



**FIRST PEOPLES’
HEALTH AND WELLBEING
2021–22 ANNUAL REPORT**





...our priority
remains First Peoples'
Health and Wellbeing.





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ACKNOWLEDGEMENT OF COUNTRY

First Peoples' Health and Wellbeing would like to acknowledge the Traditional Custodians of the lands we live and work on.

We acknowledge the people of the Kulin Nation and pay our respects to Elders past, present and emerging.

We acknowledge and pay respect to all our community members, patients, Board and staff, and to everyone who has contributed to our organisation.



OUR VISION

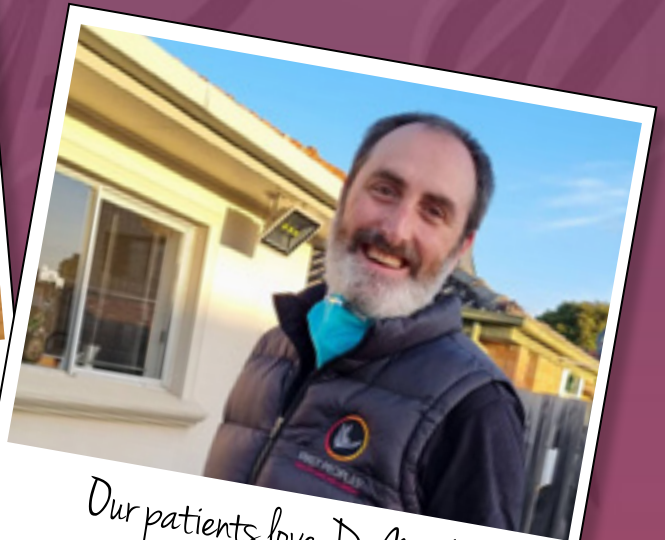
Healthcare that meets Australian First Peoples' health and wellbeing needs

OUR PURPOSE

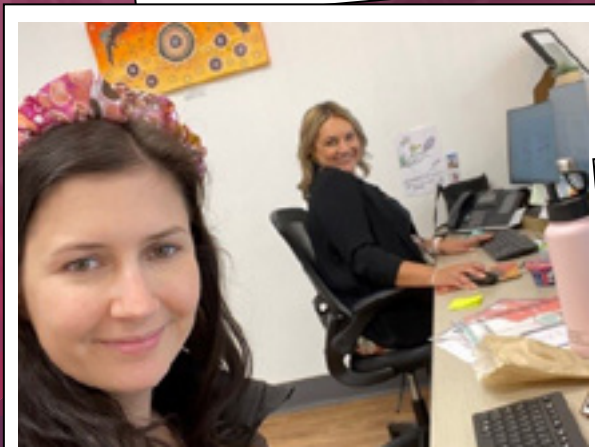
To provide services that meet the health and wellbeing needs of Australian First Peoples



Our deadly Thomastown Staff



Our patients love Dr Mark



Our Frankston Manager Izzy and Team Leader Kirra



Stevie-lee, Shania and T'Kea out with Community

...We know the importance of our people and their work.





CHAIRPERSON'S REPORT

The NAIDOC theme for 2022 “Get up! Stand up! Show up!” calls for a relationship between Aboriginal and Torres Strait Islander peoples and non Indigenous Australians based on justice, equity, and the proper recognition of Aboriginal and Torres Strait Islander peoples’ rights.

First Peoples Health and Wellbeing continue to embody this years NAIDOC theme of “Get up, Stand up, Show up”. In April 2022, a formal end to existing pandemic orders was announced by the Victorian government. Despite the welcome relief from restrictions, the continuing spread of COVID, higher than usual transmissions of influenza and world wide events continue to create pressure on the health and wellbeing of community. Health inequities for Indigenous Australians persist - however First Peoples Health and Wellbeing, under the leadership of CEO Karinda Taylor have achieved significant outcomes in exposing and addressing these gaps. The organisation continues to deliver culturally appropriate, competent and kind care while remaining innovative and forward thinking in meeting community needs and expectations.

In my last report (for 2020 -2021) I noted we were compelled to hold steady on further development of the strategic plan as resources were deployed around the immediate and rapidly changing impacts of COVID. Since April 2022, we have revisited our aim of health equity for Aboriginal peoples with renewed energy and determination. When considering and developing a strategic plan the board continues to be guided by the core principles:

- the voice of Aboriginal peoples’ is vital
- self-determination is essential
- we strive to deliver culturally safe care
- we must consistently hold ourselves to account for our actions
- we are responsive to our community
- we draw on our collective and diverse cultural strengths as Aboriginal peoples.

In addition, the Board of Directors in partnership with the Senior Leadership team and CEO have engaged in governance training, risk management, further development of the strategic plan and workforce development strategies. This important body of work will ensure the organisation has strong foundations and is well placed to move ahead with future growth and development. The strength and integrity of First Peoples Health and Wellbeing is due to a connection to cultural strengths and resilience, and the tireless work of many.

I would like to thank:

- CEO Karinda Taylor who fearlessly leads the organisation with cultural integrity, humility, courage and kindness.
- The current Board of Directors for their collective wisdom, commitment, positivity and support
- Senior Leadership Team: Kate Bocker (Executive Officer); Tanya Laker (Director Corporate Services); Site Managers: Izzy Howard (Frankston) Stevie-Lee Ryan (Thomastown); and all staff at both sites who have worked tirelessly to support each other and community
- Daniel Tai (Accountant/Auditor Ax3 Group Pty Ltd) for his generous support and expertise.

