients to participate in regular review by their primary care providers. SETAC currently have 90 clients registered for the ITC program.

TAZREACH

Tazreach programs aim to improve the health outcomes for the people living in rural, remote, and some urban locations by supporting health professionals to provide outreach services across Tasmania.

Medical Outreach Indigenous Chronic Disease Program (MOICDP) aims to increase access to a range of health services, including expanding primary health for Indigenous people in the treatment and management of chronic diseases.

The popular health professionals services are podiatry, diabetes, physiotherapy, and family planning programs. Nurses with that in mind have provided health promotion activities in this area.

Physiotherapy program is heavily attended with the new physiotherapist Josh who interacts well with clients.

The Family Planning program engages a highly experienced nurse who works with the community on sexual health, fertility, menopause along with our young people in schools.



MOICDP programs delivered at SETAC include:
Podiatry, Dietetics, Physiotherapy, Mental Health, and Dermatology.

Visiting Optometrist Scheme (VOS) - supports optometrists and optical dispensers to provide visiting optometry services to rural and remote areas of Tasmania, including to Aboriginal organisations. The optometrists provide a range of services including eye health screening, vision testing, optical dispensary, and referral to other eye health specialists. Four clinics per year are conducted at SETAC.

Healthy Ears, Better Hearing, Better Listening (HEBHBL) Program - SETAC were supported to deliver Hearing Training to staff.

Health & Fitness

SETAC delivers a number of fitness sessions including: a Men's Session, a Women's Session, and a SETAC Elders Mobility Class. The fitness program runs for three days per week. These sessions vary from Zumba, Men's Circuit, and Women's Circuit.

Other programs and services delivered by SETAC include:

- ⇒ Quit Smoking Programs – partnered with FIAAI.
- ⇒ QUIT Café and Hypnotherapy Sessions.
- ⇒ Men's and Women's Aqua Therapy Program at:
 - ⇒ Cygnet and Port Huon
 - ⇒ Physiotherapy Clinic
- ⇒ Podiatry – Monthly Clinics in Cygnet and bi-monthly clinics in Geeveston and Dover.
- ⇒ Hearing – Audiologist from Australian Hearing (Monthly Clinics).
- ⇒ Sexual & Reproductive Health – Family Planning Tasmania provide fortnightly clinics with a Registered Nurse.
- ⇒ Remedial Massage – Monthly in Cygnet and Bi-Monthly in Geeveston.

Nurses RN & EN Program

SETAC also provides a nurse led primary health care service, treatment and diagnostics, health checks, and referral services (internal and external).

- ⇒ Coordination of visiting health professionals and individuals.
- ⇒ Foot Care Clinics.
- ⇒ Health promotion and early intervention.
- ⇒ Assisting Health Professionals through the coordination of the health care needs of our Aboriginal community including but not limited to:
 - ⇒ Medical Appointments,
 - ⇒ Social and Emotional Support,
 - ⇒ Liaison with the PHT Closing the Gap Team.

SETAC Nurses have increased their episodes of care with the current client numbers.

Groups

Group Activities are a regular feature with SETAC Services. The group activities address the identified needs of the Aboriginal community. Groups have proven to be a great opportunity for members of the Aboriginal community to come together. The groups' sessions offer a variety of social programs while providing valuable health information sessions and for social and wellbeing outings for:

- ⇒ Men's Group
- ⇒ Women's Circle
- ⇒ Care Group (People with Disabilities)



