

WAAMH

ANNUAL REPORT

2016/2017



WAAMH

**Western Australian Association
for Mental Health**



WAAMH

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for Mental Health**

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**The Western
Australian
Association for
Mental Health
(WAAMH) is the
peak body of the
community mental
health sector in
Western Australia.**

STRATEGIC PLAN 2017 - 2020



Vision: As a human right, every one of us will have the resources and support needed for mental wellbeing, recovery and citizenship.

Advocate for social policy and promote community awareness which achieves mental wellbeing, recovery & citizenship

- A mental health system focussed on prevention, community & recovery-oriented services
- Improved human rights & mental wellbeing of people in justice, health, housing & other community services
- Full access to recovery-oriented NDIS services for people with psycho-social disability
- A regionally responsive, recovery oriented & integrated primary mental health system
- Increased community awareness, acceptance & support of mental wellbeing, recovery & citizenship

Develop individuals, organisations & communities' capacity to support wellbeing, recovery & citizenship

- A capable & sustainable network of community mental health services
- Sufficient skilled & recovery oriented community mental health workers
- The community, including workplaces & schools is educated in mental wellbeing, recovery & citizenship

Deepen and broaden WAAMH's foundational strategic relationships, principles and processes

- Strong alignment to values & guiding principles
- Sound governance
- Broad, inclusive & loyal membership
- Deep lived experience partnerships
- Cultural connection
- Broad collaborative alliances
- Effective national representation & partnership

Strengthen WAAMH's organisational culture, structures, systems & resources

- Principled, performance-oriented team culture
- Quality services, continuously refreshed for customer need
- Growing, widely diversified income
- Rigorous productivity & financial processes
- Robust IT & data management systems
- Comprehensive quality assurance & risk management

Our guiding principles

RECOVERY

HUMAN RIGHTS

CO-PRODUCTION

PERSONALISATION & CHOICE

SOCIAL INCLUSION

CULTURAL CONNECTION



President's Report

PRESIDENT / KERRY HAWKINS



I am pleased to present the 2016/17 annual report. Building on the momentum of last year's 50th anniversary marking WAAMH's years of representing the community mental health sector in WA has meant another busy year for us.

This year at our AGM we farewelled former President Alison Xamon who worked tirelessly to bring about change, particularly in addressing breaches in human rights for people impacted by mental health issues. On behalf of the Board I would like to her for her extraordinary efforts and leadership in driving reform in mental health.

One of the lasting legacies Alison leaves is her work addressing gaps in service systems for people whose voices are rarely heard, such as the last-century blight on our statute books that is the Criminal Law (Mentally Impaired Accused) Act (CLIMIA). WAAMH looks forward to the continued work with the many dedicated people of honour to finally bring about long overdue changes to the legislation and the lives of those people trapped by the legislation.

There has been a change in State Government since our last report, and I would like to acknowledge the McGowan Government's honouring of their pre-election commitments to retaining both the dedicated ministerial mental health portfolio and the Mental Health Commission. These are two critical foundations underpinning the systemic mental health reform that is still ahead of us. We look forward to continuing to work with the new Mental Health Minister Hon Roger Cook and the Parliamentary Secretary to the Deputy Premier; Health; Mental Health Hon Alanna Clohesy, in this endeavour.

The other critical foundation of mental health reform in WA is Mental Health Commission's (MHC) Western Australian Mental Health, Alcohol and Other Drug Services Plan 2015-25. Based on significant input from

people with a lived experience of mental health issues, their family members, carers, clinicians and community mental health services, the plan, with its emphasis on addressing the social determinants of mental health through timely, culturally and locally appropriate community support interventions, is the key to reform.

Transforming mental health approaches and transitioning our WA mental health system to one that quickly gets people back on their feet and back into productive, fulfilling lives requires a non-negotiable commitment to up-front, reliable funding of needs-adapted, community-based support services – in other words, resourcing of the 2015-2025 plan.

Until our State Government fully resources the plan our mental health systems will remain riddled with crisis, and the shocking statistic that four out of five Western Australians needing community support cannot access it will remain unchanged.

We know that for every dollar invested in mental health interventions the return in savings to society – not just the health budget - is far, far greater and we would like to acknowledge the commitment of the MHC in their dedication to implementing the plan.

We would also like to applaud the Commission's ongoing commitment to co-production with people with lived experiences of mental health issues, their families, carers and supporters as part of this process. It may seem self-evident in other sectors and industries, but the accepted wisdom of designing and building a system and services in accordance with user requirements as defined by the people who will use these services is a new practice to mental health.

WAAMH will focus much of our attention in the coming year to ensure the plan is fully funded and built using the principles of co-production. Part of this will involve working collaboratively with the organisations representing people with lived experience of mental health issues and their families, as well as other peak



bodies, to come up with innovative solutions, particularly in relation to housing and forensic services for people with mental health issues.

Nationally, there have also been several significant developments. As part of Community Mental Health Australia (CMHA), WAAMH's national peak body, we can influence national policy and the direction of these important national initiatives such as the Primary Health Networks (PHNs) through the PHN Advisory Panel for Mental Health, and the NDIS through the National NDIS Mental Health Reference Group.

The NDIS continues to have enormous potential to transform the lives of people who for far too long have experienced profound social and economic disadvantage because of unsupported and overwhelming mental health issues. However so far, in part because of design flaws, this potential has yet to be realised. Equally importantly, the federal funding for many previously existing programs has been rolled into the NDIS, while the people these programs were serving will remain ineligible for the scheme, leaving many people, including carers, without essential supports.

Here in WA, while we are fortunate that we have retained the crucial state-based funding of psychosocial supports, the continuing uncertainty about whether we will have a state scheme or belong to the national scheme makes planning difficult.