We look forward to working with CEO Karinda Taylor in 2022/2023 and encourage her ambitions to ensure the health needs and expectations of the community are continue to be met. We remain committed to the creation of a culturally safe health space that is responsive to the voice and needs of the community.



Colleen Kelly

Chairperson (on behalf of the Board),
First Peoples’ Health and Wellbeing



MEET OUR BOARD 2021–22



COLLEEN KELLY | *Yamatji*

Chairperson

Qualifications: RN, BN, MCLinNurs, PgcertEdLead, GDipNP(Emerg), PhD Candidate

Colleen Kelly is a Wilunyu woman from the Yamatji nation of Western Australia. She is a Lecturer in the Gukwonderuk Indigenous unit of Monash University, Melbourne working in the area of Indigenous health equity. Colleen is a Registered Nurse with post graduate and masters qualifications in emergency nursing, Indigenous health and Indigenous leadership. Colleen is particularly interested in influencing the Australian health system so the perspectives of Indigenous Australians can be privileged. She is a current PhD student exploring the experiences of Indigenous health students through story. Colleen joined the board of FPHW in 2019. She is humbled by the opportunity to work with an amazing team of Indigenous peoples committed to the common goal of providing exemplary, culturally appropriate health care for community.



AUNTY LORRAINE PARSONS | *Alyawarr*

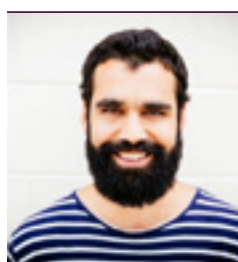
Secretary

Qualifications: BA, BSW, GradCertMgt

Aunty Lorraine is an Aboriginal woman, born on Wurundjeri country, who honours her mother's Alyawarr country in the Northern Territory. Aunty Lorraine brings together her Aboriginal identity and her extensive experience in health. Aunty Lorraine has worked in clinical social work, management and executive roles in the acute and community health sectors, and in government managing Aboriginal health programs.

Aunty Lorraine is a sessional academic at the University of Melbourne and currently coordinates an Indigenous Peoples subject in the Master of Social Work course.

"I am proud to be a Board Director of First Peoples Health and Wellbeing which I see as a positive contemporary example of self-determination where the voices of the community can be translated into a practice that responds to community needs and which recognises the resilience of Aboriginal people and communities".



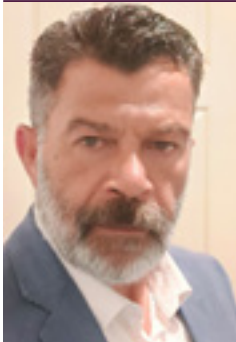
DAN CARTER | *Ngarrindjeri & Wergaia*

Treasurer

Qualifications: BHthSc and MPH

Dan Carter's background is in Health Science and Public Health. He has over 10 years experience in Local and State government Health policy and community engagement work. Dan was a previous Director of Aboriginal Health at Monash Health and holds the current position of Executive Director of Aboriginal and Torres Strait islander health at Central West Hospital and Health Service based in rural and remote Queensland.

Dan has been a patient at FPHW since the Frankston site first opened and is very passionate about community controlled health in our communities that reflects the needs of our communities and believes FPHW does an impeccable job meeting that community need.



DARREN CLINCH | *Badimia & Yamatji*

Darren Clinch is a Badimia man from Yamatji country in the mid-west of Western Australia, and is currently a director with Notitia Consulting. Prior to this Darren worked for the Department of Health and Human Services, State Government of Victoria, in a variety of roles which included several years as the program coordinator for the Improving Care for Aboriginal and Torres Strait Islander Patients (ICAP) program. This role involved engaging with all levels of the Tertiary Care sector across Victoria to improve the cultural safety, and appropriateness of services to Aboriginal Victorians accessing hospitals and health services.

Darren completed a Masters in Public Health through Deakin University and has also studied statistical programming through the Centre for Big Data Research, UniNSW. In Darren's most recent role at DHHS, before moving to UniMelb, he was seconded into the System Intelligence and Analytics branch to provide Business Intelligence and Geospatial support to a wide range of programs such as the Social Landlord Project, Community Service Investment, Safe Scripts program, and the North Richmond Health's Medically Supervised Injecting Room. While in this role Darren contributed to the development of an Indigenous status algorithm to improve identification in linked data which required working with the Victorian Social Investment and Integrated Data Resource using tools such as SQL, R, Python and ArcGIS.

Darren's current roles include providing data engineer support to Kowa Collaboration, working with Empowered Communities nationally, and providing expert advice and knowledge in relation to Indigenous Data Sovereignty and Governance to Aboriginal community controlled organisations and public sector stakeholders in the IDS-G space.



SAMANTHA PAXTON | *Waywurru*

Qualifications: BA (Psych), BBus (Mgt)

Samantha Paxton is a Waywurru woman, born and raised on Boon Wurrung Country. She is currently part of Weenthunga Health Networks Leadership Team, in the role of Durrong Ngulu (a Woiwurrung term, meaning 'join voices'). Weenthunga is a First Nations-led, state-wide organisation contributing to health equity and justice in many ways. Prior to working at Weenthunga, Sam spent time on Weenthunga's Committee of Management. She's undertaken work in social and emotional wellbeing across many organisations in roles as employee, advisor and consultant. This includes five years employed at VACCHO, co-creating the headspace Yarn Safe campaign, and establishing health service partnerships for an Aboriginal Early Years Centre. She is an active Member of the Indigenous Allied Health Association (IAHA) and currently sit on the Canada and Australia Indigenous Health and Wellbeing Youth Committee.