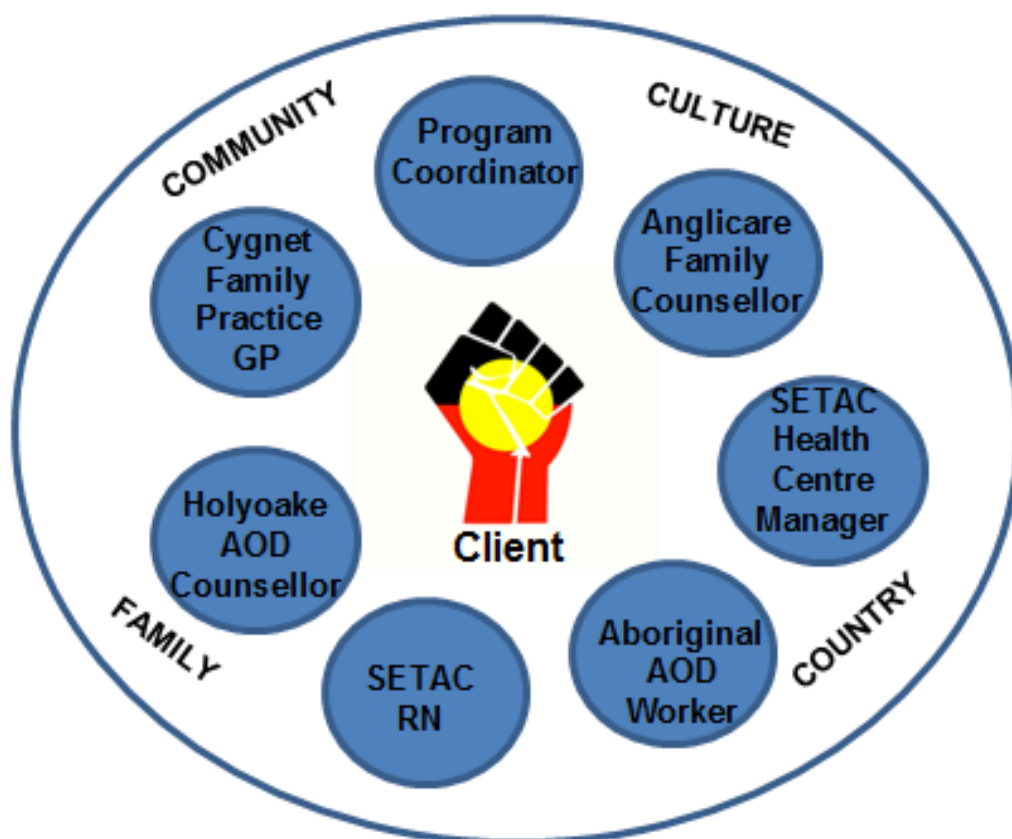
SETAC Alcohol and Drug Treatment Services (AOD) Huon Valley and Channel Collaborative Aboriginal AOD Service (HVCCAAODS) Rullanih Teggana.

This program was established last year and has become a much needed service within our community. The health outcomes for the Alcohol and Drug treatment services for the Tasmanian community, including Aboriginal and Torres Strait Islander people are:

- ⇒ Decreased alcohol and drug related presentations at a tertiary level (Emergency Departments),
- ⇒ Improved quality of life for people accessing services,
- ⇒ Decreased proportion of clients categorised as elevated risk or using harmful levels of alcohol and drugs,
- ⇒ Improved client capacity to self-manage health and well-being impacted by alcohol and drug use.

The Program involves collaboration between AOD service providers Holyoake, Anglicare, Cygnet Family Practice and SETAC's Primary Health Service. The model is considered quite unique in that it provides a holistic approach to addressing AOD issues specific to Aboriginal people. Unfortunately, Anglicare has withdrawn its Service Agreement from the program due to a staffing shortage. However, on a positive note, SETAC is currently in the process of negotiating with another AOD service and is confident that this gap will be filled within the next few weeks. The program was funded to include the training of an Aboriginal AOD Worker who is currently undertaking a qualification in Cert IV AOD.

The Program is currently providing a service to 35 clients including individuals and families. We have seen clients for individual counselling and support, as well; our Holyoake Counsellor has run a group program *Relationships in Focus* for family members affected by another's use of AOD. The program is gaining professional recognition within the sector with referrals coming from a diverse number of services.



New Directions Mums & Bubs

SETAC has been receiving New Direction Mums and Bubs funding since January 2017. SETAC has developed an innovative approach to the New Directions Mum and Bubs program that caters for the needs that best suit our community requirements while still undertaking child health checks. The Mums and Bubs program is more oriented to community feedback, health information and social inclusion.

Liz Clark started working for SETAC during the month of May this year with a handover from Kelly Murray as Aboriginal Child & Family Health Worker for New Directions.

This program is to engage Aboriginal and Torres Strait Islander families in accessing antenatal, postnatal and maternal child health services.

Once a month we offer access to a clinic with our child & family health nurse for weighing & measuring babies, child health assessments & parenting / child health advice.

Liz provides support to new and existing Mothers and babies which includes:

- ⇒ Transport to doctor/specialist appointments
- ⇒ Outreach visits to clients homes
- ⇒ Referrals to the various clinics and programs that SETAC offer which include:
- ⇒ Speech Pathologist, Australian Hearing Clinic, Dermatologists and promoting and supporting breast-feeding through resources (breast pumps available to loan for free) just to name a few.
- ⇒ Rarryna Face Playgroup each Wednesday from 10:00am to 12:00pm
- ⇒ Child and Family Health Nursing clinics (monthly).

