NSW Aboriginal Mental Health Workforce Program

Yarnin Together



Statewide Coordination Unit

Merry Christmas to all

Welcome to the second edition of Yarnin Together. The feedback from our first edition was overwhelmingly positive about this communication tool as a valuable mechanism of keeping a broad audience up to date and engaged in the NSW Aboriginal Mental Health Workforce Program. It is anticipated that each edition will be available on-line via the web link listed on the back page.

Inside this edition is a snapshot of many achievements throughout the year such as highlighting the recipients of the CSU Executive Dean's Awards. It profiles a Trainee and a Clinical Leader from the Justice Health and Forensic Mental Health Network; features two Program Trainees who

jointly won a NAIDOC Award; provides detail of the 2016 NSW Aboriginal Mental Health and Wellbeing Workforce Forum; has information from the valuable work of the Workforce Support Unit at the AH&MRC; has information about the Djirruwang Program; directions being taken by the Mental Health and **Drug & Alcohol Office and commentary** from the State-wide Coordination Unit which includes a little festive quiz.

As we approach the festive season it is a good time to reflect on the year. The NSW Aboriginal Mental Health Workforce Program Action Plan 2014 - 2017 is on track and being implemented as prescribed. All LHD Site Visits have been conducted across NSW. A Program Implementation Tool was further refined for services and Trainees to report on their experiences. The Tool was originally based on the Program Implementation Resource Walk Together, Learn Together, Work Together -

A Practical Guide for the Training of Aboriginal Mental Health Professionals in NSW, 2010. It is designed to capture valuable information to include onto the Program database to promote and report on implementation throughout NSW. It is also designed to identify emerging issues relevant to the Program. For example of particular interest is the transition of graduates to the Health Professionals Award upon Graduation as recommended by the **NSW Health Workplace Relations area** as this moves some distance towards a level of professional equity for this

> emerging workforce. The Program is still awaiting a number of completed forms and we look forward to receiving these in the near future

> The relationship between the Djirruwang Program and Charles Sturt University (CSU) Support Services and NSW Aboriginal Mental Health Clinical Leaders continues to be strengthened. A second meeting of this

group took place in November with a further meeting scheduled to take place in April 2016.

The Program model requires Trainees to successfully complete 3 years full time on-the-job training, a University Degree and mandatory clinical placements. The agreed course that was reconfirmed following the External Evaluation conducted by ARTD Consultants is the Bachelor of Health Science (Mental Health) at CSU. A Graduation Ceremony will take place at CSU on 15 December 2015. Of the student cohort who will graduate with a Bachelor of Health Science (Mental Health) qualification this year we are proud to report 10 are Aboriginal Mental Health Trainees from this Program. A further Trainee has elected to graduate with a Diploma of Health Science (Mental Health).

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NSW Aboriginal Mental Health Workforce Program 1st year Trainee: Michelle Lawrence, Justice Health and Forensic Mental Health Network

Trainee Profile Tell us about your mob?

I am a proud Kamilaroi Woman from Coonabarabran. I was raised in Alexandria and now live on Tharawal Land, my grandfather was the first

Aboriginal family to move to the block. My great grandmother is Mary Jane Cain who was a pioneer; the bridge in Coonabarabran is named after her. My uncle Rollo Hinton was a world champion boxer. My family is a well known koori family. We were raised on the Burrabeedee mission and we have now got native title on this land. Our totem is the crow and the eagle. I am very proud of my heritage and my connections.

What has been your career pathway to where you are now? My career started in human services, where I was a case manager for the unemployed. I worked there for 10 years dealing with people with unwellness. I grew up with a mother who suffers with bipolar; I always wanted to help

people find their best quality of life. I had a child die and suffered with depression. Once I was well I decided this is my career this is what I want to do. I gained a traineeship with Justice Health and I work in the correctional centres. I love my job, I love working with my clients. I never thought I would work in a jail but now I do not see myself anywhere else

Describe yourself in three words? Loyal, passionate, driven

What is the best thing about what you are doing now?

That I contribute to help my own people and therefore contribute to closing the gap. I am able to provide education and work with people to find their best quality of life.

What has been your motivation?