Sam's qualifications include a Bachelor of Arts (Psychology)/Bachelor of Business (Management) from Monash University, Certificate IV in Workplace and Business Coaching, Certificate IV in Indigenous Leadership and a National Mediation Accreditation Certificate. She brings a passion for Aboriginal holistic social and emotional wellbeing, drive to contribute to better health access and outcomes for mob, critical consciousness, relationships/connections in health, and love of culture and community.



CHIEF EXECUTIVE OFFICER'S REPORT

I'd like to acknowledge the Traditional Owners of the lands where we deliver health and wellbeing services to First Peoples' across greater Melbourne and pay my deepest respects to Elders, past and present and acknowledge young and emerging Aboriginal leaders setting new standards, accountabilities and creating pathways for our communities. As Aboriginal people we honour, and are responsible to, our ancestors, while being true to ourselves in the present, and investing in our future.

I'd like to take this opportunity to convey my deepest respect and gratitude to our Chair, Ms. Colleen Kelly for continuing to support and encourage me as the Chief Executive Officer. The entire Board of Directors continue to demonstrate their commitment and leadership to First Peoples' Health and Wellbeing which has provided strength and guidance to all our staff.

I'd also like to thank our outgoing Corporate Services Manager, Ms. Kalina Morgan-Whyman for her strength and guidance over the past 2 years. Kalina's deep connection to culture, community and business acumen will hold her in good stead as she embarks on her executive leadership journey, and we wish her every success in the future.

As we continue to see significant growth and change across the entire organisation, our staff continue to demonstrate their profound knowledge and commitment to FPHW. The leadership, professionalism and determination demonstrated by our senior leadership team and their staff across both clinics ensure we are in the best position to respond to patient, community and staff needs.

Similarly, to the previous 12 months, we remain focused on strengthening our Aboriginal workforce development strategy with an emphasis on staff's professional development and career pathways to ensure our staff are focused on achieving their professional ambitions and therefore continuously improving the care we offer as a collective team. To demonstrate our commitment to staff development we hosted our inaugural staff development conference and dinner in March 2022. It was a wonderful opportunity to reflect, acknowledge, celebrate and showcase the organisation and staff's achievements.



KEY FACTORS

The key factors that underpin the core values of the organisation remain unchanged:

- 1) continuing to deliver high quality, trauma informed primary health care to Aboriginal and Torres Strait Islander communities;
- 2) maintaining and continuing to build strong partnerships with other Aboriginal led organisations and mainstream health and social services across greater Melbourne; and
- 3) supporting and strengthening our staff's skills and experience with an emphasis on self-care and wellbeing.

KEY PROJECTS

2021-2022 has been our biggest year yet with a number of key projects:

- Our Thomastown clinic has found a new home – with the support of the Victorian Government's Aboriginal Community Infrastructure Fund we have purchased a new clinic on Settlement Rd, Thomastown. We plan to relocate in October 2022.
- The Frankston clinic has also purchased a new property – The Federal Labour Government offered an election commitment to enable FPHW to double the current clinic space and expand services to address unmet health demands in the South.
- The creation of a social enterprise training café called Blak Fig, which will provide job and training opportunities for young Aboriginal people living in the Frankston Mornington Peninsula region. All profits will be reinvested in to self-determined social and emotional wellbeing and health promotion activities to support local community's health and wellbeing. Blak Fig will be build in the new Frankston clinic in late 2022.
- We had a stunning mural installed by Adnate and Michelle Kerrin, an Arrernte and Luritja woman, on our Frankston clinic external wall during the Big Picture Fest in March 2022.
- We partnered with Typecast Entertainment to create and launch our 'Take your shot' campaign.



Thank you to Typecast Entertainment for your creative minds and warm willingness to involve our staff and community members to collaborate together. The short videos designed for social media platforms encouraged mob to get vaccinated, featuring community member Aunty Cecily Atkinson, Carlin Briggs (Basketballer), Callan Purcell and Tai Savage (Hamilton), Joel Bray (Dancer), Philly (Musician) and Soju Gang (DJ & Fashion Designer).

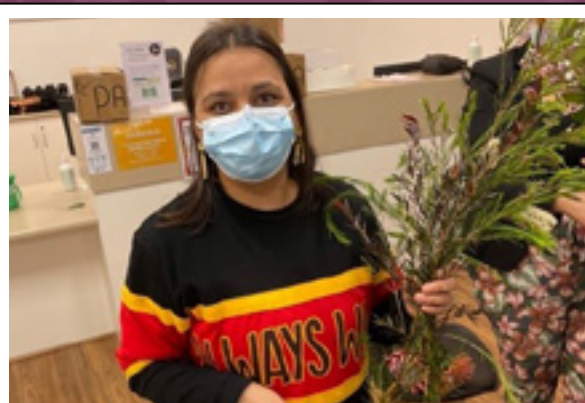
Our organisation will continue to be underpinned by good governance and strong leadership with high expectations on improved health outcomes. 2022-23 will see a focus on preventative primary health and wellbeing initiatives. While this is fundamental to meeting our key objectives as an ACCHO, the COVID pandemic forced a shift in our priorities. It's time to redirect our resources, with an intent on meet our long term goals to improving First People's health and wellbeing.