We hold an Early Learning Mum's & Bubs playgroup every Wednesday from 9.30am – 11.30am.

Playgroup offers new and existing Mum's & Bubs to have a cuppa and chat while the children play in a safe and supporting environment.

We offer various information sessions and activities during playgroup. Some of the most recent activities and information sessions that Clients have enjoyed have been our Father's Day activities, culturally focused craft activities,

an excursion to Huonville for a coffee and play and valuable information gained from our Sign Sharing Session (sign language for babies).

The Mum's and Bubs are very excited to start our learn to swim program which will be commencing on 19th October with a qualified swimming instructor for children 6 months to 3 years.

As the nicer weather seems to be on its way, our Mum's & Bub's walking group held once a week will be up & running again soon.

Other SETAC Programs & Activities

- ⇒ Fitness Programs (men's and women's),
- ⇒ Elders Mobility exercise class and chair Exercises,
- ⇒ Health Check clinics,
- ⇒ Hearing Test check training for SETAC staff
- ⇒ Aboriginal Health Worker certificate training
- ⇒ Quit Smoking program – Hypnotherapy sessions,
- ⇒ Aqua Therapy.



OPERATIONS & PROGRAMS MANAGER'S REPORT

SETAC AGED CARE SERVICES

SETAC continues to deliver Home Care Packages for our Older Australians in the Huon and Channel Regions. SETAC has positioned itself as one of the providers of choice under the new Consumer Direct Care model. SETAC provides home care packages to 24 Aged Care recipients. In the past, SETAC has been limited to 20 Home Care Packages, however, we can now expand on our services to provide care and support to any number of Aged Care recipients. SETAC are delivering services to clients across all levels of care up to and including level 4 Home Care Packages.

SETAC's Aged Care Program continues to grow as more Aged Care clients are given greater choice and flexibility in who delivers their services, how these services are delivered, and what services are relevant to their assessed needs.

SETAC have expanded our brokering services and now provide care support workers to many other providers, including Care Forward, Community Based Support, Home Care South, Karadi Aboriginal Corporation, and Huon Eldercare. Our focus has been to work closely with our contemporaries in an arrangement that has allowed us to foster strong, ongoing relationships with many organisations delivering services in our community.

SETAC's delivers Home Maintenance and Individualised Social Support services to over 50 clients under the Commonwealth Home Support Program. This year SETAC has delivered nearly 1400 hours of home maintenance to our older Australians.

The SETAC Home Maintenance team provides the critical services of gardening and home maintenance to those who are unable to maintain their lawns and gardens.

SETAC is part of a consortium which includes the Parkside Foundation, delivering Respite Services to those who give up their lives caring for loved ones. Many of the most vulnerable people within our community rely a great deal on the services SETAC provides them.

SETAC Aged Care Services will again, continue to grow in 2018/2019 due to the greater flexibility Aged Care clients have in selecting their preferred provider. SETAC is very privileged to be given the opportunity to provide ongoing care and support to our older Australians in our community so that they can continue to live independently in their own homes.



EDUCATION SUPPORT PROGRAM

SETAC continues to deliver the Education Support Services program for the Children and Schooling Programme which is funded under the Indigenous Advancement Strategy with the Department of Prime Minister and Cabinet. The program has achieved many results for our children across the various schools in the Huon and Channel Area. The objectives of the program have been to support families and assist students to remain in school, improve literacy and numeracy skills, and to support successful youth transitions for further education and employment.

Aboriginal students within the Huon and Channel area have been provided many opportunities through a joint SETAC - Weetapoonna Aboriginal Corporation Pathways Program. This program has provided many students with ongoing tutoring support, mentoring, and skills necessary to transition to school based apprenticeships, traineeships, and employment.

Students have participated in many cultural activities including camps, workshops with our elders and visited the Tasmanian Museum and Art Gallery in Launceston. This has provided students with the opportunity to learn about their culture and the culture of other Aboriginal communities across Tasmania. SETAC are planning on a cultural exchange workshop with the Circular Head Aboriginal Corporation later this month. This will be the first opportunity many students have had to visit another Aboriginal community in Tasmania. Students have been able to participate in other activities including mutton birding, basket making, shell painting and stringing. Most of the activities have been undertaken on Country which is proving to be a strong way of teaching our kids their culture.



SETAC's Social Emotional Well Being program, funded by Primary Health Tasmania aims to empower individual Aboriginal community members with the ability to deal with trauma, self-manage their mental health, and build resilience. The project has had a significant impact on the members of our Aboriginal community. Our community has had the opportunity to participate in many workshops on Country and the outcomes of these workshops have had a significant impact on those participants. SETAC have been working closely with families within the Aboriginal community and continue to provide opportunities to address intergenerational trauma.