All this work reflects the enormous commitment of the values-driven quality and diversity of our Board. At our last AGM we said goodbye to Marina Korica and Helen Lynes, and we thank them for their contributions to the Board, and welcomed Neil Guard. Coming from the alcohol and other drugs sector, Neil brings significant expertise in relation to co-occurring issues of mental health and substance use. Monique Williamson was also elected following a period of being a co-opted Director, and I am delighted she is continuing on the Board as her deep understanding of mental health issues is invaluable.

I would like to thank the whole Board, with a particular mention to my Vice-President Pam Gardner, for their ongoing support. While each of them brings a unique

perspective and particular set of expertise to the board, they share a singular passion for social justice and mental health reform. I would also like to personally thank my predecessor Alison Xamon for her support and guidance in my first year as President.

After five years as WAAMH's CEO, Rod Astbury plans to step down at the end of 2017. During his time with WAAMH, Rod has led substantial growth and change, which has included securing important advocacy commitments for the sector, expanding the range of services WAAMH offers its members and the community and raising the profile and reach of WAAMH's mental health promotion activities. Throughout this period Rod's commitment to lived experience leadership ensured both the continuation of WAAMH's strong grassroots values base whilst at the same time driving innovation within WAAMH and in the broader sector. We thank Rod for his five years of service to WAAMH and wish him every success for the future. We also recognise the work of WAAMH's staff under Rod, who bring their hearts and souls into the workplace.

Finally, to you, WAAMH's members for 2016/17 – thank you. Without your committed support and engagement, our work in representing your interests and pushing for reform in the mental health sector would not be possible. The scale of the transformation required is such that we need all of your active support in this critical time over the next few years.

Kerry Hawkins

President



Chief Executive Officer's Report



CHIEF EXECUTIVE OFFICER / ROD ASTBURY

2016/17 was a milestone year in which WAAMH developed a new Strategic Plan. In doing so, the Board and I not only looked forward but also took the opportunity to realistically assess how far WAAMH has come since we prepared the previous plan in 2013.

Through this period, we have been conscious that WAAMH needed to deliver important outcomes for its members and stakeholders and to achieve sustainability so that it could be relied on to continue to deliver into the future. I was informed by the experience of several peak partners in other states who had “near-death experiences” following the loss of core contracts, and who lost fine people and were seriously limited in what they could deliver for their members for an extended period as a result.

It is very gratifying that in 2016/17 WAAMH has developed a broad range of services attractive to many different audiences and has diverse enough income to not rely on any one source of funding for its future sustainability. It is a great credit to our loyal members, our Board, the talented team that work with such passion, and to our broad network of collaborators and partners that WAAMH has reached this next step in its journey.

I was conscious of this in making the decision that this was the right time for me to step down from the CEO role and pass the baton to a new chief executive.

In the past year, we have strengthened our events service, building on the success of the inaugural WA Mental Health Conference, to host the 11th National Towards Elimination of Restrictive Practices Conference and to commit to hosting three further conferences in 2017/18. We are delivering training to a larger and more diverse audience than ever and have a growing regional training service.

WAAMH has been particularly active nationally and a stand out for the year was the success of our IPS Works service in winning a national contract in collaboration with Community Mental Health Australia (CMHA) to support 14 Headspace sites around Australia to implement IPS supported employment.

Our capacity to contribute to national advocacy was assisted by our national federated peak CMHA engaging a highly competent advocate in Amanda Bresnan to represent the state peaks in national issues.

As is so often the case success in advocacy has come from effective collaboration. Especially gratifying was the carrying through by the new McGowan State Government of its commitment to reform the Criminal

“

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”

Law (Mentally Impaired Accused) (CLMIA) Act, made to the small group of passionate advocates we had worked with and which had persisted for more than a decade to achieve change. It was also satisfying to work closely with our partner peak bodies to campaign on a common community platform in the lead up to the state election.

WAAMH's 2017-2020 Strategic Plan has an ambitious systemic advocacy and mental health promotion agenda and an expanding array of development and member services. This will be supported by the investment in people, systems and processes needed now that WAAMH has grown from a team of "less than 10" to "about 20".

For the plan to succeed, WAAMH must hold to the values and guiding principles that have carried us forward for over half a century and to our foundational relationships, including with people with lived experience of mental health issues. Particularly important will be our continuing relationship with our Aboriginal elders Uncle Charlie and Auntie Helen Kickett, who have worked alongside us for more than four years and from whom we learn new wisdom every month.



Many thanks to WAAMH's hard-working Board, newly-elected President Kerry Hawkins, to the extraordinary WAAMH team and to our many members and supporters who have provided support to me over the past five years. I'm sure that WAAMH faces an even brighter future.

Rod Astbury

Chief Executive Officer

Our Board

2016 / 2017



Kerry Hawkins
President

Pamela Gardner
Vice President

Debra Zanella
Ruah Community Services

Justin Colyer
Rise

Mick Geaney
Hope Community Services

Monique Williamson
Mental Illness Fellowship WA

Neil Guard
Richmond Wellbeing

Richard Oades
Pathways South West

Tara Reale
Consumer Representative

Victor Crevatin
St Patricks Community Support Centre

Departures

Alison Xamon

Helen Lynes

Ian Moore
UnitingCare West

Marina Korica
Fremantle Multicultural Centre

Directors Attendance

Name	Meetings Attended	Meetings Possible
Kerry Hawkins	12	12
Alison Xamon	5	5
Pam Gardner	12	12
Debra Zanella	7	12
Helen Lynes	3	5
Ian Moore	3	8
Justin Colyer	11	12
Marina Korica	5	5
Mick Geaney	9	12
Monique Williamson	10	12
Neil Guard	6	7
Richard Oades	11	12
Tara Reale	9	12
Victor Crevatin	8	12

Board Committees

Sound governance of WAAMH is supported by three committees of the Board that were highly productive in 2016/17.

1. Finance Committee

The Finance Committee provides advice to the WAAMH Board concerning the financial strategy and compliance of the Association, including financial planning, budgeting, policies, financial reporting, financial controls and accountability.