My motivation is my people, I work in a correctional centre, my people are over represented, this is due to intergenerational trauma, I am motivated

every day to provide information, help people achieve their goals and to make sure they get the best treatment available for their issues to therefore not have them re-enter the correctional centre.

What advice would you give to someone starting out?

To link yourself with your multi disciplinary team, doctors, psyche's nurses, make sure you have a cultural and clinical supervisor, set goals and work towards them. Be prepared that even if you are Aboriginal your people may still not want your help. Do what you say, link with tutors, study and learn but most of all be proud that you are contributing to your people and the overall social and emotional wellbeing of others.

Continued From Page 1

This represents a dramatic increase to the Aboriginal work is being undertaken on broader Aboriginal and Mental Health Workforce in NSW and as the Program are completed it creates the opportunity for positions to be refilled with a new Trainee. This Program since it commenced under the current Policy has contributed ly into the system and created a mechanism for increasing these numbers on a continuous cycle. In real terms this means we are edging ever closer to the The Statewide Coordination Unit wishes everyone a 1000 Aboriginal population in NSW.

Among the significant levers to continue the develop- Tom Brideson and Robyn Owens ment of this workforce is the review of the current Policy and the updating of the Practical Guide. Much

Torres Strait Islander leadership platforms to ensure model is designed once all workplace requirements Aboriginal people are involved at the centre of any developments. There is also a lot of work currently underway to promote this Program and the workforce being created in NSW and to make the improvements over 63 Aboriginal Mental Health Professionals direct- needed to improve the mental health and social and emotional wellbeing of Aboriginal people.

Policy target of 1 Aboriginal Mental Health Worker per happy festive season and look forward to an exciting 2016.

NSW Aboriginal Mental Health Workforce Clinical Leader: Nathan Whitton, Justice Health and Forensic Mental Health Network

Clinical Leader Profile

ed from Moree (Gomeroi Clan) and Burra Bee Dee

Initially I studied an undergrad degree and then a post graduate diploma in psychology. In between I worked as a Youth worker, Intensive Youth Residential Care Worker, Generalist Adolescent Counsellor and as a Child & Adolescent Mental Health Clinician. My introduction to the criminal justice system was as a Juvenile Justice Violent Offender and Alcohol & Drug Counsellor in inner-city Sydney before arriving to my current role.

Describe yourself in three words?

Approachable, creative, resourceful.

What is your favourite thing to do?

I like to travel and have been to many places in the world including Europe, North America, South America, the Caribbean, Asia and the South Pacific Islands.

What do you most like about what you are doing now?

I enjoy the interaction in educating our Koori young people within the Juvenile Justice Centres across the state about health. I like utilising creative ways of engaging marginalised young people in addressing some of their significant health concerns.

Where do you see yourself going in your work?

I want to continue my support of our Trainees in the Aboriginal Mental Health Workforce Program and in time build a highly skilled, competent Aboriginal forensic mental health workforce. I'm proud to be a part of its development within the JH&FMHN organisation.

Fun, Festive find-a-word

С	A	R	О	L	S	Μ	W	Н	О	L	Ι	D	A	Y
K	Н	Y	A	Т	P	K	F	G	О	S	Μ	G	D	Е
T	Н	R	N	U	J	В	A	U	В	L	E	S	S	K
D	P	F	Ι	R	Н	A	M	R	J	Ι	L	M	Ι	R
Α	U	О	S	S	С	P	Ι	Ε	G	S	Ρ	Y	L	U
О	D	Q	E	K	Т	L	L	U	D	Τ	D	В	L	Τ
N	D	J	V	P	W	M	Y	Т	О	N	Т	S	Α	F
J	Ι	L	Е	G	N	A	Α	L	R	E	K	J	В	W
S	N	О	L	R	Α	J	F	S	Н	S	D	N	W	О
Α	G	Μ	Е	О	L	M	R	С	Т	E	В	С	0	Е
Т	M	В	P	W	V	E	Z	Ι	P	R	A	Н	N	Н
N	Α	Н	T	Α	E	R	W	L	В	Р	Е	D	S	K
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S	С	Η	С	E	Τ	R	E	Ι	N	D	E	Е	R	S

I am a Kamilaroi / Gamilaaray man. My family originat- What advice would you give to someone starting out? Be patient, you are not meant to know everything Mission, Coonabarabran, NSW, however I grew up on about mental health as a trainee. It is a process that Awabakal Traditional Lands on the coast in the city of takes time and you will need time to absorb information, policy and procedures.