Karinda Taylor
CEO, First Peoples' Health and Wellbeing



Thomastown end of year celebrations



Nakita from our Frankston Clinic



End of year celebrations at Frankston



Our Frankston Site manager Izzy and Executive Officer Kate showing their creative side



Izzy and Nakita

...our team understands the importance of connecting.





CLINICAL DIRECTOR'S REPORT

Hello, I'm Dr Cicily Nesbit, Clinical Director and GP at First Peoples' Health and Wellbeing. I would like to begin by acknowledging that we work and live on Aboriginal land, and that sovereignty for this Country remains unceded. I pay my respects to traditional custodians of these lands and waters and to Elders past and present.

It has been a privilege to work as Clinical Director of First Peoples' Health and Wellbeing over the past twelve months. As a clinical service we have emerged from the many pressures of the Melbourne Covid lockdowns of 2020-2021, but have found the contemporary primary healthcare landscape to be significantly changed following the global pandemic. As both a broader service and as individual workers we've required flexibility and responsiveness to adapt to these many shifts, and we continue to do so.

Particular challenges for First Peoples' Health and Wellbeing over the past year have included:

- Continuous sector-wide workforce shortages of clinical and administrative staff, but an ever-growing patient demand.
- A need to actively protect our staff and clinic patients from exposure to Covid-19 and other respiratory viruses at clinical sites while still providing responsive medical care to all our patients and families.
- Delivery challenges in offering phone appointments, video telehealth appointments and face to face consultations, including determining when which style of appointment is most appropriate for different patients and different health concerns.
- A need to catch-up with management of health conditions and preventive screening that has been missed or de-prioritised during the pandemic.
- We've also had a MASSIVE software update which created some additional pressures at times, but has resulted in a safer and more efficient administrative system.

We have been so fortunate to welcome several new members to the GP team including Dr Katie Gault and Dr Shiraz Akbar at Thomastown, and Dr Deepal Rai, Dr Naren Morris and Dr Maria Mitrokli at Frankston. Dr Mark (Thomastown) and Dr Bron (Frankston) have continued to provide steadfast care throughout the past year, and the whole service and team benefits from their dedication, expertise, and continuity of practice. Thank you, GP team! As we move into new premises we hope to further expand our service availability and we welcome expressions of interest for new GPs to join us, particularly at the Thomastown site.

We've also been thrilled to welcome new nursing and allied health support, with Eddie Atkin now offering physiotherapy, Rhianna Brickle offering play therapy, Shania Shanahan and Tarlee Atkinson gaining accreditation as Aboriginal health practitioners, audiologists through Hearing Australia providing visiting services, Adam Burns joining Thomastown as a nurse practitioner with expertise in substance use issues, and skin doctor Dr Sue Boucher offering skin and skin cancer checks Frankston once per month. And all these are on top of our longstanding, dedicated nursing and psychology team members who have continued to offer ongoing care. A huge thank you to the whole clinical team!

Finally, I would like to say that at First Peoples' we believe in a collaborative style of care for all our patients, and look forward to continuing to provide comprehensive care to support your health and wellbeing. We pride ourselves on being as friendly, as approachable, and as reasonable as possible, so come on in for your health check or to discuss any other concerns you may have!



Dr Cicily Nesbit
Clinical Director

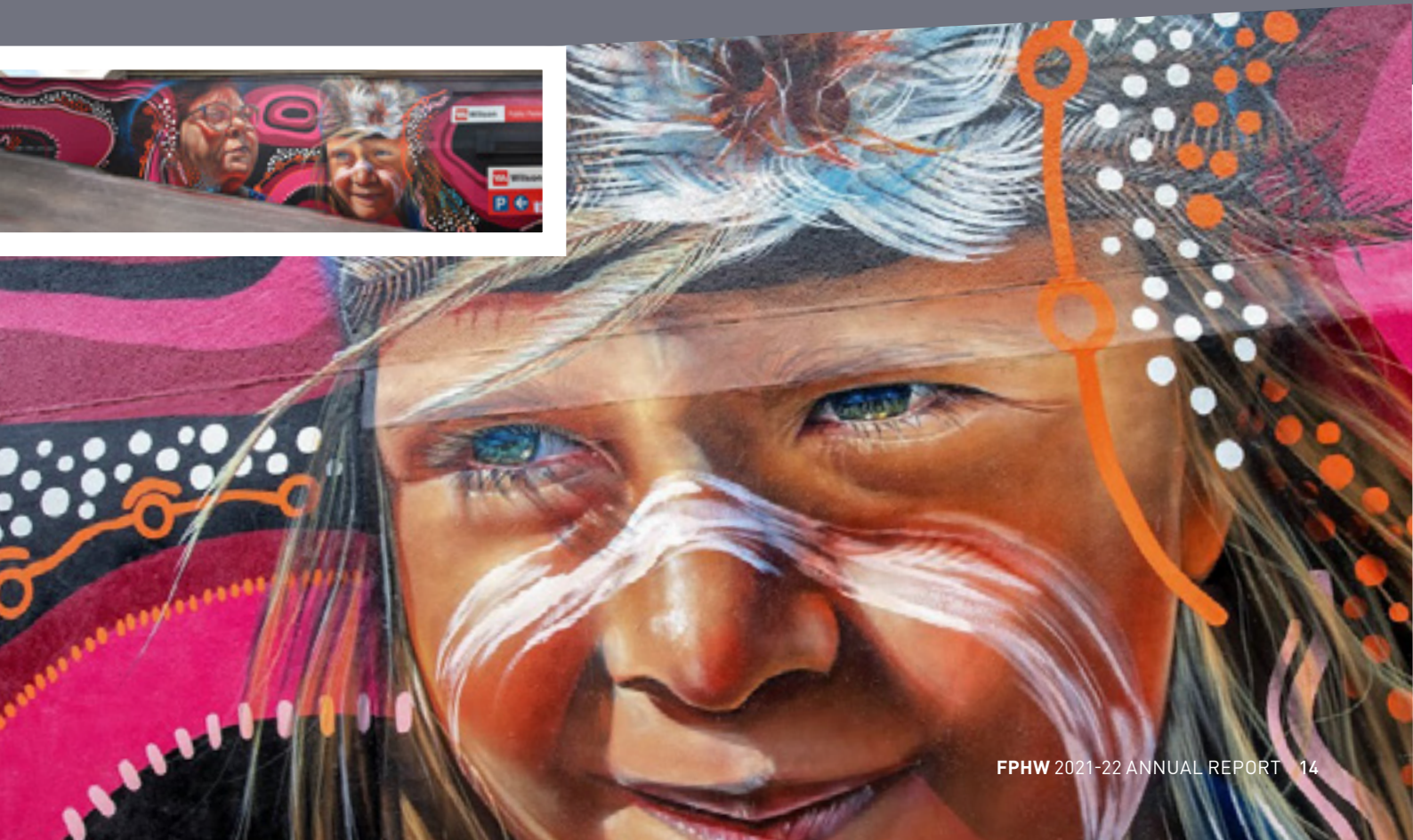
We joined together with Aboriginal artist Michelle Kerrin and well-known mural artist Matt Adnate to bring this amazing design to life.



