WHO WE ARE

‘OUR ABORIGINAL ANCESTORS OWNED AND OCCUPIED LUTRUWITA. WE ACKNOWLEDGE OUR PAST AND PRESENT WARRIORS AND OUR CONNECTION TO COUNTRY AND SEA.’

‘WE ARE A STRONG COMMUNITY, IDENTIFIED THROUGH OUR FAMILY AND FAMILY CONNECTIONS.’

OUR VISION

OUR PEOPLE, OUR CULTURE, OUR LAND, OUR FUTURE.

Tasmanian Aborigines, acting as a self-determining people, taking care of our own people, protecting our heritage and culture and upholding our international law rights. We act in the best interests of our community as a whole and work with others to secure a better future for our people.

OUR VALUES

The values of the TAC are underpinned by a strong commitment to our Aboriginal history, culture and our relationship with the land. The TAC strives to be transparent and accountable to our community as well as meeting the financial and reporting obligations to funding bodies.

• ABORIGINAL COMMUNITY CONTROL
• RESPECT FOR INDIVIDUAL AND GROUP RIGHTS
• COURAGE AND INTEGRITY, OPERATING IN THE BEST INTERESTS OF THE ABORIGINAL COMMUNITY

TASMANIAN ABORIGINAL CENTRE

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838 East Derwent Highway, Risdon 7017
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Email: burnie@tacinc.com.au
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This has been the most challenging year that I can recall for the TAC and our community. The defunding of our legal service and seeing our oldest program going from Tasmanian Aboriginal community control to Victoria was devastating. Sadly, this has meant losing some great TAC staff and professional practitioners, some of whom have been working for the TAC for many years. We will continue to campaign to have Aboriginal legal funds returned to local control and for the Aboriginal Legal Service to be maintained and operated by Tasmanian Aborigines.

During the year our CEO took long service leave and Ms Pat Turner came in to the position of CEO from late March until July. This was during the time we were fighting to save our legal service and Pat did a great job in doing all that was possible to reverse the decision. This time was hard on everyone and all staff, State Committee and other people who pulled together to save our legal service are to be commended.

On a brighter note, we were successful in having seven places named with their palawa kani names under the government’s dual naming policy. It is an absolute credit to the dedicated work for so many years of our palawa kani program.

Another highlight was receiving our Quality Improvement Council accreditation during our first assessment. We passed all the eighteen criteria and exceeded the standards on Community and Capacity Building. This shows the dedication and determination of our Staff to work to see a brighter future for our Community. Quality Improvement can be defined in an organisational context as: an organised process that assesses and evaluates all facets of the service that includes programs, management, administration, finances and the executive of the board (State Committee). The object of Quality Improvement is to ensure that high standards of organisational practice are maintained through regular reviews. Not many organisations pass a Quality Improvement at their first attempt – the TAC met all Quality Improvement standards and exceeded in one which is a fantastic result and testament to the great work by management and staff.

I have continued to represent Tasmania on the NACCHO Board of Directors and I find this to be beneficial as it enables me to see what is happening with Aboriginal health on a national level and what challenges we face moving into the future.

I would like to finish this report by thanking TAC staff and management for all your great work, dedication and passion in serving our palawa community – and to the State Committee for your ongoing commitment and effort.

‘THE DEFUNDING OF OUR LEGAL SERVICE AND SEEING OUR OLDEST PROGRAM GOING FROM TASMANIAN ABORIGINAL COMMUNITY CONTROL TO VICTORIA WAS DEVASTATING.’
This year witnessed the highs and the lows of my long association with the Tasmanian Aboriginal Centre. On a high note, I have worked with the organisation for so long that I was able to take extended leave visiting Europe and Scandinavia including attending the opening of the British Museum’s ‘Enduring Civilisations’ exhibition curated by my youngest sister, Dr Gaye Sculthorpe. On a low note, during my absence the Federal Attorney General, Senator George Brandis, took the money from our 42 year old Aboriginal Legal Service and gave the funds to the Victorian Aboriginal Legal Service who agreed to start up business in our jurisdiction in breach of every principle of Aboriginal self-determination. I salute the efforts of TAC staff and supporters under the leadership of acting CEO Pat Turner for doing all in their power to try to protect the interests of our community at such a difficult time.

There were several organisational high points during this financial year. With feelings of sadness and pride we welcomed the return of ancestral remains from Museums in Chicago and Berlin back to their homelands. Our repatriation campaign will continue until all our ancestors are back with us.

We are very proud of our achievements in obtaining Quality Improvement Council accreditation at our first attempt and in conducting the Diploma of Conservation and Land Management (specialising in Indigenous Land Management) from which seven Aboriginal people graduated. We continue attempts to obtain funding for more courses in land management and health.

We took advantage of opportunities as they presented themselves to strive for better Aboriginal heritage protection through land acquisition. We are working with Hydro Tasmania on two potential areas of land return.

Land and heritage protection was the focus of our work with scientific institutions including Bush Blitz and the University of Tasmania. The identification of natural values on the lands we manage and investigation into the effects of fire were the main focus of these collaborations. We were also involved in trialling the rejuvenation of Aboriginal burning practices both in Tasmania and through a community visit to Cape York.

The Tasmanian Government disappointed us with its failure to introduce long-awaited and essential changes to the outdated Aboriginal Relics Act. We believe that measure would have achieved tri-partite support from all sections of the Tasmanian Parliament. It was urged on Premier Hodgman at the community meeting we arranged for him in Launceston at the end of 2014 and at follow up meetings with the Premier and the Minister Matthew Groom. Instead, the State Government spent its energies on the non-productive exercise of tinkering with the words of the Tasmanian Constitution.

The Tasmanian Government was itself the biggest threat to Aboriginal heritage this year with its determination to open tracks in the nationally listed Western Tasmanian Aboriginal Cultural Landscape to off-road vehicles. Some of those tracks had never before been open to vehicles and those that had been previously opened bore clear evidence of heritage destruction. This was the last straw in a campaign that had not achieved the number of tracks we had urged should be closed along the coast. We considered we had no option but to take the matter to the Federal Court where we won a temporary halt to the process. When attempts to negotiate a solution failed at the conciliation stage, we had a week-long hearing of our application to require the State Government to obtain federal approval before undertaking works in that area. The judge is considering her decision.

Our organisation continued to provide many opportunities for our community to come together in celebration and commemoration. The putalina festival, the preminghana camp and the Invasion Day rally in January all attracted good numbers and provided the opportunity for family gatherings.
Our services continued to be well received by community members with the highest-ever participation in our many health and health-related services. Services for children, youth, families, and the aged and frail continued to be greatly under-funded but essential components of our holistic service provision. This year also saw the publication of our long-awaited research into community aspirations for the safety and protection of our children.

TAC staff and voluntary Committee members continued to make it possible for the organisation to achieve at such a high standard and I express my deep appreciation to them. A huge thank you also to the members of the Aboriginal community whose support makes our organisation so effective.
our community developed a political agenda that we pursue to this day. We are a not-for-profit Aboriginal people in Tasmania. Incorporated as the Aboriginal Information Service in November 1973, the organisation developed by the community from the early 1970’s to advocate for the rights of The Tasmanian Aboriginal Centre Incorporated (TAC) is an Aboriginal community controlled organisation with offices in Hobart, Launceston and Burnie, and programs operating in the Bass Strait.

**President:**
Mr Dave Warrener

**State Treasurer:**
Ms Rebecca Digney

**State Secretary:**
Ms Trudi Maluga

**BRANCH PRESIDENTS**

**Launceston:**
Mr Clyde Mansell

**Hobart:**
Ms Wendy Pitchford

**Burnie:**
Ms Julie Cann

**COMMITTEE MEMBERS**

Mr Doug Mansell

Ms Jillian Mundy

Annette Peardon

Mrs Dorothy Murray

Mr Murray Everett

Ms Trudi Maluga
The Tasmanian Aboriginal Centre Incorporated (TAC) is an Aboriginal community controlled organisation developed by the community from the early 1970's to advocate for the rights of Aboriginal people in Tasmania. Incorporated as the Aboriginal Information Service in November 1973, our community developed a political agenda that we pursue to this day. We are a not-for-profit organisation with offices in Hobart, Launceston and Burnie, and programs operating in the Bass Strait Islands. Our legal aid and community services functions have registered charitable status and we are registered as a not-for-profit association under Tasmanian legislation.

We deliver many community programs including a health service, a legal service, training programs, advocacy, palawa kani (Tasmanian Aboriginal language retrieval and promotion), land management, children and family programs, all underpinned by Aboriginal cultural values.

We employ many Aboriginal people and have proven to be an excellent training ground for many of our people to go on to pursue careers with government or to gain higher education qualifications.

We operate with courage and integrity and we always strive to do ‘the right thing’ in helping Aboriginal people get access to the services that they need, in a fair and equitable way.