Nathan Whitton

Clue

- 1. Trinkets
- 2. Where gifts lay
- 3. Wrapped goodies
- 4. Adorns houses
- 5. Santa's helpers
- 6. Jolly man
- 7. Pulls the sleigh
- 8. Sun, sea'n sand
- 9. The gift of .a...y
- 10. Tru la la la la
- 11. Celebrate out loud
- 12. Magical wonderland
- 13. Festive food centrepiece
- 14. Golden wings
- 15. Dessert
- 16. Hang from the door



NSW Aboriginal Mental Health and Wellbeing Workforce Forum 2016

We are pleased to announce the NSW Aboriginal Mental Health and Wellbeing Workforce Forum 2016: Celebrating Success will be held in 2016.

Hunter New England Local Health District (HNELHD) will be hosting the forum (funded by the NSW Ministry of Health) in partnership with the Aboriginal Health and Medical Research Council of NSW (AH&MRC).

The forum will be held on Wednesday 22 and Thursday 23 June 2016 at the Mercure Resort Hunter Valley Gardens.

The forum brings the NSW Aboriginal Mental Health and Social and Emotional Wellbeing Workforce, both government and community controlled, together.

The theme "Celebrating Success" is linked to the sub themes of:

- * Workforce education, professional development, coaching, mentoring, recruitment, retention, clinical and cultural supervision
 - * Holistic health mental, physical, cultural and spiritual health
 - * Early intervention and prevention creating healthier communities

Registrations will open early 2016. For any queries, please contact the Conference Manager Samantha Cornwall

The Hotel Network

samanthac@hotelnetwork.com.au | 02 9414 4983





Health

Ministry of Health

It is exciting for the Ministry of Health Mental Health & Drug and Alcohol Office (MHDAO) to engage with mental health program leaders who are committed to strengthening the Aboriginal Mental Health Workforce and delivering good access to services for Aboriginal people.

MHDAO staff have recently had the opportunity to visit several Aboriginal Community Controlled Health Services (ACCHS), as well as to speak at a Managers' Forum organised by the Aboriginal Health & Medical Research Council and attend meetings of the Aboriginal Drug & Alcohol Network (ADAN) Leadership Group and the ADAN Symposium in Coffs Harbour.

During November, MHDAO hosted two Information sessions for Ministry staff which aimed to increase understanding of the Aboriginal mental health and alcohol & other drugs work being done in LHDs and ACCHS. About 30 people attended each session. Aboriginal clinical leaders, state-wide coordinators and Aboriginal service providers were guest speakers: Thanks to Tom Brideson, Bron Rose, Matt Trindall, Danielle Gillette, Nikita Tompkins, Brad

Freeburn, Monique McEwan and Ann Baker. Thanks also to Uncle Chikka Madden, Charles Davison and Ian Raymond.

MHDAO will soon engage two consultants to assist the office to progress the review and rewrite of the Aboriginal Health & Well Being Policy and an update of the Practical Guide.

The Ministry-funded Aboriginal Grief and Loss Training Program resource is now completed. The training program was developed and delivered for MHDAO by the Institute of Psychiatry, with input from an advisory group which involved Tom Brideson and Ann Baker.

Contact: Christine Flynn, Senior Policy

Officer, T: 9391 9728 E:cflyn@doh.health.nsw.gov.au





SAVE THE DATE

NSW Aboriginal Mental Health and Wellbeing Workforce Forum 2016:

Celebrating Success

Wednesday 22 & Thursday 23 June 2016

Mercure Resort Hunter Valley Gardens

Conference Themes

Workforce – education, professional development, coaching, mentoring, recruitment, retention, clinical and cultural supervision

Holistic health - mental, physical, cultural and spiritual health

Early intervention and prevention - creating healthier communities

Registrations will open early 2016. For any queries, please contact the Conference Manager Samantha Cornwall

The Hotel Network

samanthac@hotelnetwork.com.au | 02 9414 4983



Hosted by the Hunter New England Local Health District in partnership with the Aboriginal Health and Medical Research Council of NSW (AH&MRC) and funded by the NSW Ministry of Health.