Membership:

Mick Geaney (Chair)

Justine Colyer.

The Chief Executive Officer and the Manager Corporate Services attend committee meetings in an ex officio capacity.

Mr Rod Lillis attends meetings and provides an independent accountant consultancy service to the committee.

Directors may attend meetings as observers on a voluntary basis. In 2016/17 The President and Vice President attended meetings regularly.

In 2016/17 the Finance Committee oversaw the preparation of the annual budget, reviewed monthly financial reports, set the salary benchmarks for staff, updated WAAMHs schedule of delegations and oversaw the transition to Xero online financial reporting.

2. Governance Risk Remuneration & Nominations (GRRN) Committee

The GRRN Committee supports the Board in fulfilling its statutory, fiduciary and regulatory obligations, assists with Board performance, Director nomination, succession and development, oversees CEO performance management and WAAMH's strategic risk management.

Membership:

Pam Gardner (Chair)

Kerry Hawkins

Neil Guard

Mick Geaney

Justine Colyer

The Chief Executive Officer attends committee meetings in an ex officio capacity.

In 2016/17 the committee assisted the Board undertake a thorough assessment of Director skills and attributes, completed the CEO's performance review and oversaw revisions to WAAMHs constitution to comply with the Associations Incorporations Act 2015.

3. Lived Experience Partnership Committee

The purpose of the Lived Experience Partnership Committee is to develop WAAMH's practices in lived experience partnership (LEP) and co-production to enable WAAMH to implement, role model and lead best practice.

Membership:

Kerry Hawkins (Chair)

Tara Reale

Pam Gardner

Monique Williamson

In 2016/17 the committee reviewed progress of the Lived Experience Partnership Policy, updated its terms of reference and prepared a draft work plan.

Our Staff

2016 / 2017



Rod Astbury
Chief Executive Officer

Michael Jones
Executive Manager of Programs

Melanie Cooper
Manager Corporate Services

Brooke Johns
Manager Public Relations

Amy O'Brien
Manager Public Relations (Acting)

Katrina Bercov
Manager Training & Development

Chelsea McKinney
Manager Systemic Advocacy

Philleen Dickson
IPS Program Manager

Mary-Kate Lavenski
Administration & Finance Officer

Lorna Lobo
Training & Administration Support

Hannah Harbinson
Project Officer

Carli Sheers
Engagement & Administration Support Officer

Cassie MacDonald
IPS Support & Evaluation Officer

Roshani Strestha
IPS Support & Evaluation Officer

Catherine Harper
Events Officer

Rachel Scott
Training Support Officer

Colin Penter
Project Officer

Samantha Hammond
Administration Support Officer

Departures

Ann Elliott
Operations Support Manager

Anna Forrest
Mental Health Week Media
and Communications Adviser

Haley Hibbitt
Awards Project Officer

Helen Cromie
Health Promotions Coordinator

Kathryn Ashworth
Project Development Officer - IPS

Sarah Cooper
Public Relations Manager (Acting)



Our Members

2016 / 2017



Full Organisational

CBD Health Services
 St Patricks Community Support Centre
 TenderCare
 Fremantle Women's Health Centre
 Lisabeth Finn
 Share and Care Community Service
 Spirit of the Streets Choir
 Tenacious House
 Consumers of Mental Health WA
 MATES in Construction WA Ltd
 MercyCare
 Pathways Southwest
 Rise Network Inc.
 Southern Cross Care WA Inc
 St Vincent de Paul Society
 Community First International Ltd
 Lifeline WA (Living Stone Foundation)
 Mental Illness Fellowship of WA Inc
 Broome Community Recovery Centre
 Fremantle Multicultural Centre Inc
 St John of God Outreach Services
 Fusion Australia Ltd
 Lamp Inc
 HelpingMinds
 Neami National
 Ruah Community Services
 UnitingCare West
 Aftercare
 Anglicare WA
 Hope Community Services
 Richmond Wellbeing Inc.
 St Bartholomews House - East Perth
 Youth Focus Inc
 Pathways Farm Inc
 Mind Australia
 zero2hero Inc
 Kidzucate
 Kis4life

Associate Organisational

Not for Profit

Edith Cowan University Student Guild
 Enable Southwest Inc
 Forrest Personnel
 Foundation Housing Ltd
 GROW WA
 Injury Control Council of Western Australia
 Intelife Incorporated
 Ishar Multicultural Women's Health Centre
 JOC Wellness & Recover AKA June O'Connor Centre -
 Subiaco
 Life Without Barriers
 My Place Foundation Inc
 Outcare Inc
 Ronald McDonald House
 Samaritans Crisis Line
 Sirens of Silence Charity Inc
 Southern Districts Support Association
 The Mental Health Law Centre
 The ORS Group
 Tuart Place
 Wanslea Family Services

Corporation

Nyoongar Wellbeing & Sports
 Trainsmart Australia

Government

City of Stirling
 City of Swan Community Care Services
 Health and Disability Services Complaints Office

Small Business

Edge Employment
 First Step Counselling
 Portland Broome Organisational Consultants
 Joint WANADA
 Holyoake

Honorary

Ann White
 Denise Bayliss
 Keith Wilson
 Sheryl Carmody

Membership

WAAMH's membership continued to grow and diversify in 2016/17 with healthy growth reflecting the valuable service we offer community mental health services and the wider WA community. Over the year our membership grew to 191 organisational and individual members; a 10 per cent increase on the previous year.

Individual membership

For the first time, the number of individual memberships exceeded the number of organisational members. This was mostly driven by a 49 per cent increase in Full Individual Memberships and good retention rates. Many of our individual members have noted good value in our membership fee, valuing access to training courses, regular information updates, systemic advocacy and the ability to access and be involved in sector consultation.