Our organisation operations are guided by the 2014-2017 strategic plan.

OUR PURPOSE

• TO PROVIDE A STRONG VOICE FOR ABORIGINAL RIGHTS
• TO GAIN THE RETURN OF OUR LANDS
• TO PROTECT OUR HERITAGE AND CULTURE
• TO PROVIDE A RANGE OF LEGAL, HEALTH AND WELLBEING, EDUCATIONAL, WELFARE, LAND MANAGEMENT AND ENVIRONMENTAL SERVICES FOR OUR COMMUNITY
• TO CREATE AND STRENGTHEN OPPORTUNITIES FOR THE ABORIGINAL COMMUNITY TOWARDS SELF-DETERMINATION AND AUTONOMY
THE PROGRAMS WE RUN

Health Service
- acute care clinics
- chronic disease prevention, management and treatment
- cardio-pulmonary rehabilitation
- Aboriginal outreach program
- families programs
- aged care
- sexual health
- alcohol and other drugs
- counselling services
- social and emotional well-being programs
- oral health promotion
- nutrition
- public health program
- pulingina pakata (Welcome baby)

Legal Service
- legal representation and advice
- alternative to Ashley (lungtalanana)
- community legal education
- law reform
- youth diversion

Children and families
- early learning home visitor
- pulingina pakata (Welcome baby)
- youth program
- family support
- playgroups
- school holiday programs
- child health
- child protection liaison

- Aboriginal Children’s Centre:
  - day care
  - school holiday programs
  - child health nurse
  - speech pathology
  - outdoor learning programs
  - discovery science

Language program
- palawa kani
- oral histories

Land Management
- Indigenous Protected Areas
- Working on Country

Workforce development
- cultural awareness programs
- workplace language and literacy
- Student placement
- Registered Training Organisation

Natika Hughes and Helen Woodbridge Hobart
The TAC employs 179 staff across the state. 131 are either permanent part time or full time.

**Total Staff Per Location**

- **Burnie**: 28 (17%)
- **Hobart**: 62 (37%)
- **Launceston**: 57 (34%)
- **ACC**: 15 (9%)
- **Statewide Roles**: 10 (10%)

**Years of Service**

- **1-5 Years**: Burnie: 20, Hobart: 5, Launceston: 13, ACC: 2
- **6-10 Years**: Burnie: 11, Hobart: 20, Launceston: 11, ACC: 1
- **11+ Years**: Burnie: 2, Hobart: 14, Launceston: 6, ACC: 2

**Years of Service by Location**

- **Burnie**: 20, 11, 2
- **Hobart**: 5, 20, 14
- **Launceston**: 13, 11, 6
- **ACC**: 2, 1, 9

**Percentage Distribution**

- **Burnie**: 28 (17%)
- **Hobart**: 62 (37%)
- **Launceston**: 57 (34%)
- **ACC**: 15 (9%)
- **Statewide Roles**: 10 (10%)
Staff Ages

Gender Breakdown

- Male: 37%
- Female: 63%

Percentage of Aboriginal and Non Aboriginal Staff

- Aboriginal: 69%
- Non-Aboriginal: 31%

Gender Breakdown Percentage of Aboriginal and Non Aboriginal Staff

Aboriginal; 69%
Non-Aboriginal; 31%

Burnie;
ACC;
Statewide Roles;
TOTAL STAFF PER LOCATION

Male;
Female;

Aboriginal;
Non-Aboriginal;

Percentage of Aboriginal and Non Aboriginal Staff

Male;
Female;

Aboriginal;
Non-Aboriginal;

Burnie;
Hobart;
Launceston

Tessa Atto and Annie Reynolds, Launceston

Chelsea Everett, Candy Bartlett, Olivia Wells, Genavene Radford Burnie
The Aboriginal Heath Service offers comprehensive primary and chronic disease programs around the state, with offices in Hobart, Launceston and Burnie. These programs include health clinics, aged care services, pregnancy support, cardiopulmonary rehabilitation, nutrition, tobacco control and much, much more.

This year has seen a considerable increase in the episodes of care in all regions. Overall state wide we have seen an increase of episodes of care rise over 22%. This trend was reflected in all regions recording their highest ever episodes of care with the AHS in Burnie increasing service by a whopping 54%.

Our episodes of care have been steadily increasing each year. This is due to increased numbers of clients overall, and an increased range of services, such as the visiting medical specialists, and the chronic disease care co-ordination.

We now have permanent General Practitioners in each region and this has also allowed the service to train General Practice Registrars in all regions hence further increasing.

**OUR FIVE STRATEGIC PRIORITIES**

1. **Supporting a strong, safe, resilient community**

- 3% increase service provision
- Aboriginal Health Practitioners registered with AHPRA
- General Practice Registrars training in all regions
- 80% Satisfaction rating with service provision
- 105 Elders supported across the state
- 298 family focused support program run

**1) Continue to provide high quality and integrated health, legal, youth and children’s programs throughout the State**

**HEALTH**

The Aboriginal Heath Service offers comprehensive primary and chronic disease programs around the state, with offices in Hobart, Launceston and Burnie. These programs include health clinics, aged care services, pregnancy support, cardiopulmonary rehabilitation, nutrition, tobacco control and much, much more.

This year has seen a considerable increase in the episodes of care in all regions. Overall state wide we have seen an increase
Sample of client contacts

<table>
<thead>
<tr>
<th></th>
<th>14-15</th>
<th>13-14</th>
<th>Percent Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aboriginal Health Workers</td>
<td>12,966</td>
<td>13,270</td>
<td>2%</td>
</tr>
<tr>
<td>General Practitioners</td>
<td>11,885</td>
<td>13,992</td>
<td>15%</td>
</tr>
<tr>
<td>Nurses</td>
<td>10,500</td>
<td>10,721</td>
<td>2%</td>
</tr>
<tr>
<td>Midwives</td>
<td>700</td>
<td>518</td>
<td>35%</td>
</tr>
<tr>
<td>Other clinical staff</td>
<td>12,782</td>
<td>8,326</td>
<td>54%</td>
</tr>
<tr>
<td>Transports</td>
<td>6,528</td>
<td>6,623</td>
<td>2%</td>
</tr>
<tr>
<td>Counsellors</td>
<td>1,670</td>
<td>1,964</td>
<td>15%</td>
</tr>
<tr>
<td>Physiotherapists</td>
<td>746</td>
<td>716</td>
<td>4%</td>
</tr>
<tr>
<td>Speech Pathologists</td>
<td>422</td>
<td>415</td>
<td>2%</td>
</tr>
<tr>
<td>Diabetes educator</td>
<td>183</td>
<td>118</td>
<td>55%</td>
</tr>
<tr>
<td>Medical Specialists</td>
<td>236</td>
<td>242</td>
<td>2%</td>
</tr>
</tbody>
</table>

Episodes of care

<table>
<thead>
<tr>
<th></th>
<th>13/14</th>
<th>14/15</th>
<th>12/13</th>
<th>11/12</th>
<th>10/11</th>
<th>09/10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hobart</td>
<td>25,639</td>
<td>26,824</td>
<td>18,323</td>
<td>13,993</td>
<td>10,530</td>
<td>10,455</td>
</tr>
<tr>
<td>Launceston</td>
<td>18,525</td>
<td>18,436</td>
<td>15,510</td>
<td>12,076</td>
<td>10,233</td>
<td>11,136</td>
</tr>
<tr>
<td>Burnie</td>
<td>9,720</td>
<td>10,200</td>
<td>7,467</td>
<td>7,792</td>
<td>7,452</td>
<td>5,257</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>53,884</strong></td>
<td><strong>55,460</strong></td>
<td><strong>41,300</strong></td>
<td><strong>33,551</strong></td>
<td><strong>28,215</strong></td>
<td><strong>26,848</strong></td>
</tr>
</tbody>
</table>
The TAC reports to the Australian Institute of Health and Welfare every six months on outcomes against 21 National Key Performance Indicators (NKPIs). The table below shows how we have steadily increased outcomes in seven of those NKPIs.

### Adult Health Indicator (TAC) | June 2013 | Jan 2014 | June 2014 | Dec 2014 | June 2015

| Adult Health Checks (Item 715) in last two years 15-24yo | 7% | 13% | 25% | 28% |
| Adult Health Checks (Item 715) in last two years 25-54 yo | 16% | 32% | 36% | 40% |
| Adult Health Checks (Item 715) in last two years 55+ yo | 18% | 23% | 43% | 46% | 57% |
| Smoking status recorded (age15+) | 72% | 75% | 86% | 87% | 87% |
| Current tobacco use (of those with smoking status recorded) | 59% | 58% | 58% | 52% | 51% |
| BMI recorded Age 25+ | 70.7% | 72% | 71% | 73% | 72% |
| BMI result | 79% overweight or obese | 71% overweight or obese (28% overweight, 43% obese) | 70% overweight or obese (27% overweight, 43% obese) | 70% overweight or obese (27% overweight, 43% obese) | 70% overweight or obese (27% overweight, 43% obese) |
The aged care program supports the elderly to continue to live in their own homes as they become older and have increased need for a range of services that they once could provide for themselves. Each person's needs are thoroughly assessed by the regional co-ordinator and a care plan is developed, and regularly reviewed, to meet those needs. Transport to appointments, social support, assistance with household and gardening tasks and shopping are all things that older people require.