The artwork - 'Generational Knowledge' shows the importance of the Aboriginal matriarchal society sharing knowledge with the younger generations. Aboriginal culture remains strong from our continued connections of our peoples and land.

In the artwork we see Wamba Wamba / Bunurong Elder Aunty Elaine Taylor and her granddaughter Justine Taylor, 7 years old. This artwork shows the sharing of knowledge through our generations.

Photo Credit: Steve Brown.





SITE MANAGER REPORT

THOMASTOWN

I would like to acknowledge the Wurundjeri, Boon Wurrung and Bunurong People as the Traditional Custodians of the land across greater Melbourne, where I'm grateful visitor and have the honour to live and work.. I pay my respects to Elders, past, present and emerging. I acknowledge our ancestors fight for what we have today, and I am so proud to continue in their leading footsteps.

First Peoples Health and Wellbeing Thomastown have had an extremely exciting year with lots of hard work, achievements, celebrations and change.

Firstly, our roll out for COVID-19 vaccinations was a success, whereby, we saw mob rolling up their sleeves taking their part in protecting our Boorai's, Elders, Brothers, Sisters, Aunts, Uncles, seeing community in their eagerness to be out of lockdowns and isolation. We saw 85% of our patients come through the doors for their first vaccinations, with our Doctors providing support to any patients that were hesitant, ensuring their questions or concerns were answered and their decision informed.

We are incredibly excited to announce that we purchased our own building in Thomastown and we will be relocating in the later half of 2022. Currently the new clinic is having a purpose built fit out completed, which will see us expand our services with more GP, Nursing and Psychology rooms, an isolated space to continue with the demand of COVID-19 testing, , and additional space to accommodate visiting specialist. The new clinic will also provide an opportunity for us to offer health promotional dental services.

We were all very proud and have been congratulating and celebrating some of our staff who graduated their studies throughout the year. Shania Shanahan and Tarlee Atkinson completed a Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice. Kiara Davies graduated with a Bachelor of Arts, Major in Psychology and Minor in History. T'Kea Lakeman graduated with a Bachelor of Nursing. We are so proud of all of them, sticking to their studies while working hard through the uncertainty of a global pandemic while working on the front line of clinic care, continuing to provide high quality health care

to the community. All of their hard work, dedication and resilience has been so inspirational. We also have a few staff members currently undertaking more study T'Kea Lakeman - Cervical Screening Course, Kasey Shortall - Nurse Immuniser course, Stevie-lee Ryan - Internationally accredited coaching.

Community Engagement and Health Promotion is so important particularly over these isolating couple of years during COVID you would have seen the team venturing out to do influenza vaccine/ COVID-19 vaccine clinics at Mullum Mullum Indigenous Gathering Place, Sunbury Aboriginal Corporation, and a Saturday clinic in the car park at Thomastown. We were also catching up with mob doing health promotion and engagement including making smoothies at It's a Mob Thing Health and Music Festival in Fed Square. You may have been lucky enough to catch the team in their Pyjama's at work in July last year. The team raised awareness, created conversations, saw lots of smiles and donated to the Pyjama Foundation which supports children in foster care. We created some wonderful TIK TOK'S on our socials which have engaged community with lots of mob expressing their laughter and joy. We found this not only keeps mob interacting but also helps staff wellbeing and keeps morale high within our workspace.

Thank you to our wonderful community who continue to support us every day and for all the incredible feedback and kindness we have received, it really keeps us going. Thank you to our incredibly supportive, knowledgeable and active Board Directors for your continuous direction and expertise. To all of our stakeholders and partners thank you for the ongoing support, generosity and kindness. Thank you to the team I acknowledge all of you, for your continuous contributions, extraordinary work and demonstrating your an effortlessly ability to keep up with the demands of the ever evolving clinic, I am so proud of you all. Thank you so much to the Senior Leadership Team for your ongoing support and guidance, it is a privilege to work along side such staunch women, I am very appreciative.