Ongoing support for participants is built into the program with access to counselling services and referrals to other organisations including SASS.



CONTINUOUS QUALITY IMPROVEMENT

SETAC has established a Continuous Quality Improvement (CQI) Committee. This committee was established as part of SETAC's goal to achieve excellence in quality of all its services and operations. The objectives of the Committee will be to:

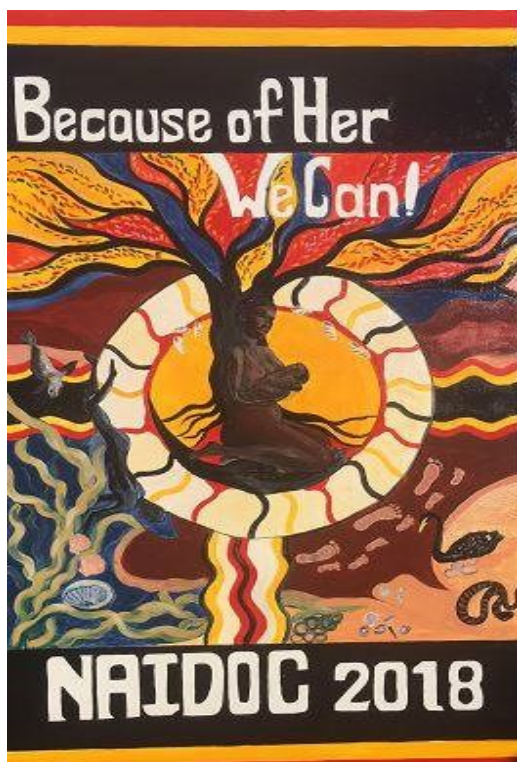
- ⇒ Promote a culture of continuous improvement and openness to change within the organisation.
- ⇒ Identify areas for improvement in the quality of our organisation and its services.
- ⇒ Recommend the review and/or adoption of policies, procedures and protocols that will bring about improvements.
- ⇒ Ensure compliance with relevant acts and standards.

The committee will also review critical operational functions such as the development and review of a Risk Management Plan, Business Continuity Plan, and Workplace Health and Safety. A draft of the Business Continuity Plan is currently being finalised and a Program Risk Management Plan is being developed for every SETAC Program and Activity.

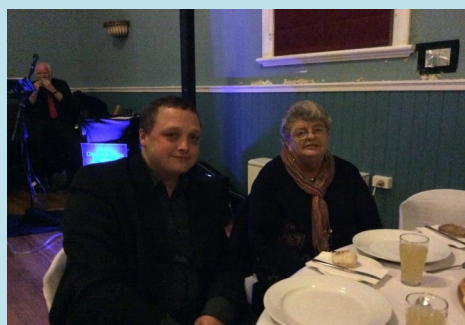


While SETAC has always undertaken some form of Continuous Quality Improvement across program areas, it has been identified that there is a need to consolidate all processes across the programs SETAC delivers to ensure there is a precise and consistent approach to improvement.

It is still SETAC's aim to renew its accreditation. SETAC can attain the RACGP accreditation to grow the level of Health Care Services SETAC can offer to the community.