Artwork designed by Aboriginal Elders and Aboriginal mental health professionals Committed to Closing the Gap for Aboriginal and Tocres Strait Blander People





Charles Sturt University

The Bachelor of Health Science (Mental Health), Djirruwang Program

Course Structure

Year 1 (Session 1)	Year 2 (Session 1)	Year 3 (Session 1)
MHP105 Primary Health Care: Mental Health	MHP212 Healing Our Spirit: Grief, Loss and Yarning	MHP301 Research in Mental Health (commencing)
MHP109 The Body, Illness and Health	MHP213 Crisis and Assessment Management (commencing)	MHP302 Professional Issues in Aboriginal and Torres Strait Islander Mental Health
MHP112 History, Social and Emotional Wellbeing	MHP214 Primary Health Care: Com- munity Development	MHP312 Sexual Assault, Family Violence and Associated Trauma
MHP111	MHP211	MHP311
Clinical 1 (commencing)	Clinical 2 (commencing)	Clinical 3 (commencing)

Year 1 (Session 2)	Year 2 (Session 2)	Year 3 (Session 2)
MHP113 Introduction to Pharmacology in Mental Health	MHP209 Mental Health, Law and Ethics	MHP301 Research in Mental Health (completing)
MHP114 Human Development Across the Lifespan	MHP213 Crisis and Assessment Management (completing)	MHP302 Professional Issues for Aborig- inal and Torres Strait Islander Mental Health
MHP115 Introduction to Substance Use: Alcohol and Other Drugs	MHP216 Suicide Prevention	MHP313 Working with Families and Diverse Communities
MHP111	MHP211	MHP311
Clinical 1 (completing)	Clinical 2 (completing)	Clinical 3 (completing)





Faye MacMillan Rosie Powell, Jane Havelka & Steph Perrot

Charles Sturt University

2016 Residential School Dates

Residential School	Dates 2016	Requirement/Comment
Residential One Wagga Wagga 1 st Year 2 nd and 3 rd Year	29 th Jan to 7 th February 31 st to 7 th February	Compulsory Attendance Compulsory Attendance
Residential Two Wagga Wagga All Years	11 th to the 17 th April	Compulsory Attendance
Residential Three Wagga Wagga All Years	(correction) 22nd to the 28th August	Compulsory Attendance

Other Important Dates

Enrolment cut-off date for 2016	Ideally student enrolment should be 3 weeks (min) prior to Residential. This is to ensure paperwork and support arrangements are in place for the Away From Base (AFB) component.	Continuing Students/Trainees need to ensure their enrolment details are up to date. Rosie Powell is the coordinator for AFB Indigenous Student Centre; contact is Tony Cross.
Graduation Date for 2015	Tuesday 15 th December CSU Wagga Wagga (Joyce Hall).	Ten Trainees will Graduate; Bachelor of Health Science (Mental Health) One Trainee will Graduate with a Diploma.
Census cut-off dates for 2016	23rd March 5th August	All Students/Trainees should be mindful of Census cut of dates.

Djirruwang Program

If any further clarity is required regarding the academic program please email Djirruwang@csu.edu.au

Applying to enrol

http://www.csu.edu.au/apply

Course Name: Bachelor of Health Science (Mental Health)

Course Code: 4409MH

Indigenous Student Centre

http://student.csu.edu.au/services-support/indigenous-<u>services</u>





AH&MRC SEWB Workforce Support Unit - State Mental Health Coordinator

AH&MRC Social and Emotional Wellbeing Workforce Support Unit (SEWB WSU) Regional Forums

The SEWB WSU has been facilitating Regional Forums across the State since it started in October 2012. The forums are for alcohol and other drug workers (AOD), social and emotional wellbeing workers (SEWB), including Bringing Them Home (BTH) and mental health workers that support Aboriginal clients and communities.

Forums are usually held between July and December and are held in locations within one of twelve AH&MRC regions (refer to map of Aboriginal Community Controlled Health Services and Related Services -ACCHS/ACCHRS).

The Regional Forums are primarily a networking opportunity for local workers to get together, to share their work and successes and to discuss and problem solve challenges and difficulties.