Another big year down, looking forward to the next.



Stevie-lee Ryan
Site Manager - Thomastown
Senior Aboriginal Health
Practitioner



SITE MANAGER REPORT

FRANKSTON

First Peoples' Health and Wellbeing would like to acknowledge to the Boon Wurrung and Bunurong People as the Traditional Custodians of the land on which our Frankston clinic resides and provides care to community. We pay our deepest respects to Elders past, present and emerging.

First Peoples' Health and Wellbeing (FPHW) Frankston have had an exceptional third year servicing the Aboriginal and Torres Strait Islander communities of the Mornington Peninsula and beyond. Despite juggling the demands of COVID-19 and influenza, we have tried to keep our focus on chronic disease management and preventive healthcare. The team delivered our highest rate of Aboriginal Health Checks, GP Management Plans and Childhood Immunisations. We also delivered over 40 COVID-19 Vaccine Clinics within the Frankston clinic and 4 outreach Flu Vaccine Clinics within community.

Our client cohort increased significantly again this year, resulting in ten new staff members joining the FPHW Frankston Team. The increase in staff also allowed us to expand our services to include Physiotherapy, Play Therapy, Skin Checks and increase our GP appointments by nearly 100 appointments a week. This has helped to reduce barriers in accessing care and given our clients more choice when it comes to self-determining their health and wellbeing.

The FPHW Frankston Team have proudly supported several community events this year including the Nairm Marr Djambana Lantern Festival, the annual Bay Mob event, and partnering with Wilson Parking and N'Dene Riley Art to complete a seaside mural. FPHW also held a Community Lunch on the rooftop carpark to celebrate the launch of Adnate and Akweke Stories joint mural on the side of our clinic. This event was attended by over 70 community members and stakeholders; with food stalls, health promotion initiatives and kids activities.

Our hard work and determination during another crazy year was recognised by not only the community we serve but also State and Federal



Government. The Frankston team were thrilled to host visits throughout the year from Hon Tanya Plibersek MP, Peta Murphy MP, Gabrielle Williams MP and Paul Edbrooke MP. We were congratulated on the work we do and for leading the way in areas such as career development, progressive parental leave policies and partnership building.

Amongst the busyness of the past year, the wellbeing of the Frankston team was always on my mind as Site Manager. Locally at the Frankston clinic, we had multiple morning teas throughout the year, completed a native bouquet making workshop with Villa Floretti, checked in with each other on R U OK? Day over cupcakes and coffee, and completed team building activities such as 'Guess the Baby Challenge.' FPHW Senior Leadership Team also organised organisational wide staff building days, a deadly Christmas party and generous hampers to celebrate staff achievements. In addition to this, FPHW Board of Directors kindly gave all staff extra time off over Christmas to have a well-deserved break with their families after an eventful year.

Finally, thank you to the community for continuing to support us and the work we do. I'd also like to thank our Frankston Team, our Senior Leadership Team and our Board of Directors; without the dedication of these individuals we wouldn't have the clinic we have today. Looking forward to another great year ahead.



Isabelle Howard | Jaadwa
Site Manager – Frankston
BNurs, MHA

We partnered with Typecast Entertainment
to create and launch our
'TAKE YOUR SHOT' CAMPAIGN!



Dancer Joel Bray



Aunty Cecily taking her shot



Musician Philly



Dj and designer - Soju Gang



Athlete Carlin Briggs



Stevie-lee - recording the
'Take Your Shot Campaign'



HUMAN RESOURCES AT A GLANCE



100%

Aboriginal Leadership
(excluding the GPs)



65%

Aboriginal Staff



9

Aboriginal Clinical
Staff completing
higher education



11%

Male workers



89%

Female workers

ABORIGINAL STAFF COMPLETED/COMMENCED STUDY

COMPLETED:

- 2 x Certificate IV in Aboriginal and Torres Strait Islander Health Practice
- 1 x Graduated Bachelor of Arts, Major in Psychology and Minor in History
- 2 x Bachelor of Nursing
- 1 x Clinical Endorsement
- 1 x Cervical Screening Provider Certification

COMMENCED:

- 1 x Certificate IV in Aboriginal and Torres Strait Islander Health Practice
- 1 x Cervical Screening Provider Certification
- 1 x Nurse Immuniser Course
- 1 x Internationally accredited coach
- 1 x Australia Psychological Society Supervisor Training