NAIDOC BALL 2018





SECTION 3

FINANCIAL STATEMENTS

Assets & Liabilities

2017/18

Assets

Current Assets \$1,573,901

Non-Current Assets \$1,728,981

Total Assets \$3,302,882

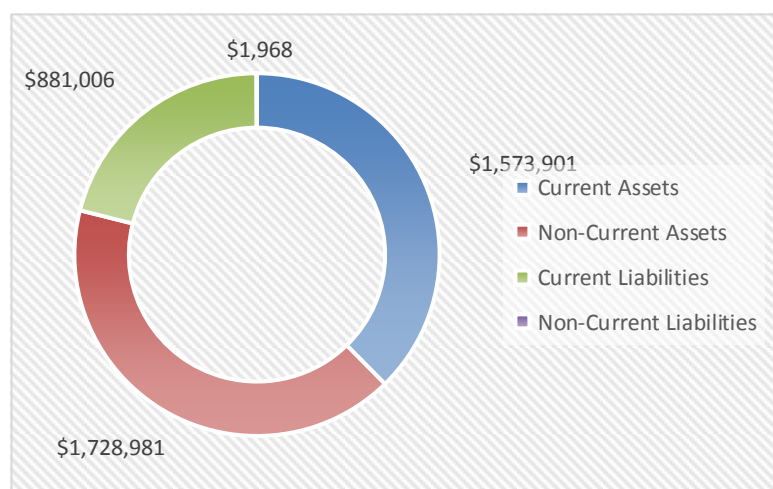
Liabilities

Current Liabilities \$ 881,006

Non-Current Liabilities \$1,968

Total Liabilities \$ 882,974

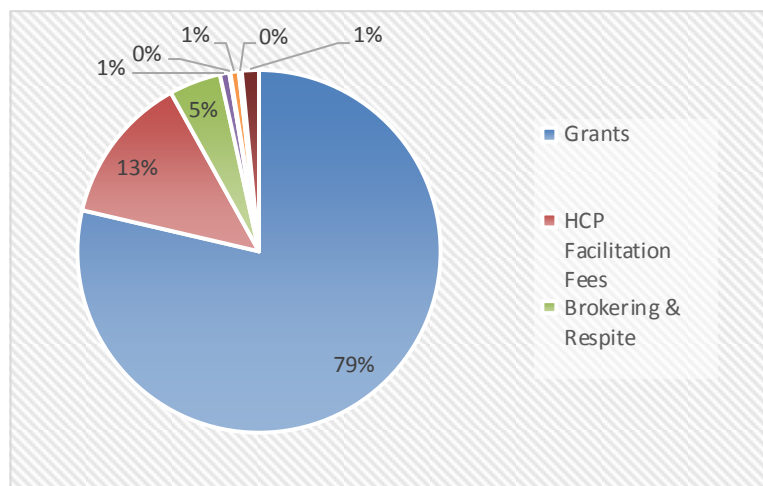
Net Assets \$2,419,908



Income

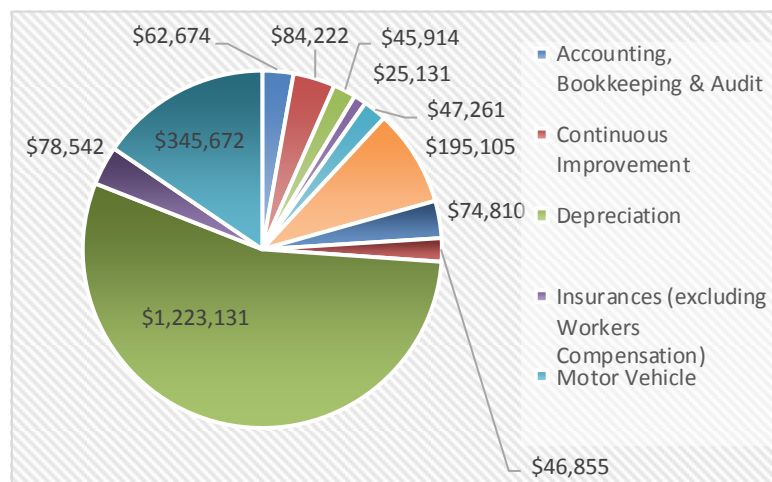
2017/18

Grants	\$1,862,122	78.64%
HCP Facilitation Fees	\$314,700	13.29%
Brokering & Respite	\$108,978	4.60%
HCP Client Fees	\$19,672	0.83%
HM Client Fees	\$2,448	0.10%
Insurance Recoveries	\$17,653	0.75%
Interest	\$6,240	0.26%
Other	\$35,961	1.52%



Expenditure 2017/18

Accounting, Bookkeeping & Audit	\$62,674	2.81%
Continuous Improvement	\$84,222	3.78%
Depreciation	\$45,914	2.06%
Insurances (excluding Workers Compensation)	\$25,131	1.13%
Motor Vehicle	\$47,261	2.12%
Health Professionals	\$195,105	8.75%
TAHRG	\$74,810	3.36%
Consultants	\$46,855	2.10%
Salary, Wages and Employee Benefits	\$1,223,131	54.87%
Workers Compensation Insurance	\$78,542	3.52%
Other Expenses	\$345,672	15.51%



Grants Received

2017/18

DOH	\$961,691	51.64%
TazReach - Eye Health	\$6,000	0.32%
TazReach	\$24,780	1.33%
Alcohol & Other Drugs (PHT)	\$337,842	18.14%
Integrated Team Care (PHT)	\$240,000	12.89%
Mental Health (PHT)	\$85,000	4.56%
DSS - Home Maintenance	\$74,741	4.01%
DHHS - Home Maintenance	\$25,895	1.39%
Prime Minister & Cabinet	\$94,946	5.10%
Other	\$11,226	0.60%