The Aged Care Program annual budget is just under $489,000. This is made up of 36 homecare packages. The packages are a 'cashed out grant' to be used according to need and not a package per individual, which is what makes it the ‘Flexible Aged Care Program’. By having a flexible program we are able to deliver services to 98 Aborigines across the State.

The Aged Care Program objectives and outcomes are to:

• Deliver a range of services to meet the changing aged care need of the community

This is delivered by assessing each client's individual needs and providing them with a care plan that outlines how those needs will be met by support services.

• Provide aged care services to older Aboriginal and Torres Strait Islander people close to home and community

The clients of the program are provided services to meet their needs to assist them in living independently in their home environment. The services include home assistance, personal care, meals, respite care, installation of care phones, transport, and social activities. We are able to always provide those services close to home and community, and usually in the client's home.

• Improve access to aged care services for Aboriginal and Torres Strait Islander people

The program is only for Aboriginal and Torres Strait Islander people and service provision is culturally sensitive and appropriate to their needs. Services provided are those that the client may not otherwise have access to and improves their quality of life.

• Improve the quality of culturally appropriate aged care services for Aboriginal and Torres Strait Islander people

The aged care service is an accredited program that undertakes continuous quality improvement to ensure that the program meets current needs and community expectations. The Quality Auditors found that our service meets all its requirements. The service provision as part of the Aboriginal Health Service's primary health care service ensures that the program is comprehensive and all aspects of the client's needs are being met from their medical needs to their social, emotional, and physical wellbeing.
The following information outlines the specific work that the program carried out through the year and the resources in the program.

### Aged Care Social Activities

In addition to the aged care packages we provided, aged care groups were held across the state in the three regions. Getting out to socialise with other people becomes increasingly difficult the older we get. All programs are tailored to the participants’ needs and wants, and everyone gets to have a say in what they would like to do. In Hobart and Burnie we ran weekly groups, and Launceston aimed for a fortnightly program in light of the program offered by the Elders Council there. Activities consisted either of going out or having Centre based activities and doing arts and crafts, enjoying a meal together and having a good old natter. Underlying all the activities was a strong health promotion focus, with nutritious food tailored towards the requirements of older people, and encouraging participants to be as physically active as they can be.

<table>
<thead>
<tr>
<th>Adult Health Indicator (TAC)</th>
<th>South</th>
<th>North</th>
<th>Northwest</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of different individuals in the Aged Care Program</td>
<td>35</td>
<td>36</td>
<td>27</td>
<td>98</td>
</tr>
<tr>
<td>Number of FTE permanent staff engaged for the program</td>
<td>1</td>
<td>.8</td>
<td>1</td>
<td>2.8 FTE</td>
</tr>
<tr>
<td>Number of casual staff who assisted the program and usual number of hours (Burnie staff are permanent part time)</td>
<td>5 staff 83.88 hrs. (2.3 FTE)</td>
<td>6 staff 54.16 hrs. (1.5 FTE)</td>
<td>4 staff 47.45 hrs. (1.3 FTE)</td>
<td>15 staff/185 hrs. = average of 12.5 hours per employee (5.1 FTE)</td>
</tr>
<tr>
<td>Total number of hours services provided per week for domestic assistance, transport, social, nursing, personal care, garden maintenance etc.</td>
<td>307 hrs. by 35 clients approx. 8.7 hours per client, per week</td>
<td>209 hrs. by 36 clients approx. 5.8 hours per client, per week</td>
<td>167 hrs. by 27 clients approx. 6.1 hours per client, per week</td>
<td>683 hours per week client care, for 98 clients, approx. 7 hours per client, per week</td>
</tr>
</tbody>
</table>

#### External Contract Services

- Admin costs $85,000 by 98 clients
- $37,600

### Elders groups held

- Hobart: 41
- Burnie: 47
- Launceston: 17

### Aged Care

<table>
<thead>
<tr>
<th>Burnie</th>
<th>531</th>
<th>29</th>
</tr>
</thead>
<tbody>
<tr>
<td>Launceston</td>
<td>912</td>
<td>37</td>
</tr>
<tr>
<td>Hobart</td>
<td>1,217</td>
<td>39</td>
</tr>
</tbody>
</table>

**TOTAL**

- **Episodes of care**: 2,660
- **Number of elders supported**: 105
Service provision examples:

Aged Care Hobart

One outing enjoyed by Hobart participants in March 2015 was a fishing trip to Midway Point. It was a warm sunny day and everyone had been looking forward to a feed of fish. They were not disappointed as they caught a good feed of flathead between them. They all helped each other with baiting their lines and getting the fish off the hooks. The company, laughter and chatter were great and nobody was in a hurry to leave.

“REAL FOOD FOR TEA!”
“GREAT DAY, GREAT COMPANY!”
“I COULD STAY HERE ALL DAY!”

A few comments on the day
The Youth Program is a broad set of activities for younger community members. Run across the State in the three regions, activities vary from formal age specific after school sessions focusing on language, dance or arts through to whole of state camps visiting culturally important country. All our youth workers are members of the community who instil a strong sense of connection and responsibility to culture in all activities they run. The activities run from term to term with a school holiday program in between.

The Youth Workers are also actively involved in advocating for young community members needs at schools, Centrelink, housing, as well as family case meetings and involvement with child protection services.

Hobart

The Hobart team, Cassie and Tamara, run youth group 3 nights a week in Hobart (Tuesday, Wednesday and Thursday) supporting about 30 children a week as well as every school holidays running programs for 8 days out of the 10.

<table>
<thead>
<tr>
<th>Group name</th>
<th>Age Group</th>
<th>Average attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesdays</td>
<td>11 to 16 years old</td>
<td>10</td>
</tr>
<tr>
<td>Wednesdays</td>
<td>6 to 11 years old</td>
<td>10</td>
</tr>
<tr>
<td>Thursdays</td>
<td>11 to 16 years old</td>
<td>10</td>
</tr>
</tbody>
</table>

The Wednesday night is designed to give the children in this program a structured activity and something positive to focus on. We run sessions that increase kids physical activity and keep them active as well as focussing on fun, cultural and social interaction.

Some of the activities we have provided over the last year have been softball clinics, boxing, youth strength sessions, Zen do kai, Taekwondo, secret girls business (puberty session), stomp fit, healthy cooking and culture.

Our language worker from Launceston attends every fortnight to ensure the youth are confident in speaking their language. Guest speakers have provided information on anti-bullying and the youth justice system and the rights of young people.

HOBART KEY ACTIVITIES:

- An all-girls retreat at Cygnet with 8 girls. Over the couple of days the topics covered included what makes a great friend and how to be one, confidence tips, health and creating your future
- A statewide youth camp at trawtha makuminya where we spent time exploring the land and catching up with other youth from Burnie and Launceston
Burnie

Brendan Murray heads up the youth program in Burnie and runs four regular Youth Groups on a fortnightly basis. Brendan believes that starting the children with a range of interesting activities when they are quite young assists their commitment to the group, their culture and community and ensures that as they get a bit older they are still interested in coming along to the program.

- ‘The amazing race’ - a race all over the North West Coast to various locations
- The end of year Youth Group dinner attended by 41 young people
- A visit to narawntapu National Park
- The 10th consecutive year of Youth Group with 52 youth wishing to be involved

**BURNIE KEY ACTIVITIES:**

Youth group in Burnie is loosely based around four themes, one for each school term:

- Cultural – water carrier making, clap stick making and ochre gathering
- Educational – anti-bullying, sex & ethics, personal development/hygiene and cooking
- Exercise/fitness/sports – indoor and outdoor sports, Fitness Academy and HealthGlo
- Recreation – Ten Pin Bowling, arts & crafts, games nights and Pandemonium/Junglegym

<table>
<thead>
<tr>
<th>Group name</th>
<th>Age Group</th>
<th>Average attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>kaparunina</td>
<td>High school age</td>
<td>14</td>
</tr>
<tr>
<td>yula</td>
<td>Grade 5 &amp; 6</td>
<td>14</td>
</tr>
<tr>
<td>purinina</td>
<td>Grade 3 &amp; 4</td>
<td>16</td>
</tr>
<tr>
<td>timita</td>
<td>Grade 2</td>
<td>9</td>
</tr>
</tbody>
</table>
Launceston

<table>
<thead>
<tr>
<th>Group name</th>
<th>Age Group</th>
<th>Average attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>pakana kitina after school group</td>
<td>Girls and boys 4-10 years</td>
<td>17</td>
</tr>
<tr>
<td>pakana-ripana after school group</td>
<td>Girls and boys 10-16 years</td>
<td>12</td>
</tr>
<tr>
<td>kanaplila ripana after school group</td>
<td>Girls and boys 6 to 15 years</td>
<td>13</td>
</tr>
</tbody>
</table>

The Launceston Youth worker Rosetta Thomas is also a language worker, so language is a strong element in all of the Launceston youth programs.