Training Needs Analysis and to deliver tailored professional development. In 2013, a one day Narrative Therapy workshop was delivered at the forums and in 2014/2015, a two day Peer Supervision workshop. At the end of last financial year 192 SEWB/AOD workers completed the Peer Supervision training.

An important feature of the Regional Forums is that they are culturally safe for Aboriginal workers and as much as possible the forums include a cultural

activity, such as visiting a culturally significant site, or hearing from local elders. Workers supported by the WSU in the 'host' community are involved from the planning stage to meet cultural protocols.

The focus for Regional Forums in 2015 was Partnerships, with the intention of encouraging and improving referrals, case management and coordination of services for Aboriginal clients.

Other government and non-government agencies The forums also enable the WSU to complete annual work with many of the clients of ACCHS and there are



Note:** Workforce in the South Coast and Illawarra Regions are supported by the South Coast WSU.



AH&MRC SEWB Workforce Support Unit - State Mental Health Coordinator

varying levels of collaboration. Organisations invited include:

Other peaks - Link-Up (NSW), NADA

Mental Health Commission

Aboriginal SEWB, mental health and / or AOD staff and trainees working in mainstream services – Community Mental Health; Local Health District; LHD Clinical Managers/Leaders in Aboriginal Mental Health; Primary Care Networks; detox and rehabs; other Community Managed Organisations CMO's (PIR, HeadSpace, NEAMI, Family Support Services)

Non-Aboriginal staff working in Aboriginal specific AOD or SEWB services

Local/Regional Prime Minister & Cabinet (PM&C) representatives

Local RTOs or Uni's that offer Aboriginal specific training such as Charles Sturt Uni's Djirruwang Program (Wagga), Booroongen Djugun (Kempsey) and TAFEs

For further information or Contact:

Email: wsu@ahmrc.org.au

Website: http://ahmrc.org.au/ - (follow the links to Social & Emotional Wellbeing Workforce Support Unit)

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Facebook:

https://www.facebook.com/AHMRCWSU/?fref=nf





Workforce Support Unit Team (left to right) Lucy Abbott, Ann Baker, Gina O'Neil Lucy McGarry, Elias Wright, Jasmine Day, Joel Zimmer, Monique McEwan



Western NSW Local Health District

Two Outstanding Trainees Recognised in the 2015 Orange NAIDOC Awards

The Child & Adolescent Community Mental Health Team Western NSW Local Health District nominated Kali Morgan and Naomi Stanley as a joint nomination for 2015 NAIDOC Awards for Trainee of the Year and they were the successful winners in this category. Kali and Naomi are working as trainees in the Child & Adolescent Community Mental **Health Team Western NSW Local** Health District and we wanted to acknowledge both Kali and Naomi for their dedication and commitment to working in a field that many people often do not understand and that can be difficult for community members to access. Kali and Naomi both have their own unique skills and qualities that they bring to our service. The team agreed it would be appropriate to nominate Naomi and Kali together as it would be difficult to nominate them separately as both clinicians and their work is highly valued within our service.

Currently Kali and Naomi are employed in the positions of Aboriginal Mental Health Trainees with the Infant Child Youth & Family Community Mental Health Team in Orange and are in their second year of Bachelor of Health Science (Mental Health) Djirruwang Program from Charles Sturt University Wagga.

The traineeship that Kali and Naomi are undertaking has a work based component along with the University component. The workplace component reguires trainees to participate in the Mental Health Team setting learning from experienced clinicians with regard to providing mental health care to people who suffer a range of illnesses including depression, anxiety, eating disorders and psychosis. The university component requires three years of university study supported from block release residential requiring Naomi and Kali to travel from home and family to attend residential school.

Since commencing with the Child & Adolescent Community Mental Health Team both these trainee clinicians have displayed a high level of enthusiasm and commitment to increasing their knowledge and skills in this highly specialised area. It is well known and documented that

Aboriginal people suffer psychological distress at twice the rate of non-Aboriginal people. This along with the low economic sta-

tus, high levels
of incarceration, significant
issues with loss
and dispossession, lower levels of comple-

tion of high school education and lower employment levels significantly increases the risk of Aboriginal People developing mental illness. Episodes of mental illness and disorder are often evident in adolescent and early adulthood. Therefore it is imperative we have Aboriginal People being trained and being able to work as clinicians to assist in identifying mental illness early in young Aboriginal People but to assist mainstream mental health services in providing Aboriginal People with mental health care that is clinically safe and responsive to their needs.