265

Health Checks
completed

5789

GP Consultations
performed



- increase of 1,989 consultations,
+ 34%



2867

COVID Vaccinations

290

flu vaccines
administered



8

Outreach Clinics

59%

Increase of patients
1993 to 3382

CLINICAL HEALTH AT A GLANCE



IT'S A MOB THING

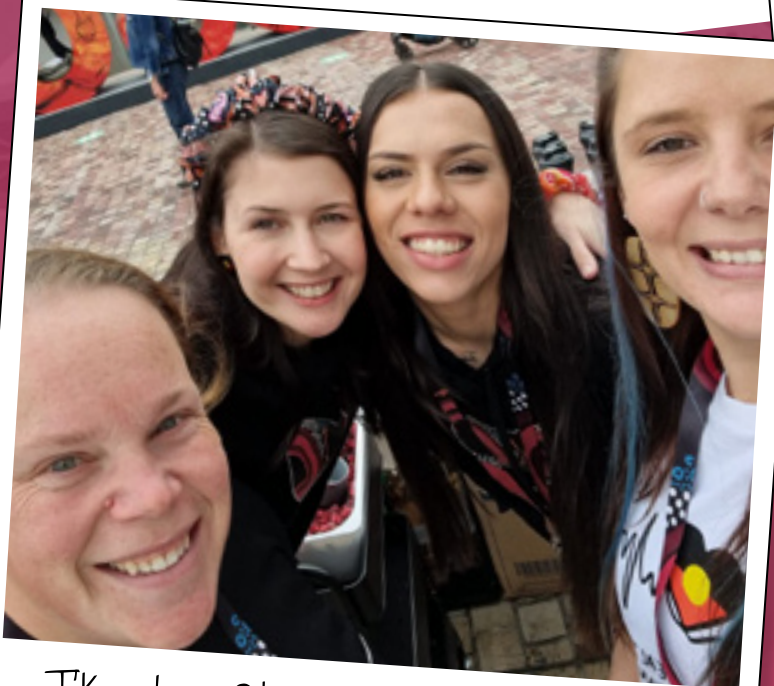
HEALTH MUSIC FESTIVAL

Sunday May 1, 2022
12-5pm Federation Square



Shania making shakes

FPHW joined together with other ACCO's to be part of 'IT'S A MOB THING!'
A music and health festival for First Nations Peoples.



T'Kea, Izzy, Shania and Stevie-lee



Stevie-lee on the big screen



MELBOURNE MUSEUM | 3 – 4 MARCH 2022

INAUGURAL WORKFORCE DEVELOPMENT CONFERENCE AND DINNER

We acknowledge the Traditional Owners of the land of which First Peoples' Health and Wellbeing is located, the Boon Wurrung/ Bunurong and Wurrundjeri peoples of the Kulin Nation and pay respect to their Elders, past, present, and emerging. We also wish to acknowledge our patients, community, Board members and staff who stand with us.

Workforce Development Conference – Our team at First Peoples' Health and Wellbeing understands and deeply values our staff, their ongoing commitment, hard work and knowledge. With this in mind, we held our inaugural All-Staff-Conference in early March 2022 over a two-day period. Coming together was our CEO, Karinda Taylor, Senior Leadership Team, along with staff from both of our clinics, totalling over 30 people. The conference was facilitated by Nathan Leitch a proud Quandamooka Man and owner of Kitchen Table Projects. Spending both days in the Tree Tops Room at the Melbourne Museum Nathan was able to create an open atmosphere where staff felt comfortable, heard and part of the larger picture of our organisation.

During our time together there were many open discussions which allowed our staff the freedom to engage and put forward their feelings, thoughts and ideas. This resulted in an amazing collection of information both from management and our frontline staff. All of this knowledge and truth telling from the staff was transcribed into a to the FPHW Board of Directors, titled 'We are still here!' The letter highlighted the staff's thoughts, future aspirations, commitment, understanding and pride in their work and our organisation as a whole. The staff hoped that in offering our Board such open and transparent feedback from a frontline perspective this will form part of our organisation's future planning over the coming years. The staff outlined their experiences of the last few years and explained that they felt that the pandemic pushed the organisation away from the holistic approach to health care, the foundations of our core business, and the very real need to now refocus our energies to delivering a family centred model of care that ensure our patients and their kin receive the best care in order to heal and stay well.

Kate Brocker | Executive Officer

CONFERENCE DINNER

On the evening of Thursday, 3 March FPHW held our inaugural conference dinner at the Melbourne Museum. With over 100 guests attending on the night, it was a fabulous coming together of people working across many areas of the health care sector.

Commencing with drinks and canapés in the North Terrace, our board, staff and valued stakeholders enjoyed a lovely dinner in the Birrarung space within Bunjilaka Aboriginal Cultural Centre. where we heard from our Board Chair, and MC for the evening, Colleen Kelly, Karinda Taylor CEO, Sue-Anne Hunter, Wurundjeri and Ngurai Illum Wurrung and Yoorrook Justice Commissioner, and Dr Cammi Murrup-Stewart. Entertainment for the evening was presented by Benny Walker, Yorta Yorta musician.

The event was a great opportunity for our staff, board and stakeholders to come together to connect, network and share stories and ideas across various areas of the healthcare system.

We appreciate everyone who attended and look forward to seeing you again next year to acknowledge and celebrate the ongoing achievements and work of First Peoples' Health and Wellbeing and our amazing staff.



Our Board Chair, Colleen Kelly, MC for our Inaugural Conference Dinner.

FIRST PEOPLES' HEALTH AND WELLBEING INAUGURAL CONFERENCE AND DINNER

We value our community and connections...



FINANCIAL & WORKFORCE REPORT

FINANCE

Hi, my name is Tanya Laker, and I am the newly appointed Director Corporate Services. Having moved from Central Australia Northern Territory in June 2022 to relocate to Melbourne. I wish to acknowledge the Traditional Owners and custodians of the lands and waterways on which First Peoples' Health and Wellbeing Clinics and workplaces are situated, and I pay my respect to Aboriginal Elders past and present.

I have been working with FPHW since July 2022 after spending 30 years working with Aboriginal Community Controlled Organisations located in the Northern Territory and Western Australia in the capacity of Finance Management, General Management and Corporate Services.