Organisational membership

Our Associate Organisation membership numbers remained consistent with 2015/16, however Full Organisational membership numbers declined. Retention and recruitment of all members remains a high priority.

WAAMH is committed to investing the required resources to adapt and succeed in the changing landscape of membership-based organisations.

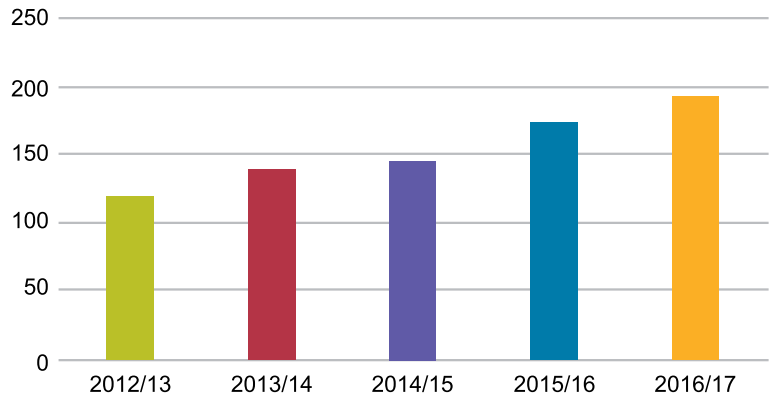
- With the intention of being more 'user-friendly' to new and renewing members, the Board has clarified the wording surrounding the criteria to be eligible for the various membership types
- Since April 2017, the WAAMH Operations team has identified and implemented an improved online application process for renewals and new applications, updated the content and improved the useability of the membership area on the WAMMH website, produced a new membership publication and broadened the channels for promoting membership benefits

The focus for the coming year will be on:

- Retention and the provision of new member-only benefits
- Acknowledgement of the current economic climate in WA through minimal increases in membership fees while increasing the benefits and values
- Simplified and more widely promoted training discounts - Full Members receive a 20 per cent discount on WAAMH training, while Associate Members are entitled to a 10 per cent discount.

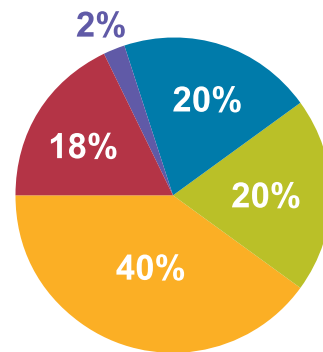


All member growth: Five-year comparison

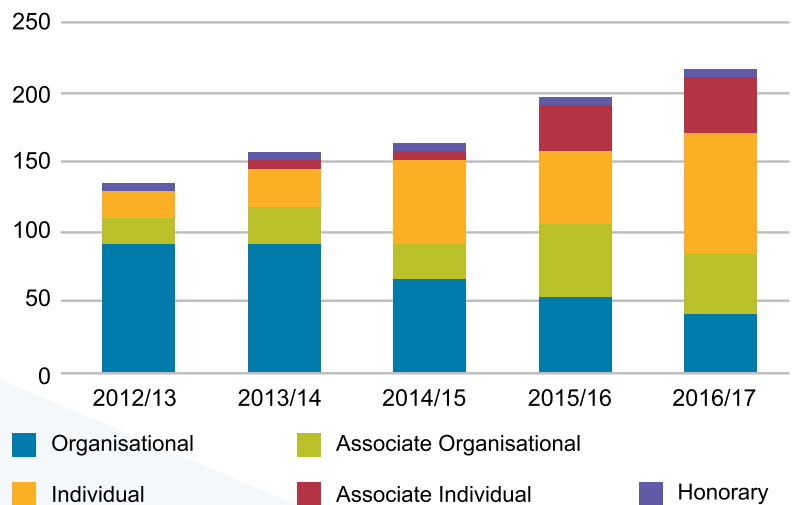


2016/2017 membership: percentage of membership type

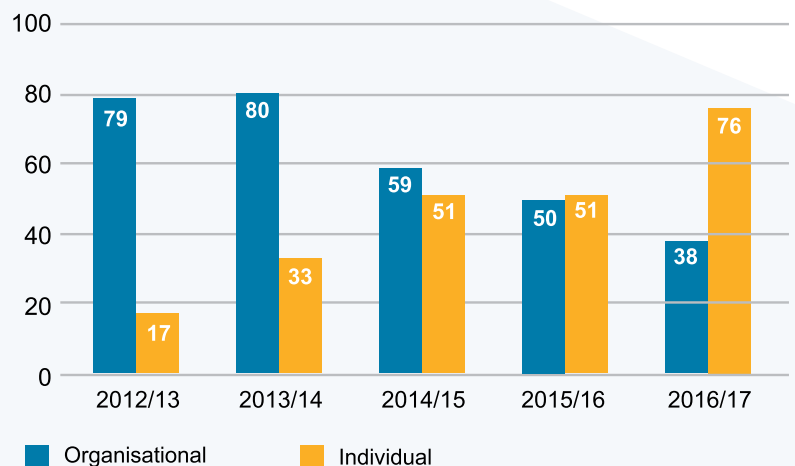
- Organisational
- Individual
- Honorary
- Associate Organisational
- Associate Individual



2012 – 2017 membership: year-on-year per membership type



2012 – 2017 membership: Full Organisational vs full Individual Member comparison



Systemic Advocacy

WAAMH has had a strong focus on political engagement this past year in the lead up to the state election. During this time, WAAMH was able to secure an election commitment to reform the *Criminal Law (Mentally Impaired Accused) (CLMIA) Act* and is making headway with the Government in influencing its developing strategy to address housing gaps.

Election campaign and political engagement

WAAMH campaigned for mental health reform commitments in the lead up to the March 2017 state election and our 'Make Mental Health Count' election forum saw almost 200 people attend to ask questions of all political parties. WAAMH consulted with members to develop an election policy platform and pre-Budget submission, and wrote to party leaders and mental health representatives.