Naomi and Kali have played an integral role in increasing the knowledge and cultural understanding of the Child & Adolescent Community Mental Health Team in Orange. They have assisted our team in developing skills and knowledge around the mental health and wellbeing of Aboriginal families and the wider communities. Since commencing work in the team Naomi and Kali have provided the team with knowledge and practical skills in being able to work in a more culturally safe and responsive way when working with Aboriginal young people and their families. They also work as part of a multidisciplinary team that provide mental health care to the local



community and are at times involved with providing support to the Child & Adolescent Mental Health Inpatient Unit and they are also involved in assisting the team in providing cater to non-Aboriginal clients of the service.

They work as advocates and advise the team on behalf of Aboriginal and Torres Strait Islander clients ensure the needs of clients and their families are understood and meet in a culturally appropriate and sensitive way. They are completing both the clinical work placements and academic requirements and both Trainees are achieving outstanding academic results and are two shining examples of Mental Health Clinicians.

Naomi has been instrumental in developing a model of care for Aboriginal inpatient in Amaroo which is a mental health unit at Bloomfield Hospital. Since undertaking this traineeship she has also had to overcome personal health issues. This demonstrates her level of commitment, tenacity and dedication to making a difference in the lives of Aboriginal People in our community.

Kali has been a key clinician in the Dialectical Behaviour Group Program. This is a therapeutic group whose target population is 14 years to 18 year olds that are emotionally and behaviourally dis-regulated. Kali has also had to manage not just a busy family but in the middle of her training she has had time off to



have a baby and she has managed to come back to work and her level of dedication and commitment has not changed. She continues to be fully committed to making a difference in the lives of Aboriginal People in our community who experience mental illness.

Both Kali and Naomi are outstanding examples for their community and are seen as role models within our service and we wish to acknowledge their hard work and dedication to their families and community.

CSU EXECUTIVE DEAN'S AWARD RECIPIENTS

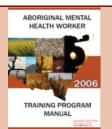


NSW Aboriginal Mental Health Workforce Trainees; Congratulations to Julieann Hall, Stephen Ainsworth, Joanne Scoble and Peter Matsumoto who are pictured showcasing their Dean's awards, April 2015 with CSU Staff.



Yarnin Together

Publications - Sharing Our Success













Watson, Carol and Harrison, Nea (2009) New South Wales Aboriginal Mental Health Worker Training Program: Implementation Review. Cooperative Research Centre for Aboriginal Health and NSW Health

Watson, Carol and Harrison, Nea with Brideson, Thomas and Greenwood, Catherine (2010) Walk Together, Learn Together, Work Together: A Practical Guide for the Training of Aboriginal Mental Health Professionals in New South Wales. Cooperative Research Centre for Aboriginal and Torres Strait Islander Health

Jones, Carmel and Brideson, Tom (2009) *'Using policy and workforce development to address Aborigin mental health and wellbeing'*, Australasian Psychiatry, 17:1, S72 — S74

Brideson, Tom and Jones, Carmel (2007) 'NSW Aboriginal Mental Health Workforce Program', Auseinetter, Issue 29, No 2 pp 20 – 22

ARTD Consultants (2013) NSW Aboriginal Mental Health Training Program Evaluation Report. New South Wales Health.

Yarning Together, A periodical newsletter celebrating the NSW Aboriginal Mental Health Workforce Program, Edition 1 & 2

NSW Aboriginal Mental Health Workforce Program State-wide Coordination Unit

Tom Brideson | State-wide Coordinator NSW Aboriginal Mental Health Workforce Program

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Most Publications above and the important Program Implementation Resource:

Walk Together, Learn Together, Work Together A Practical Guide for the Training of Aboriginal Mental Health Professionals in New South Wales Can be sourced on the following link:

http://www.health.nsw.gov.au/mhdao/workforcedev/Pages/aborig-mh-wrkforce-prog.aspx

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