**pakana kitina after school group**

Activities such as bush walking, swimming, arts & crafts and sports are all linked to the palawa kani words the group is focusing on. The new words are used as much as possible with the children in general conversation often with a ‘no English’ game or physical activity. All children learn songs and games in palawa kani.

**pakana-ripana after school group**

The structure of this group has changed since last year, now welcoming boys as well as girls and an age range change from 12, to 10 years old. Some of the activities are cooking, bush walks, arts and crafts, tennis, rock climbing and the group also took part in the #switchitround project with Headspace. The project involved healthy lifestyle choices for teenagers, discussing and making video clips to show youth how they could switch around bad habits such as smoking or drinking alcohol, to fun, healthy activities.

**kanaplila ripana after school group**

This is the youth group with a focus on dance. This year the troupe performed at Putalina, for the Hawthorn Football Club and TAFE students, each with a Welcome to Country by a dance performer. Children plus staff have developed 3 new songs, the language being kuthi, kuthikayna, kawinrika and mana-mapali. Through learning gesturing the children were able to show the audience what they were singing about.

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**Launceston Key Activities:**

- A dance performed at the AFL Aboriginal Round at Aurora Stadium
- ABC Open filmed the kuthikayna dance, kani and kipli at the Punchbowl Park in March.
Aboriginal Children’s Centre – Risdon Cove

Our Philosophy at the Aboriginal Children’s Centre is to provide a strong learning environment for Aboriginal children, building on children’s innate ability to learn through play. This is achieved by:

- Having mutually respectful staff relationships with each other, with families and community
- Having developmentally appropriate programs that nurture and respect culture health and safety and respectful partnerships with each other, families and community
- Respecting the rights of each child
- Understanding the importance of early childhood and how learning through play is vital for children to reach their full potential. In collaboration with families we promote the child’s sense of security and belonging in a culturally supportive and reflective environment
- Treating children with respect, and with realistic and appropriate expectations and boundaries
- Respecting culture and community, catering for all through positive communication
- Providing professional development opportunities for staff and promoting quality improvement through identity, community, well-being and communication

Based at Risdon Cove, an overview of our services looks like:

- Runs daily in three rooms for 29 children
- The nursery has space for 4 children from 0-2 years
- The toddler room has 5 children
- The 3 to 5 years room has 17 children
- All rooms have been consistently filled with a waiting list for most of the year
- 15 children attend the outside school hour’s program in the community room
- The cultural school holidays program caters for 25 children daily

Aboriginal Children’s Centre Licenced Places

Top right, above: Children exploring the 100 hectares of Risdon Cove
CHILDREN - KEY ACTIVITIES:

National Aboriginal and Islander Children’s Day

We celebrated National Aboriginal and Islander Children's Day in the pyramids with a range of activities including rock painting, ochre painting, flag making and clay work. We shared a community lunch with the Elders and had some story time and loved going on a bush walk, to explore all the surroundings of Risdon Cove.

Long time Children's Centre cook Karen Burgess with grandson Joshua Jamieson

Clean up Risdon Cove Day

As part of the Clean-up Australia campaign, room taralangkana children participated in a Clean-up Risdon Cove Day. The children planned ‘What we could do if we found some rubbish in the bush?’ and ‘Why might there be rubbish in the bush?’ as well as ‘What items can we recycle?’ and recorded their thoughts and ideas in our floorbook before venturing out to collect rubbish, and then heading out into the bush around the Children’s Centre.

The children were excited to head out and immediately found a coke can on the edge of the riverbank along with pieces of plastic and a plastic spoon. As a follow up during the afternoon they sat down as a group to sort through the rubbish, counting all the different items they had found on their rubbish hunt.

Children at the Centre are supported to take care of the environment that is part of their everyday landscape, taking pride in their surroundings and taking care of the land that they use on a daily basis for playing, bush walking and holding Community events.

Burnie Playgroup

In Burnie Keeomee Mansell ran a playgroup each week. Each playgroup had a different theme, for instance: children's dental health, transport, and the weather. Several trips were also held to places such as the park, animal farms, the police station and the miniature train park.

Each week between five and fifteen families attended, joining in all the activities and free play with their children. Tamera Summers, the Early Years Aboriginal Liaison Officer for the North West Coast attended Playgroup on a regular basis offering support to parents whose children will be attending school and also interacted with the children so they got to know who she is.

In the early learning home visiting service, Keeomee takes educational activities out to parents and their children. Like the Playgroup these home visits also have a theme which the activities are based around.

For example;
- Textures
- Alphabet/numbers
- Colours

Between 12 and 22 Families were visited every 2 months.

Mobile Kitchen

Also in Burnie, Jessica House, the Children's Health promotion worker conducted several health based activities including a mobile kitchen. Jessica went into families homes providing nutritional information to both parents and children, whilst learning through a hands on approach. 26 families were visited, with family sizes ranging from 1 to 3 children and aged from 18 months to 6 years.

Launceston Children’s programs

In Launceston, a playgroup and a preschool group were held each week, and school holiday programs were available for children and parents. Some of the activities included: a day at Heritage Forest, a visit to the George Town pool, a cultural day at narawntapu and Bakers beach, Trowunna Wildlife Park, and the Imaginarium Science Centre at Devonport.

Top right: Tamera Summers, Narelle Coventry and Jaylen Bramich enjoying the llamas.

Maisen Langdon collecting rubbish on Clean up Australia – Risdon Cove

‘Why might there be rubbish in the bush?’ as well as ‘What items can we recycle?’ and recorded their thoughts and ideas in our floorbook before venturing out to collect rubbish, and then heading out into the bush around the Children’s Centre.

The activities that Keeomee took into the home enabled parents to get some simple ideas on how to make educating their children at home fun and interacting. The importance of children's schooling was promoted throughout the program and Keeomee ensured parents knew what support the TAC could provide once their children are at school.
3. Broaden employment and life options for Aborigines in Tasmania

As a quality organisation the Tasmanian Aboriginal Centre has a focus on ensuring that all staff are suitably trained and qualified to undertake their roles. We are very mindful that many of our community members have not always had the opportunity to finish school and there are many barriers to further education. We are proud of the fact that many people have had the employment break with the TAC and have moved on to new jobs they never would have imagined or have moved up the employment rung from base line jobs to senior positions within the TAC. Considerable effort is taken to train staff as well as provide the support staff needed to achieve the qualifications required. Our Registered Training Organisation offers literacy and numeracy support as well as mentoring and coaching.

Legal Services

At a Glance

- 5517 Matters supported
- 10% increase in advice and minor assistance
- Increase 32 more case work files opened

Number and type of legal matters

<table>
<thead>
<tr>
<th></th>
<th>2014/15</th>
<th>2013/14</th>
<th>2012/13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advices provided</td>
<td>3,609</td>
<td>3,288</td>
<td>3,126</td>
</tr>
<tr>
<td>Case work files opened</td>
<td>878</td>
<td>846</td>
<td>874</td>
</tr>
<tr>
<td>Case work files closed</td>
<td>734</td>
<td>705</td>
<td>813</td>
</tr>
<tr>
<td>Duty lawyer files opened/ closed</td>
<td>140</td>
<td>92</td>
<td>88</td>
</tr>
</tbody>
</table>

We continued to provide our service mainly from offices in each of the three main geographical regions of the State and provided out-reach services to country and remote areas. Office hours were 8.45am to 5pm and Field Officers were rostered on-call at nights and weekends for Aborigines detained by police after hours.

The legal service lists their activities in three categories:

- **Advice & minor assistance** – the provision of legal advice, information, referrals and completing forms
- **Case matters** – Ongoing legal matters that require legal services
- **Duty matters** – All pleas of guilty, bail applications or adjournments performed by a lawyer in their role of duty lawyer completed in one day
Advocacy, education and law reform

We supported environmental and heritage protection work such as joint work with Environmental Defender’s Office at sessions in Burnie, Oatlands, Launceston and Hobart; with the Bob Brown Foundation; with ‘Save the Tarkine’; Tasmanian Wilderness Society; Aboriginal Land Council of Tasmania; education about the legislative and policy issues arising from the new Management Plan for the Tasmanian Wilderness World Heritage Area and the international requirements for properties on the World Heritage List. A temporary injunction was won in the Federal Court to prevent destruction of heritage from a reopening of West Coast off-road tracks. Meetings about the dual Aboriginal naming of more places in Tasmania were held throughout the State.