Members, consumers and carers were engaged in the campaign through the development of advocacy resources and an event to build advocacy capacity in partnership with consumer and carer representative organisations. WAAMH's social media posts on the need for community supports not just hospital beds, and for human rights in CLMIA Reform, resulted in our strongest digital engagement in advocacy to date.

Following the election WAAMH has successfully engaged the Labor Government in our agenda, securing meetings with the Ministers for Mental Health, Disability Services and Housing. An Incoming Government Brief was produced to inform the Minister and we continue our regular meetings with the Parliamentary Secretary to the Minister for Mental Health.

National Disability Insurance Scheme (NDIS)

Amidst uncertainty remaining over which scheme would go forward in WA in 2016/2017, WAAMH continued to advocate for access to the scheme for those consumers

experiencing most disadvantage, and for sustained community mental health supports for people who are ineligible.

WAAMH supported the Disability Coalition and the Disability Services Commission to hold the NDIS in WA Conversation, a two-day event which engaged several hundred people with disability and their families to understand and inform the development of a WA NDIS. As a consumer- and family-led event, the Conversation was very successful in modelling co-design and enabling people to develop new networks with peers.

WAAMH and the other state peaks increased their capacity for national advocacy in 2016/2017 as the national federated peak Community Mental Health Australia (CMHA) appointed a highly competent advocate in Amanda Bresnan to represent them. CMHA made submissions to seven national reviews and inquiries that were held into the various elements of NDIS during the year. The Federal Government recognised the gap in community supports for those ineligible for the NDIS by providing \$80m in the 2017 budget on the condition it is matched by the states.

System rebalancing

Shifting resources and focus to secure a balanced system where consumers and families can access early community-based recovery supports remained a key focus with ongoing advocacy for the implementation of the prevention and community support elements of the WA Government 10 Year Mental Health Plan.

WAAMH made two pre-budget submissions, one prior to and one after the election. These called for an





increase in community-based support hours, a whole-of-Government housing strategy, investment in a balanced system and genuine consumer and carer involvement in decision-making.

WAAMH also began advocacy to have the funds raised through the redevelopment of Graylands Hospital ring-fenced for mental health reform. This work continues into 2017/2018.

Housing and accommodation

WAAMH stepped up its focus on these issues, calling for additional resources and breaking down of system silos – urgently needed to address demand for housing options with linked mental health support, reduce long hospital stays and enable people to access local supports. Work in the past year included a submission to the Seniors Housing Strategy, focused advocacy on MHC’s development of the Accommodation and Support Strategy, working with the Housing Authority and housing organisations on tenancy issues, and participation on the Housing Advisory Roundtable. The 2017 State election sees an opportunity to work with the new Department of Communities in working to break down silos with three key ministers having a large stake in this department.

Member engagement

Member-only forums this year provided opportunities to meet with the Parliamentary Secretary to the Minister for Mental Health, provide input into WAAMH’s systemic advocacy priorities and discuss the mental health reform environment from a systems perspective. Members based in rural and remote areas could join in through interactive video conferencing, which will be a feature of member engagement in systemic advocacy going forward.

CLMIA

WAAMH, as part of a coalition of stakeholders is successfully engaging with the Attorney General to progress the Government’s election commitment to reform the *CLMIA Act 1996*. WAAMH and dozens of advocates have long called for reform, and this work continues into 2017/2018, when we expect to see a Bill presented to parliament. This will go a long way to addressing the human rights violation under the current law, and we will work with Parliament to see it passed.

National advocacy

WAAMH’s national federated peak body, Community Mental Health Australia, made a step change in 2016/17 by engaging Amanda Bresnan as its inaugural Executive Director. She brings outstanding advocacy skills to the role, has established a broad network of influential relationships and contributed to many national inquiries and standing committees on topics including the NDIS, competition policy social services legislation. She works closely with the Mental Health Australia, of which WAAMH is also a member and which continued to effectively represent the broader mental health sector nationally.



Sector Development

WAAMH has been extensively engaged with sector stakeholders during the year, undertaking multiple key projects to develop the WA community mental health landscape.

The Recovery College of Western Australia (RCWA)

The work to establish a recovery college in Western Australia has continued in 2016/2017, with the Steering Group established at the start of 2016 meeting monthly throughout the year and supported by WAAMH in the provision of a secretariat and ex-officio services.

The draft Constitution for the new entity was completed and is ready to be lodged with the appropriate applications to create a trading entity (a not-for-profit with charitable status). The Steering Group has also been working diligently to create governance mechanisms and processes.

Campaigning in the lead up to the 2017 State Election saw the Labor Opposition commit to the creation of a recovery college in Western Australia as part of its mental health platform. Since the election, members of the Steering Group have had meetings with Minister for Mental Health, the Hon Roger Cook, to discuss the election commitment and proposed model of a co-created college.

Service integration

WAAMH has been successful in obtaining a grant from the WA Department of Finance to work in 'service integration' and for this project WAAMH will focus on youth and mental health services.

This is an area in which there are recognised difficulties in creating continuity and appropriate combinations of services that assist youth with mental health challenges from exiting mainstream services and being equipped and supported to stay in the community setting – often this is the result of geographic boundaries, eligibility criteria or an inability to engage. Conversely, providing the right combination of supports to a disengaged youth to prevent an escalation of issues leading to the need for clinical or acute services can also prove problematic.

In this project, WAAMH will capture the youth experience of mental health services and support to produce stories and consumer journey maps. We will simultaneously undertake a review of the service integration experience and literature from a range of jurisdictions. The resulting product at the end of the project will be a set of principles and tools for integrating services in youth and mental health, provided as a resource for the sector.

At the end of the financial year WAAMH was successful in being awarded funding from WAPHA for a project aimed at trialling works, tools and guidance to improve the dual-diagnosis capabilities of community sector organisations.