I am excited to be working with FPHW and look forward to being part of their Vision and Purpose to provide Healthcare and support for growth that meets Australian First People's health and wellbeing needs.

I would like to thank Kalina Morgan - Whyman (previous Corporate Services Manager) for her hard work and meticulous organisational skills whilst working with FPHW over two years. Kalina's work efforts have placed FPHW in an established position in the Corporate Services area and has left a wonderful legacy for the team that I aim to keep steering in the right direction.

21/22 financial year saw tremendous growth towards FPHW Assets after securing additional funding to support existing services and funding to increase further services provided through recurrent funding and expansion funding from the Commonwealth Government.

FPHW are excited about receiving funding to purchase and fitout our new clinic at 258 Settlement Road, Thomastown. The new clinic will enhance and expand services we provide and will strengthen existing culturally appropriate care to all patients presenting at our clinics. The clinic will be opening late in 2022 and FPHW would like to send out a huge thank you to the Aboriginal Community Infrastructure Fund and the Metropolitan Health Infrastructure Fund for investing in FPHW.

Thank you to Elli Jackson in Finance for being an integral part of keeping FPHW creditors paid and assisting all services in the finance department and adhering to new accounting standards to keep our financial governance strong and transparent.

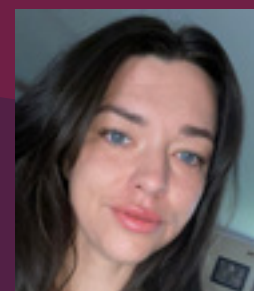
Melissa Morgan has also been an essential part of our corporate team, undertaking a remarkable amount of work in Human Resources - onboarding an unprecedented number of new staff members and supporting existing staff and the Senior Leadership Team with people management as well as workforce development. Thanks to you both for your time, energy and guidance.

WORKFORCE

At FPHW, Aboriginal workforce and leadership remains the focus and priority of workforce development and culture. 65% of the workforce are Aboriginal. 67% of the workforce that form the Senior Leadership Team are Aboriginal. FPHW have worked hard to sustain a strong workforce during demanding times and interruptions to business as usual due to Covid-19. Training and Education is supported to assist FPHW workforce to provide outstanding services, meet key performance indicators required for government and all stakeholder reporting and to establish career pathways within FPHW to support growth for individuals and succession planning.



Tanya Laker
Director Corporate
Services



Elli Jackson
Finance Officer



FINANCE - AUDITOR'S REPORT

STATEMENT OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 30 June 2022	2022\$	2021\$	2020\$
Revenue	6,523,303	4,584,195	2,082,035
Finance income	1,399	8,821	1,127
Other income	18,864	66,990	61,631
Employee benefits expense	(3,605,109)	(2,827,001)	(1,651,235)
Depreciation and amortisation expense	(288,150)	(270,508)	(145,412)
Other expenses	(1,272,264)	(640,883)	(269,170)
Finance expenses	(18,135)	(21,393)	(13,649)
Surplus for the year	1,359,908.00	900,221	65,327
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	1,359,908.00	900,221	65,327



Please note, this report is an extract from the audited financial statements Access Services for Koories Ltd. T/A First Peoples' Health and Wellbeing for the year ended 30 June 2022. This extract reports are for the purpose of the annual reports and should not be used for any other purpose. Please contact info@fphw.org.au to request a full set of the audited financial statements.



ASSETS	2022\$	2021\$	2020\$
CURRENT ASSETS			
Cash and cash equivalents	3,365,556.00	2,421,334	1,440,711
Trade and other receivables	1,073,706.00	123,447	27,311
Inventories	12,963.00	-	-
Other assets	104,568.00	67,426	60,000
TOTAL CURRENT ASSETS	4,556,793.00	2,612,207	1,528,022
NON-CURRENT ASSETS			
Plant and equipment	1,846,544.00	188,022	81,432
Right-of-use assets	341,958.00	562,259	779,980
Other assets	912.00	-	-
TOTAL NON-CURRENT ASSETS	2,189,414.00	750,281	861,412
TOTAL ASSETS	6,746,207.00	3,362,488	2,389,434
LIABILITIES	2022\$	2021\$	2020\$
CURRENT LIABILITIES			
Trade and other payables	384,411.00	274,157	304,739
Borrowings	43,334.00	-	-
Contract liabilities-Unexpended Government Grants	2,829,799.00	952,470	675,613
Lease liabilities	145,321.00	215,154	279,323
Employee benefits	161,096.00	62,491	108,999
TOTAL CURRENT LIABILITIES	3,563,961.00	1,504,272	1,368,674
NON-CURRENT LIABILITIES			
Borrowings	68,610.00	-	-
Lease liabilities	215,993.00	371,761	502,495
Employee benefits	122,081.00	70,801	2,832
TOTAL NON-CURRENT LIABILITIES	406,684.00	442,562	505,327
TOTAL LIABILITIES	3,970,645.00	1,946,834	1,874,001
NET ASSETS	2,775,562.00	1,415,654	515,433
EQUITY	2022\$	2021\$	2020\$
Members contributions	28.00	28	28
Retained surplus	2,775,534.00	1,415,626	515,405
TOTAL EQUITY	2,775,562.00	1,415,654	515,433



*At First Peoples' Health and Wellbeing
we know that health is about balance
between the physical, emotional,
mental, cultural and spiritual.*



FIRST PEOPLES'
HEALTH AND WELLBEING