We were successful in achieving further repatriations of human remains from overseas institutions and facilitated Aboriginal community discussions about ongoing relevance of previous decisions concerning final resting places for repatriated remains.

Community information about changes to Tasmania’s protest laws also featured highly in several regional and outlying sessions.

Diversion of young Aborigines from detention continued to be a huge success with absolute minimal numbers detained at Ashlee Youth Detention Centre during this period. Reduced interaction with the criminal justice system has been achieved by providing assistance through the youth justice conferencing system, by providing diversionary activities, and by support through the court process. We have been increasingly engaged with schools where we have helped resolve issues ranging from instances of discrimination to measures for school retention. Literacy support to those suspended or expelled from school has also been trialled.

Improvements to the Police Standing Orders about the detention of Aborigines in custody and support to those in detention were also a focus of our work.

Types of legal matters performed:

<table>
<thead>
<tr>
<th>Advice &amp; minor assistance</th>
<th>3609</th>
</tr>
</thead>
<tbody>
<tr>
<td>Case matters</td>
<td>1768</td>
</tr>
<tr>
<td>Duty matters</td>
<td>140</td>
</tr>
</tbody>
</table>

Law types of all matters:

<table>
<thead>
<tr>
<th>Criminal</th>
<th>2574</th>
</tr>
</thead>
<tbody>
<tr>
<td>Civil</td>
<td>2394</td>
</tr>
<tr>
<td>Family</td>
<td>549</td>
</tr>
</tbody>
</table>

217 of these cases were family violence matters

Law Types of Case Matters:

<table>
<thead>
<tr>
<th>Criminal</th>
<th>954 (54%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Civil</td>
<td>475 (27%)</td>
</tr>
<tr>
<td>Family</td>
<td>339 (19%)</td>
</tr>
</tbody>
</table>

Family violence matters made up 7% of the casework matters - 116 cases.

There are no separately funded Aboriginal Women’s Legal Services or Aboriginal Family Violence Centres in Tasmania.
Our work with students about discrimination in schools concentrated on directly negotiated outcomes rather than adopting a legal process through the Anti-Discrimination Commissioner, which misses the critical moment for a proper reconciliation of the issues. Where another student is the discriminator, our preferred approach has been for a period of supervised detention and education rather than suspension from school.

Community legal education sessions were held in Hobart, Risdon Cove, Burnie, Launceston, Oatlands, Triabunna, St Helens and trawtha makuminya. Topics included child access and child protection, ‘Aboriginality’ in Australian law, protest laws, racial discrimination, heritage protection, constitutional change including treaty and 7th State, youth justice processes, land returns, elder abuse and power of attorney, family law issues, penalties for smoking in cars, monetary penalties enforcement legislation, cyberbullying, young people consent and sex, MAIB and car accidents, wills, superannuation and retirement, traffic offences, court basics, and Aboriginal fishing rights.

Considerable effort continued to be spent in assisting individuals navigate bureaucracy on matters such as fines enforcement, return of suspended licences, housing, and account payment arrangements including those relating to power, water, telephone and housing rental.

Advocacy for prisoners was a major issue that included assisting with complaints about treatment in prison and assisting with the maintenance of community and family relationships. We frequently negotiated to ensure short-term sentences did not result in the loss of social housing.

Research

Our principal research topics were Constitutional law, international indigenous rights law; child protection law nationally and internationally; international cultural heritage protection law; national racial discrimination law.

Access and Equity

Legal aid offices continued to be located at the major centres of Aboriginal population in Tasmania where the environments have been created specifically for Aboriginal clients. The front line staff are Aboriginal field officers recruited from the local Aboriginal community and known to the people using the service. Field staff visited all areas of the State, including offshore islands and other outlying areas, to ensure people in need of legal assistance were able to readily access our legal services. Regular visits were made to the prison and places of detention around the State. There were no barriers to Aboriginal access to the service. Field officers were females and males, support staff were mostly females, female lawyers as well as males were retained and briefed, and there was a mix of genders on the governing committee.

Community Development Work

Legal field staff ensured the community was kept up to date with developments of concern and interest to Aborigines and were assisted to attend community meetings as necessary and appropriate.

Volunteer and Pro Bono Work

We received pro bono legal advice on a complex industrial relations issue and on a heritage protection matter. We did not use any volunteers in this reporting period, other than our volunteer board and committee’s membership.

Training and Student Supervision

Two law students undertook practical placements with our lawyers. Lawyers from our retained firm undertook the training necessary for the professional development requirements of the Tasmanian Law Society. Their topics included parole assessments, criminal law, and family and child protection law.

Staff

Legal field officers: Ricky Maynard, Sara Maynard, Mark Lavelle

In-house/retained firm lawyers: Mary Evans, David Sikk, Mark Doyle, Claire Darvell

Legal Secretaries: Colleen Kerrison, Megan Kube

Legal education: Yvette Cehtel

Royal Commission into Institutional Responses to Child Sexual Abuse: Ruth Langford

Information technology, resources and data: Greg Fielding, Phil Davey, Sally Clark
2) Assist families to ensure Aboriginal children are brought up resilient, healthy and proud of their Aboriginal culture

FAMILY PROGRAMS

The Tasmanian Aboriginal Centre has a commitment to the well-being of the Tasmanian Aboriginal community. Central to this commitment is supporting families in the important role of raising healthy, strong children proud in their heritage and culture. The focus on the family is evident in all programs run by the Tasmanian Aboriginal Centre being family friendly such as festivals, community camps and indeed the prodigious array of support services tailored just for families and children. The assortment of family programs starts before pregnancy, moves through antenatal, and spreads to cover all aspects of family life. Children have a particular focus to ensure they have a good start in life through improved early childhood development, care, education and school readiness.

<table>
<thead>
<tr>
<th>Family program</th>
<th>Groups held</th>
<th>Client contacts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Learning</td>
<td>48</td>
<td>667</td>
</tr>
<tr>
<td>PACE groups</td>
<td>98</td>
<td>1602</td>
</tr>
<tr>
<td>Maternal and child health</td>
<td>86</td>
<td>945</td>
</tr>
<tr>
<td>Antenatal</td>
<td>31</td>
<td>250</td>
</tr>
<tr>
<td>Parenting</td>
<td>35</td>
<td>221</td>
</tr>
</tbody>
</table>

Playgroups

The TAC runs playgroups across the state with a focus on positive parent-child interaction and encouraging school readiness. Using a strengths-based approach our early childhood staff connect families to the Aboriginal Early Years Officers resulting in parents gaining an increased confidence to have strong connections with schools.

Empowerment workshops for mothers

These workshops support women to reach their full potential. The emphasis is on empowerment through making choices and personal responsibility, setting goals and taking action on them, and working on emotions. The women participating in the workshops are those from the early learning home visiting program, mothers of children who have issues at schools and where schools have sought assistance from the TAC.
As with any program run by the AHS it is important to ensure we are delivering services that the participants want and need, this was clearly shown by feedback from the day:

"IT WAS GOOD, SOMETHING DIFFERENT TO WHAT WE WOULD NORMALLY DO, FUN AND YEAH, OUT OF OUR COMFORT ZONE."

"IT WAS VERY FUN, AND A GOOD BONDING TIME I THOUGHT FOR THE WHOLE GROUP, BECAUSE WE WERE HELPING EACH OTHER."

3) Broaden employment and life options for Aborigines in Tasmania

As a quality organisation the Tasmanian Aboriginal Centre has a focus on ensuring that all staff are suitably trained and qualified to undertake their roles. We are very mindful that many of our community members have not always had the opportunity to finish school and there are many barriers to further education. We are proud of the fact that many people have had the employment break with the TAC and have moved on to new jobs they never would have imagined or have moved up the employment rung from base line jobs to senior positions within the TAC. Considerable effort is taken to train staff as well as provide the support staff needed to achieve the qualifications required. Our Registered Training Organisation offers literacy and numeracy support as well as mentoring and coaching.
2. ABORIGINAL LAND, HERITAGE AND CULTURE

- Repatriation of ancestral remains from 2 overseas museums
- Eight more dual names nominated for Tasmania
- Two palawa kani apps developed
- Cultural Information Management System (CIMS) initiated
- Healthy Country Plans developed for each of the IPAs we manage
- Trials of traditional burning conducted
- International, national and local lobbying for enhanced protection of TWWHA
- Significant progress with weed control on all land we manage
- Monitoring of mutton bird health on Furneaux Islands
- Identification of natural values on lungtalananana through scientific collaborations

1) Protect Aboriginal heritage and maintain and strengthen Aboriginal culture and traditions

PALAWA KANI LANGUAGE PROGRAM

Two big projects for the language program this year were developing digital resources to store and teach palawa kani language, and nominating eight more dual names for Tasmanian places.
palawa kani APPS

In the digital project all existing language materials have been entered into a database along with each word’s history and background, audio of its sound, images, display charts, any teaching exercises, and any videos. This will continue to grow as new words are revived and resources are produced. This database is installed on computers located in the Aboriginal Children’s Centre and community areas of each of the three regional TAC offices, so community and staff can access, browse, print and download palawa kani language materials for themselves.