This project will work alongside one being run through WANADA, with WAAMH's remit to work with a selection of community mental health service providers who have clients likely to also have an alcohol and other





drug (AOD) diagnosis and using a tool which measures dual-diagnosis capacity. A program of work will then be undertaken to improve that capability and capacity over time and assess whether the services have gained capability. WANADA will engage in similar work with community services who are not providers of either mental health or AOD services.

The result of the projects will be the local use of inventories which measure dual-diagnosis capabilities and the development of a resource and toolkit for services wishing to improve their capacities in this area.

Workforce Development Project

The past year also saw WAAMH engaged by the Mental Health Commission to identify future workforce development needs and issues in the community mental health sector. WAAMH has a history of work in this area going back many years. The resulting paper will inform the 'Drug and Alcohol and Mental Health Workforce Development Strategy' of the Mental Health Commission due to be finalised by the end of 2017.

In taking on this work WAAMH had to consider what workers made up the community mental health workforce – and as such ensured that the work covered both specialist mental health workers and generalist workers, whose primary role was not the provision of mental health services, but who did provide services to people with mental health concerns.

WAAMH undertook a desktop review of published materials, consulted with 73 non-government services, interviewed 133 representatives over a wide geographic spread (Kalgoorlie, Goldfields, Esperance, the Lands, Albany, Bunbury, Busselton,

Pilbara and metropolitan Perth) and conducted three levels of survey (management, worker and consumer). Additionally, a mapping exercise was conducted on all advertised jobs over a set period for analysis of job characteristics including the focus, description or requirements for mental health related skills, experience and qualifications. The 136-page report was provided to the Mental Health Commission and WAAMH will make the report available at an appropriate juncture.

We made 37 recommendations to the Commission to inform its strategy development, with top issues including:

- Funding, contracting and procurement
- Training and skills development
- Recruitment and retention
- Remuneration, job insecurity, casualisation, workplace issues and stress.

Mental Health Workforce Development Report



73
NGOs
CONSULTED



TOP ISSUES:
FUNDING
TRAINING
RECRUITMENT
WORKPLACE STRESS

Development & Training

A huge increase in the number of people trained by WAAMH in the past year exemplifies the demand for and relevance of responsive development opportunities for the mental health workforce, consumers and carers.

Course attendance

After another year of growth in 2016/2017, WAAMH expanded and diversified its education programs and continues to be the provider of choice for mental health training for the WA sector and wider community resulting in a 48 per cent increase in the number of people being trained by WAAMH this year.

WAAMH is fortunate to have accumulated a team of highly skilled specialist mental health educators from a variety of professional backgrounds including psychology, clinical social work, mental health nursing and health promotion. With most holding postgraduate degrees, they are all dual-qualified, meaning they are required to have a background in both mental health and adult education. In 2016-17 our team of training facilitators increased to 12 people.

Guest speakers with lived experience

While WAAMH has always actively involved people with lived experience in our services and programs, the past year saw the formalisation of a lived experience guest speaker program for our training services.

This involves supporting carers and consumers to tell their personal story and paying them to share their lived experience expertise, to complement the material being taught by our trainers. These stories have quickly become one of the most insightful and popular aspects of WAAMH's training, with participants finding that these real-life experiences put a valuable "human face" on the topics being explored and bring an important perspective. Across the year, over 100 consumers and carers have been brave enough to share their personal journey and we thank them for enriching our training program.

Increasing Member Participation: Advocacy and Co-design Training (IMPACT)

IMPACT was a WAAMH project funded by State Department of Finance WAAMH hosted a series of events and workshops to introduce a range of specific skills and provide opportunities for live practice in building the advocacy, co-design and leadership capacity of people with lived experience and service providers. It aimed to foster and support a new generation of consumer and carer advocates to amplify their voices and participate in the co-design process to improve mental health services. Funded components included co-design skills training workshops, advocacy skills workshops and a peer mentoring program. More than 300 people participated in 15 separate events and workshops across the program, which now continues through the dissemination of project outcomes and co-design resources.

Certificate IV Mental Health

In partnership with an RTO, WAAMH continued its Certificate IV in Community Mental Health throughout semester one in 2017. Filling two separate courses, with nearly 50 students enrolled, this six-month qualification provides students with the skills to become a frontline mental health worker.





In addition to the training content, the course featured:

- A 140hr practicum placement within the community mental health sector
- A series of guest speakers with lived experience sharing their stories with students
- Site visits to service providers in the sector
- A Mental Health Careers seminar

Public training calendar

In 2016-17, WAAMH continued to offer scheduled training via our calendar of public courses. Primarily serving the community mental health sector, but also welcoming the wider community, these courses are a low-cost way for sector workers and others to develop their mental health knowledge and specific skills. This year we diversified to offer a range of new courses, bringing WAAMH’s total suite up to over 60 topics. A scholarship system for consumers and carers was also continued this year, making all WAAMH’s courses and workshops financially accessible for everyone.

On-site (custom) training

Customised courses were enhanced to meet the needs of work environments, with our trainers visiting dozens of organisations to develop their mental health competencies in the context of their own workplace. A majority of clients were from the community mental health sector, with other organisations including local government, other community service organisations, educational institutions and private workplaces.