The language and land management programs have collaborated to produce two apps designed as language teaching tools. The apps allow users to read and hear words, build 2 to 4 word sentences, and record themselves speaking the words and sentences. Their use was built into daily language use for all age groups from toddlers to after school age at the Aboriginal Children’s Centre and in youth programs weekly activities as well as in statewide school holiday camps and programs.

Dual Names

Seven more dual names were sent to the Nomenclature Board early this year:

yingina/Great Lake (Central Highlands)
wukalina/Mt William (NE)
pinmatik/Rocky Cape (NW)
titima/Trefoil Island (NW)
nungu/West Point (W)
taypalaka/Green Point (W)
laraturunawn/Sundown Point (W)

The last three of these places lie either inside or right next to the World Heritage Areas on the west coast which Aborigines are campaigning to protect.

Also it has been proposed that the name of Triabunna be replaced with its Aboriginal spelling – trayapana; this is one of only a few names of places in Tasmania which still bears its original name, although in Europeanised form.

The Language Program has held consultations with the Aboriginal community across the state, Local Councils, and other parties, with information distributed to the public through cultural awareness sessions, Facebook, TAC website and media.
Cultural Information Management System

A secure online database has been developed that will provide the tools to enable storage and sharing of cultural knowledge in a secure digital space. This system will enable community to access photos, videos, reports and data on landscapes environment sites. Events and intangible values could all be stored, with the powerful capacity to search for and discover links between these different elements. The plan is to inspire greater connection with milaythina and encourage more trips of discovery and tunapri (cultural knowledge) on country.

Further work will be done to properly secure the information, so members of the community can have confidence in sharing material. This system is also important in helping community gain greater control of heritage information, and ensuring its protection into the future.

LAND MANAGEMENT

patrula nayri - Aboriginal fire management project 2014-2015 Risdon Cove

Fire management is being implemented on Risdon Cove, to achieve a number of objectives. These draw from the Aboriginal community’s aims to look after country and reinvigorate cultural understanding of land and heritage.

Risdon Cove brings with it challenges resulting from over 200 years of impact from agriculture and weed infestation, yet it also provides opportunity to replenish and maintain native vegetation, communities and ecosystems through careful use of fire.
**preminghana**

A Healthy Country Plan for preminghana has been drafted following a community meeting in Burnie and subsequent working group meetings through the year. The Healthy Country plan will guide how we manage preminghana into the future.

A major focus has been establishment of the campground, ranger base and removal of gorse. Good progress has been made in this area.

**putalina**

putalina contains many areas of dense bracken and areas with high fuel loads from litter, fallen wood and dying vegetation. We are aiming to instigate a cool fire regime that promotes a greater diversity of species and habitat for native animals and reduces threat to vegetation and surrounding properties from very hot fires that will occur under the current conditions. Again, a careful and considered approach is required to determine what is good for this country. Cool burns have been undertaken in autumn and winter 2015 in collaboration with local residents and the Tasmanian Fire Service.

putalina suffers less from the impact of agriculture and weeds than Risdon Cove or preminghana, however weeds such as pine trees and blackberry that are found within the bush will be monitored for their response to fire.

The preminghana crew have been undertaking the same fire management training as in other regions, however they are also in the process of developing a fire management plan for the property. Fire is being approached as a tool to assist in the overall gorse program and shows promise to gorse reduction and control. Gorse is a highly flammable plant and care must be taken to reduce inadvertent impact to desirable species.
Lungtalanana

A group of environmental scientists, Aboriginal Heritage Workers and community members surveyed lungtalanana in December 2014. The group looked at what heritage, plants, animals and insects remain on the island since the fire in February 2014.

LUNGTLANANA VALUES SURVEY – MAIN FINDINGS

- 18 vegetation communities mapped, including 5 threatened communities
- 3 of the 5 vegetation communities listed as threatened show evidence of new population growth
- 2 freshwater vegetation communities listed as vulnerable
- New population of the significant Xanthorrhoea australis heath community (grass-tree; Black Boy)
- First identification of a “Paleogene laterite” (reddish clayey material on a base over 25 million years old)
- 190 terrestrial arthropod species (insects, spiders) but many expected species absent
- 223 coastal marine mollusc species (shellfish for example)
- 8 species of terrestrial mammals, 6 of which are introduced species
- The only 2 native mammal species present had numbers that represented just 20% of native mammals previously recorded
- 62 bird species, 24 species of which breed on the island and 7 species of which had not previously been recorded there
- 8 species of reptiles (snakes for example)
- 4 species of amphibian (frogs for example)

The survey made recommendations which will be implemented including preventing weeds and disease getting onto the island, eradicating invasive animals and plants, fire management strategies, and protection of bird breeding habitats.
Hummocky

The Chappell crew have been making progress in the fight against boxthorn. Work has focussed on a large strip on the east side and an area working north from the hut in the west. After burning the piles of dead wood last winter the crew has planted hundreds of native seedlings where the boxthorns once stood.

The temperamental Hummocky tractor ‘Will Not’ has caused its fair share of problems but this has now been replaced with a new small four-wheel drive tractor.

Babel & Big Dog Islands

A large area has been cleared of boxthorn on Babel and replanted with tussocks. Following the plan the crew will keep working in the west before moving onto South East Beach. The tussocks have taken off as well as some natural regeneration. Mutton birds are coming back into the area and scratching out. Within a couple of years it should be back to healthy tussock rookery.

Mutton Bird Monitoring Dec 2014

<table>
<thead>
<tr>
<th>Island</th>
<th>Average bird weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Babel</td>
<td>645g</td>
</tr>
<tr>
<td>Big Dog</td>
<td>620g</td>
</tr>
<tr>
<td>Hummocky</td>
<td>573g</td>
</tr>
</tbody>
</table>

For the second year running the islands crews did mutton bird surveys in December. The results confirmed what people thought: there were more birds this year.

The crew check how many burrows are occupied in 100 metre transects. This year we started weighing 6 birds from every transect as well. From the weight we can estimate how healthy the bird is and compare the weight to weights taken at the same time in previous years.

On Hummocky the average number of burrows in a 100 metre transect has gone from 94 last year to 128 this year.

Mutton Bird Burrow Occupancy

<table>
<thead>
<tr>
<th>Island</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Babel</td>
<td>56%</td>
<td>75%</td>
</tr>
<tr>
<td>Big Dog</td>
<td>60%</td>
<td>67%</td>
</tr>
</tbody>
</table>

Fireweed on Big Dog is still a problem but signs of the plant dying off are now becoming obvious. The plant should not survive much more than another year. But then we have to wait for the dead stems to break up and for the tussocks to return. A trial plot of fireweed was sprayed, killing the plant but also all tussocks and plants around them – the woody stems remain. Given the scope of the problem, and that the plants will die naturally, it has been decided this is not an option for control.

We are pursuing avenues to acquire land for the community. This includes lobbying for the return of land from government instrumentalities and identifying land with high cultural significance for purchase.
2) Ensure the strengthening of Aboriginal culture underpins our program activity

The Tasmanian Aboriginal Centre is committed to building on the traditions of the Aboriginal community. To build a stronger community we ensure that all services are delivered in a holistic and culturally appropriate manner. This includes basing our services, programs and activities on our Land, Aboriginal Land, milaythina - whether or not the land has been formally handed back.

Staff are charged with the responsibility to ensure that consideration is always given to how a stronger connection can be gained with milaythina when they are developing, implementing or reviewing programs, services or community activities.

It is expected that consideration will be given to milaythina in all TAC work practices. This includes acknowledging and asking support from community members who demonstrate appropriate knowledge to guide this work. Some of our programs have culture implicitly embedded in their core function, such as community camps, the language program and all activities of Land Management. Often challenges arise in such areas as clinical work or working with external agencies; some of the solutions have been for staff members to ensure Aboriginal Culture is acknowledged through the presence of cultural artefacts, the Aboriginal flag or simply beginning a meeting with an Acknowledgement of Country.

This commitment is documented in our rrala milaythina-ti (Strong in Country) policy.

3) To achieve land rights

To achieve land rights is a fundamental objective of the TAC as set out in our strategic plan. The importance of having our own land returned cannot be over-emphasised. Land is core to the very existence of the Tasmanian Aboriginal people. We have made great inroads to healing the land that has been returned to us through our land management program and the song, language and laughter of our people when we are on our land for camps, festivals or times of reflection.

We have not managed to convince Tasmanian Parliamentarians that more lands should be returned to us as the original owners through the legislative process. We are therefore pursuing other avenues to acquire land for the community. This includes lobbying for the return of land from government instrumentalities and identifying land with high cultural significance for purchase.
Discussions have started at community meetings about the sort of economic development that we might pursue consistently with our cultural values. This process is gradually identifying the questions the community will need to answer about matters such as ethical investments, resource extraction nationally and globally, and the role of our organisation as against the role of individual businesses. The establishment of separate structures to pursue community economic goals is also under consideration and preliminary research has been conducted.

As a community controlled organisation established to protect the interests of the Aboriginal community, we focus on the provision of essential services to our community. These essential services such as legal aid, health, aged care, and child and family services are all required for the fulfilment of basic human rights and are guaranteed by governments. Aboriginal services like ours are funded by governments in recognition that mainstream services do not easily meet the needs of the Aboriginal community and so separate services must be funded in order to meet basic needs. These aspects of our organisation’s services should continue to rely on government funding.

All our activities are undertaken to ensure there are maximised returns from the limited resources available. Therefore economic development has not been high on our agenda over much of our existence. While it is nice to talk about, making strong gains in this area is not so straightforward.

There have been many community discussions about how we can make this part of our strategic plan come alive and how we can best provide and promote Aboriginal businesses. As much as possible we use Aboriginal businesses when we need to engage service providers: Aboriginal builders, carpenters, handy men; Aboriginal cleaners, cooks and caterers. We also engage external cultural educators to assist in the delivery of cultural awareness training and for performing Welcomes to Country.

And we have ourselves been providing some fee for service, particularly in the area of cultural awareness and cultural safety training.

There are a variety of opportunities we take to increase organisational income and we have made some very wise economic decisions such as leasing out commercial property and car parking, hiring out meeting facilities and ensuring our finances are invested so as to maximise returns.

This is only returning a small proportion of our total revenue but it does allow us to cover costs of some of the extra things that our funding agreements do not include, or are not funded at all; things that do make a difference to our community’s wellbeing. This includes matters such as advocacy, human and indigenous rights issues, heritage protection, and some of our child protection work.
This year the Tasmanian Aboriginal Centre registered with the Quality Improvement Council to undertake a voluntary whole-of-organisation continuous quality improvement/accreditation process. This process required the organisation to meet the 18 QIC Health and Community Services Standards. The objective of this process was for the organisation to be able to measure its endeavours against a set of good governance standards. This whole organisation process complemented the already high standard of our Aboriginal Health Service that has regularly demonstrated professional excellence through meeting the standards for accreditation through Australian General Practice Accreditation Limited (AGPAL). It also complemented the 100% compliance we achieved with the service standards for Aboriginal Legal Services as evidenced by the quality portal maintained by the Commonwealth Attorney General’s Department.

After the government announced that it intended to open up four-wheel drive tracks on pristine cultural landscapes on the west coast, the TAC successfully sought a temporary injunction in the Federal Court. We have been gathering evidence to put before the Court to ensure that this beautiful area is not subject to damage by off-road vehicles. There are already many areas in the State open to these vehicles and with the damage that results to our heritage it is imperative that the few remaining areas where the stories of our ancestors are etched in the landscape are protected for our future generations. The injunction will serve to keep the tracks closed until the Federal Court hears our application later in 2015.

In summary the QIC Assessment Team identified the following overall strengths:

- All standards were met, with one standard being exceeded
- Staff commitment to working for and with the Tasmanian Aboriginal community to ensure positive outcomes in health and wellbeing
- Community need is the central focus of all program and service delivery
- The development of innovative programs e.g. breastfeeding peer support program, and language program
- Community consultation that supports service and program development and review
- Comprehensive opportunities for professional development and an excellent staff orientation and wellbeing program
- Strong commitment to financial accountability and transparency

**4. STRONG, WELL-FUNCTIONING TAC**

- 7 community members achieve an Australian first in Diploma of Conservation and Land Management (specialising in Indigenous Land Management)
- 8 types of qualification achieved
- HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people delivered to over 140 people
- AHS receive an AGPAL 80% satisfaction result
- TAC met all 18 Quality Improvement Council standards and exceeded one
- 334 training and development attendances supported
- Gained a temporary injunction to stop 4-wheel drive vehicles on West Coast tracks
- Leadership in Aboriginal community control of Aboriginal heritage

**1) Demonstrate good governance and professional excellence in the operation of TAC programs**

**2) Provide political and community development leadership to the Aboriginal community in Tasmania**
We sent a delegate to the World Heritage Committee meeting in Doha to lobby against a reduction in the boundaries of the TWWHA and for an Aboriginal community cultural heritage assessment of the cultural values of the Tasmanian Wilderness World Heritage Area. We collaborated with, but were not funded nor controlled by, other environmental groups which had their separate Aboriginal representation. To our great delight, the mission was successful.

We have gained increased support from a wide spectrum of the general community to change the date of ‘Australia Day’ from 26 January, which was the date of our invasion. We will continue to show leadership in having the date changed with protests on Parliament House lawns on 26 January and lobbying of opinion leaders throughout the country.

Despite increasing pressure from governments, we continue to uphold the principles of Aboriginal self-determination and community development by requiring all members of our governing committees to be Aboriginal people elected directly by Aboriginal people residing in Tasmania. We rely on outside professional advice as required.

2) Sustain and expand strategies to recruit, retain and develop our staff

Our recruitment and retention strategies have been hindered by new government policies that restrict our ability to pursue objectives set by our own community and that reduce the funds available to the Aboriginal community sector.

The Tasmanian Aboriginal Centre has a commitment to ensure that staff have the most appropriate and current qualifications so that the very best services are provided to our community. Much of the training we deliver is open to the community and at times even to the broader Tasmanian community.

Staff we have trained have gone on to work in a variety of industries including government, community and private enterprise.

Staff development and training

Our Training Unit (Registered Training Organisation) has again had a very busy year. Several staff have realised their goals and have successfully completed various qualifications. Of much importance are the seven graduates of our Diploma of Conservation and Land Management (specialising in Indigenous Land Management).

Having been provided with a tremendous opportunity to promote the assessment, protection, and preservation of Aboriginal heritage and culture, this education and training program has drawn together subject matter experts from a diverse range of professions to deliver a culturally appropriate and sensitive program to the Aboriginal community. It is equally important to recognize the contribution that in-house staff have made to the success of this course, the first of its type in Australia.

This past year has also seen staff achieve the following qualifications:

- Diploma of Community Services (Alcohol, other drugs and mental health)
- Certificate IV in Youth Work
- Certificate III in Children’s Services
- Diploma of Early Childhood Education & Care
- Certificate IV in Bookkeeping
- Certificate IV in Accounting
- Vocational Graduate Certificate in Advising on Chronic Disease Self-Management
- Certificate IV in Training and Assessment
The TAC is pleased to say that we actively encourage an environment of continuing professional development to support our workforce, and currently have a number of staff undertaking the following training programs:

- 4 staff – Diploma of Community Services (Alcohol, other drugs and mental health)
- 2 staff – Certificate III in Business Administration
- 1 staff – Certificate IV in Business
- 2 staff – Certificate IV in Accounting
- 1 staff – Diploma of Professional Practice Management
- 2 staff – Diploma of Vocational Education & Training
- 1 staff – Diploma of Early Childhood Education & Care
- 2 staff – Certificate IV in Training and Assessment
- 3 staff – Trainer and Assessor Skillsets

To support the literacy, language and numeracy development of not only our staff but community members too, literacy and numeracy tutors have provided one-on-one support, mentoring and coaching many of our community. We want to formally acknowledge the support provided by Work and Training Limited through their partnership with us.

The TAC has been very busy this past year delivering cultural awareness training to many groups. Of importance has been our partnership with Early Childhood Australia, through Lady Gowrie, in delivering HLTIR404D Work Effectively with Aboriginal and/or Torres Strait Islander People. Over 140 participants from both Lady Gowrie child care centres and their partners, as well as TasTAFE participants who are undertaking either Certificate III or Diploma level qualifications in Early Childhood Education and Care, have taken part in this education and training program.

Cultural awareness training has also been delivered to:

- First year medical students
- Final year medical students
- General Practice Training Tasmania
- Forestry Tasmania
- Forico Forest Industries
- National Parks and Wildlife
- MI Fellowship
- Relationships Australia, Tasmania

We would like to acknowledge that many of our partnerships are often unrecognised, such as the medical specialists that bulk bill the patients of the Aboriginal Health Service, organisations that support our campaigns and offering valued and safe services to our community.