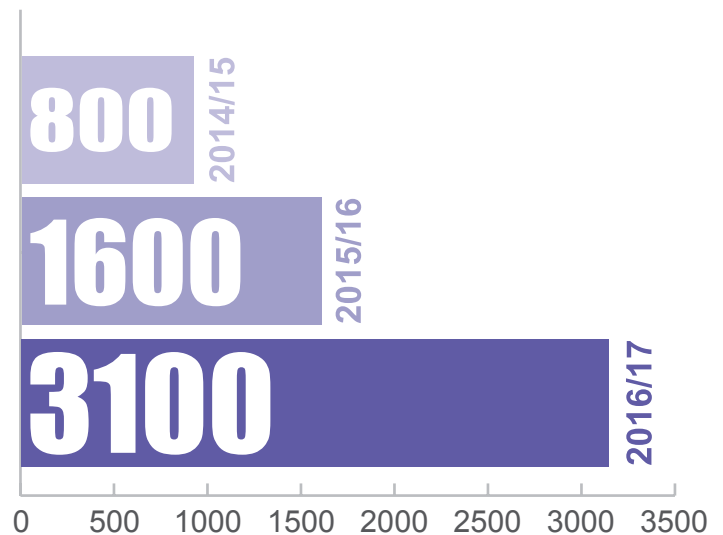
Shine

“Shine” Mental Health eLearning package continued to offer sector workers and others a structured, self-paced induction to the mental health sector. Shine is the result of collaboration within the mental health sector and offers users a basic entry level introduction to community mental

health.

It can be completed in a flexible time frame and is highly suitable for anyone entering the mental health sector for the first time.

Modules in Shine cover a number of topics including understanding recovery, youth, peer work, carers, social inclusion, working with Aboriginal people, alcohol and other drug co-occurring issues, person-centred approaches and national standards. Seventy-seven people enrolled in SHINE in 2016-17.



Towards Elimination of Restrictive Practices 11th National Forum

4-5 MAY 2017
PERTH | WESTERN AUSTRALIA

(formerly Seclusion & Restraint Reduction Forum)

A collaborative initiative supported by all State and Territory Governments and the Commonwealth Government



CHIEF PSYCHIATRIST
of Western Australia



Mental Health
Commission



Government of Western Australia
Department of Health



The Towards Elimination of Restrictive Practice Forum (TERP), previously Seclusion, Restraint and Reduction forum, is a national event now in its eleventh year and held in Perth for the first time on 4-5 May 2017.

The event, with funding from each state and territory and the Federal Government, provided an opportunity for clinicians, practitioners, policy makers, consumers, carers and family members from across Australia to come together to showcase innovations in practice and to forge ideas and policy directions based on research, clinical practice and lived experience.

The 2017 theme 'Working together, a culture of care' was designed to spark conversation and changes in policy and practice around culture in mental health services.

WAAMH undertook operational responsibility for the event, while governance was provided by a Steering Committee, chaired by WA Chief Psychiatrist Dr Nathan Gibson and including representatives from the Office of the Chief Psychiatrist WA, Mental Health Commission, the Department of Health WA, a consumer and a carer representative.

Over 300 delegates registered to attend from across Australia, including subsidised places for 50 carers and consumers. Twenty of these were also provided with travel subsidies to attend.

Keynote speakers

Five keynote speakers were invited to present at the forum, representing consumers, carers, academic and clinical perspectives.

- Mr Geoff Brenan, Executive Director of Star Wards (UK)
- Professor Bernadette Mc Sherry, Foundation Director of the Melbourne Social Equity Institute (VIC)
- Professor Brian McKenna, Professor of Forensic Mental Health (NZ)
- Mr Keir Saltmarsh, consumer consultant (VIC)
- Ms Margaret Doherty, carer (WA)



Mental Health Promotion

The WA community joined WAAMH once again to ensure 2016 Mental Health Week was one to remember!

Mental Health Week, 8-15 October, 2016

With the themes 'Act, Belong, Commit' and 'Together We Can Save Lives', the week got off to a flying start with the 'Wildcats Game Night Partnership' featuring support for 2016 Mental Health Week front and centre at the first game of the basketball season – a home game for the Perth Wildcats.

In front of a sell-out crowd of over 14,000 people, all donning the red supporter t-shirts, mental health got a boost along with messages on the big screens and scoreboards, announcements and speeches. It was a bonus that the Wildcats also won the game!

One of the key players for the Wildcats was the star of Mental Health Week as the 2016 Mental Health Week Ambassador – Greg Hire. Greg made himself available throughout the week and was an active participant in the Family Fun Day held at Elizabeth Quay.

The 'Health + Medicine' supplement published in *The West Australian* newspaper on 5 October 2016 featured an article about Greg and his journey to basketball, highlighting the importance of mentors and a support network.

The 'Family Fun Day' held at Elizabeth Quay featured a wide range of family-friendly activities including netball, volleyball, hula-hooping, yoga, ball-suits, photography, dance and face painting. Although a windy day, the rain held off and large crowds participated throughout the day. It has to be mentioned that as 2016 was WAAMH's 50th year, there was also a special set of anniversary

cupcakes presented and a rendition of 'Happy Birthday' led by then WAAMH President Alison Xamon!

Monday 10 October was World Mental Health Day and as is the tradition this was the day that the Murray Street Mall Mental Health Awareness Stall was open from 7am to 2pm. Performances by the Spirit of the Street Choir, Kinetic Youth Circus and Drumbeat kept a festive mood going, while service providers were able to supply information to the many passers-by.

Also featuring on Monday was a Workplace Wellness Seminar (repeated on the Wednesday) held at a venue provided by Rio Tinto featuring talks on workplace mental health (courtesy of Blooming Minds).

At a different pace, a Shared Leadership Aboriginal Event was held at the Kudjiti Café where the technique of 'collective story harvesting' was utilised to learn about how services and Aboriginal elders were working and learning about perceptions of leadership from the organisational and the elder perspectives.

This was of great interest to the mental health sector as the quality of interaction and the consumer-centred nature of services played a significant role in determining the success or otherwise of meeting needs in the Aboriginal community.





Tuesday concluded with a 'Helping Young People Flourish Forum' held at Perth College where a series of speakers talked on the needs and strategies to help school age children develop a healthy sense of self.

Addressing part of the 2016 theme 'Together We Can Save Lives', Thursday saw the Suicide Prevention Event held at Central Park Theatre and sponsored by the Western Australian Primary Health Alliance (WAPHA), at which suicide prevention sector leaders participated in a panel discussion about what is happening and can be done to reduce the suicide toll.