The Tasmanian Aboriginal Centre is proud to be an Aboriginal community controlled organisation. We understand that to achieve our strategic priorities we need to involve and influence external agencies and organisations. The reality is that it takes considerable effort and time to form relationships that are truly mutual; this year has seen us consolidate existing relationships and begin the process of forming new ones.
Here is an indication of the breadth of the relationships, partnerships and networks the TAC staff are involved in:

<table>
<thead>
<tr>
<th>The TAC support area</th>
<th>Partners</th>
<th>Purpose of Collaboration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our State Affiliate function</td>
<td>National Aboriginal Community Controlled Health Organisation (NACCHO)</td>
<td>Public Health Medical Officer Network, the National Accreditation Officers Network, the Indigenous Health Project Officer Network Continuous Quality improvement Network</td>
</tr>
<tr>
<td></td>
<td>Other Department of Health funded organisations</td>
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<tr>
<td>Our Aboriginal Health Service</td>
<td>General Practice Training Tasmania</td>
<td>General Practitioner Registrars training and working in our Aboriginal Health Service</td>
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<td></td>
<td>Tasmanian Medicare Local</td>
<td>Chronic Disease Care Co-ordination General Practitioner Support</td>
</tr>
<tr>
<td>Alcohol and Drug Service, Alcohol Tobacco and other Drugs Council, Anglicare, Bridge Program Team, Drug Education Network</td>
<td>Alcohol and Drug services, including: Opiate Pharmacotherapy Program, Blood Borne Virus program, Needle and Syringe program and rehabilitation services, Implementation Plan for Everybody's Business: a Strategic Framework for Implementing Promotion, Prevention and Early Intervention Approaches in Averting Alcohol, Tobacco and Other Drugs use</td>
<td></td>
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<tr>
<td>Sexual Assault Service</td>
<td></td>
<td>Sexual assault counselling and support</td>
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<tr>
<td>Relationships Australia, Hospital Psychiatry units, Eastern Shore mental health team</td>
<td></td>
<td>Mental health support, “Partners in Recovery”, inpatient mental health unit, community based mental health support</td>
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<tr>
<td>TAZREACH services, Back in Motion, Coastal Physio, Active Physio</td>
<td></td>
<td>Physiotherapy, exercise physiology and cardiorespiratory rehabilitation</td>
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<tr>
<td>The Tasmanian Suicide Prevention Network</td>
<td></td>
<td>Suicide prevention</td>
</tr>
<tr>
<td>Department of Health and Human Services</td>
<td></td>
<td>Paediatrics, physician, child psychiatry, trauma counselling, physiotherapy, cardiorespiratory rehabilitation and diabetes education Indigenous Teenage Sexual and Reproductive Health and Young Parent Support (ITSRHYPS)</td>
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<tr>
<td>Tasmanian Breastfeeding Coalition</td>
<td></td>
<td>Support breastfeeding amongst Aboriginal women</td>
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<tr>
<td>Tasmanian Tobacco Coalition</td>
<td></td>
<td>Reduce Aboriginal smoking rates</td>
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<tr>
<td>Cancer Council of Tasmania /QUIT Tasmania</td>
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<tr>
<td>Children’s Commissioner Advisory Group</td>
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<td>Advice and advocacy on Aboriginal children’s issues</td>
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<tr>
<td>The TAC support area</td>
<td>Partners</td>
<td>Purpose of Collaboration</td>
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<tr>
<td><strong>Our training and development unit</strong></td>
<td>Aboriginal Health College in Sydney and Nunkawarrin Yunti in South Australia</td>
<td>Training resources</td>
</tr>
<tr>
<td></td>
<td>Early Childhood Australia, Tasmania, Lady Gowrie and TassAFE</td>
<td>Delivery of HLTHIR404D, Work Effectively with Aboriginal and Torres Strait Islander People</td>
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<tr>
<td></td>
<td>Work and Training Ltd</td>
<td>Workplace English language numeracy and literacy skills</td>
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<td></td>
<td>The Tasmanian Clinical Education Network</td>
<td>Increasing student placements in our AHS</td>
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<td></td>
<td>University of Tasmania Rural Health School</td>
<td>Virtual Tours of the Aboriginal Health Service as an aid to orienting new students and future recruits</td>
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<td></td>
<td>Aboriginal and Torres Strait Islander Health Registered Training Organisation National Network (ATSIHTRONN)</td>
<td>Support to Aboriginal Registered Training Organisations, especially those delivering Aboriginal Primary Health Care qualifications</td>
</tr>
<tr>
<td><strong>Our Aboriginal Children’s Centre</strong></td>
<td>Lady Gowrie Centre</td>
<td>Educator education and training</td>
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<td></td>
<td>Department of Education</td>
<td>Child care licensing</td>
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<tr>
<td><strong>Our land management team</strong></td>
<td>Tasmanian Land Conservancy</td>
<td>Support with trawtha makuminya, conservation and healthy country planning, environmental protection on private land, education and training of volunteers and international students</td>
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<td></td>
<td>Tasmanian Fire Service</td>
<td>Fire management training</td>
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<td></td>
<td>Department of Primary Industry, Parks, Water and Environment</td>
<td>Support with the islands and Indigenous Protected Areas</td>
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<td>Parks &amp; Wildlife Service, DPIPWE</td>
<td>Staff training</td>
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<td></td>
<td>University of Tasmania</td>
<td>Scientific research on the lands we manage</td>
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<td></td>
<td>University of New England</td>
<td>Lagoons research and community training</td>
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<tr>
<td></td>
<td>Hamish Saunders Memorial Trust (New Zealand) &amp; Natural and Cultural Heritage Branch, DPIPWE</td>
<td>Island values survey</td>
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</table>
NACCHO representation

The Tasmanian NACCHO Affiliate attended NACCHO meetings at both Board and CEO level. Dr Maureen Davey has been an active member of the public health medical officer network, and contributes significantly to advancing Aboriginal health issues not only in Tasmania but more broadly. Her particular focus has been on addressing high rates of smoking in the Aboriginal community and she has been able to have a strong influence on Tasmanian policies and professional development in this area. Again this year we took on a public health medicine trainee under supervision of Dr Davey and this enabled us to complete a research project into alcohol and other drugs within a primary health care setting. This research won the Australian Faculty of Public Health Medicine Gerry Murphy Prize at the Population Health Congress 2015.

Indigenous Health Project Officer (IHPO)

The Indigenous Health Project Officer (IHPO) works in conjunction with the AHS and Medical Director to provide information and explanation of programs aimed at addressing Indigenous Chronic Disease (ICDP) to new clinical staff and existing clinical staff. The IHPO provided support to the CCSS Program, supported the Aboriginal Outreach Workers (AOW) and Care Coordinators and administered the QUMAX and Medical Outreach Indigenous Chronic Disease Program (MOICDP).

Medical Outreach Indigenous Chronic Disease Program (MOICDP)

The MOICDP continues to provide vitally needed services statewide. Services provided include paediatricians, exercise physiologists, physiotherapists, mental health nurses, general physicians, child counsellors, psychologists, diabetes educators, and speech therapists. The cardiopulmonary rehabilitation program and ongoing maintenance program continues to be offered around the State with the support of MOICDP funding.

Practice Incentive Payment Indigenous Health Incentive (PIP IHI)

For the quarter ending May 2015, Medicare statistics indicate 125 general practices received a PIP payment. Only 24 received the PIP IHI Tier one payment and 63 received the PIP IHI patient registration payment. There are obvious and continuing problems with data collection.

Care Coordination and Supplementary Services Program (CCSS)

Special assistance is provided statewide to Aboriginal and Torres Strait Islander patients who have heart disease, lung disease, renal disease, cancer, diabetes, or are obese through CCSS funding. Through this funding Aboriginal and Torres Strait Islander patients have accessed specialists including, but not limited to, cardiologists, gastroenterologists, ophthalmologists, oncologists and respiratory physicians in a clinically acceptable timeframe.

Patients have also accessed allied health providers including, but not limited to, podiatrists, physiotherapists, osteopaths, diabetes educators and exercise physiologists. Without the assistance of the CCSS funding, patients would be on public health waiting lists and unable to access specialists and allied health due to the cost they cannot meet.
Grants $12,872,119
Gain on the Disposal of Assets $54,447
Donations & Fundraising $760
Fees & Other Income $1,821,344
Interest $269,915
Total $15,018,586
Salaries and Employment Costs  $8,530,656
Travel  $301,128
Vehicle Costs  $592,713
Resources, Materials, Supplies  $629,537
Professional & Consultancy Costs  $2,198,363
Miscellaneous Program Expenses  $94,147
Utilities  $579,505
Repairs & Maintenance  $278,542
Insurances  $128,600
Depreciation for the Year  $ 5,602,135

$13,893,326
## Assets and Liabilities

### Balance Sheet

**Assets**
- Current Assets: $8,894,262
- Non-Current Assets: $11,141,829
- Total Assets: $20,036,091

**Liabilities**
- Current Liabilities: $2,320,050
- Non-Current Liabilities: $564,628
- Total Liabilities: $2,884,678
Grants

Grants received

- Attorney-General’s Department: $2,552,662
- Department of Health: $4,791,809
- Department of Health & Human Services: $548,097
- Department of Prime Minister & Cabinet: $3,535,564
- Department of Social Services: $1,021,873
- Other Government Department and Other Agency Grants: $412,505

Total: $12,872,119