A private event for those touched by suicide was held at the State Theatre Centre on the same day and sponsored by WAPHA. Artist James Berlyn led an art-based workshop specifically for those touched by suicide and involved the creation of works of art which were symbolic and meaningful to the participants.

Heading into the closing stages of the week, an Arts Celebration Night was hosted at the YMCA Leederville where an arts exhibition had been running. Food, music and other entertainment were provided at the event which was to acknowledge the efforts and emotional investment in the art works on display all painted by people facing mental health challenges. Works were also available for sale. The art exhibition ran for the two weeks from 7-21 October, 2016.



And, as is fast becoming a fixture of Mental Health Week the week was wrapped up with the 'Stand Up! For Comedy' show at the State Theatre Centre in the Heath Ledger Theatre.

Hosted by local comedian Werzel Montague, a parade of talented comedians including Ben Darsow, Matt Dyktynski, Damian Callinan, Suns of Fred, Cameron McLaren, Sian Choyce and Hayden Stevens entertained a sell-out crowd in a night of comedic entertainment.

The week would not have been possible without the support of a range of sponsorships provided by Black Swan Health, Helping Minds, MercyCare, Uniting Care West, Mission Australia, Neami National, Rise Network, St Barts, Southern Cross Care, Anglicare, Royal Australian and New Zealand College of Psychiatry, and WAPHA.

Throughout the State there were over 150 unique events run for Mental Health Week by a diverse range of organisations and groups. Activities covered every region of the State and focussed on communities, youth, families, women, men, Aboriginal people, CaLD people, sports groups, arts groups and so much more. Through the generous support of Lotterywest WAAMH was also able to disburse \$20,000 of funds in support of 24 of these events throughout the State through a grants application program.





Individual Placement & Support



IPS WORKS
Individual Placement & Support

Funding secured for two years

This year was one of major milestones for individual placement and support (IPS), with the rebranding and launch of IPS WORKS and services extended to emerging national sites. The IPS team also grew and flourished under these new auspices and worked hard to raise the profile of supported employment in the sector and community. In addition, the Department of Social Services (DSS) selected IPS WORKS as their preferred fidelity provider, confirming our place as a leader in the IPS sector.

Rebranding and launch of IPS WORKS

“Mental health recovery through employment” is the new tagline on the program, to strengthen the presence and identity of the rebranded IPS WORKS service being delivered by WAAMH. 2016 enabled IPS WORKS to reposition among local and international stakeholders with a fresh new logo and brand. Having extended our original scope, it was an opportune time to highlight our services and promote our expertise in IPS implementation and support beyond the borders of Western Australia.

Services extend to emerging national sites

Momentum escalated throughout the course of the year, with the IPS WORKS team directly supporting three sites in regional South Australia, one site in regional Victoria and two Neami National sites within NSW, all launched within the last 12 months. We have already seen remarkable results in regional SA, with 50 per cent of program participants engaged in competitive employment since the service launched in November 2016.

Raising the profile of supported employment

With the launch of the IPS WORKS website, the team has concentrated on profiling IPS on social media platforms such as Facebook and Twitter. We also continue to deliver IPS-specific news and updates through our bi-monthly eNewsletter ‘Get into Work’. We increased our presence on the national and international front, with staff attending the Disability Employment Conference in Melbourne and giving several presentations at The Mental Health Services (TheMHS) Conference in Auckland, NZ in 2016. IPS WORKS also took the opportunity to participate in the series of consultation activities hosted by the Department of Social Services and put forward a submission on reform for Disability Employment Services.



Preferred fidelity provider

In collaboration with Community Mental Health Australia, IPS WORKS was successfully contracted by the DSS to provide IPS review services to 14 Headspace sites participating in the national IPS Youth Trial, a part of the Federal Government’s Youth Strategy. With Headspace’s mental health support and services primarily targeted nationally at young people, IPS WORKS has been contracted to assist with tools and templates, training and external fidelity reviews to evaluate IPS implementation and adherence to evidence-based practice across the relevant sites.

IPS team flourishes

Earlier in 2017, the team farewelled IPS program development officer Kathryn Ashworth. We have had the pleasure of appointing two new IPS Support & Evaluation Officers and a part-time administrator to manage the demand of our growth. We have also sourced an independent contractor to ensure we provide quality-based evaluation services. All team members have previous experience as IPS practitioners which enables us to provide comprehensive support services to over 25 IPS sites across Australia. Its own look and feel was created and IPS WORKS was launched. A social media platform was also established and the bi-monthly IPS newsletters will now be branded under the new IPS WORKS look.

IPS sites

WA
 Osborne Park - Osborne Community Mental Health Service
 Midland - Midland Adult CMHS
 Mirrabooka - Mirrabooka MHS
 Joondalup - Black Swan
 Perth - Neami National WA
 Broome - Kimberley MH&D Service
 Broome - headspace Broome
 Albany - headspace Albany

SA
 Port Pirie - Country Health SA
 Murraylands - Country Health SA
 Riverlabds/Berri - Country Health SA
 Edinburgh North - headspace Edinburgh North
 Port Augusta - headspace Port Augusta

VIC
 Geelong - Barwon Health
 Bendigo - headspace Bendigo
 Shepparton - headspace Shepparton

NSW
 Hurstville - Neami National NSW
 Pagewood - Neami National NSW
 Ashfield - Neami National NSW
 Dubbo - headspace Dubbo
 Gosford - headspace Gosford
 Penrith - headspace Penrith

QLD
 Inala - headspace Inala
 Meadowbrook - headspace Meadowbrook
 Mt Isa - headspace Mt Isa

TAS
 Hobart - headspace Hobart

NT
 Darwin - headspace Darwin



Financial Overview

WAAMH's financial position strengthened in 2016/17, with net assets of \$689,149, up by \$25,392 on the 2015/16 end of year result, ensuring the association is establishing a resilient base for the future.

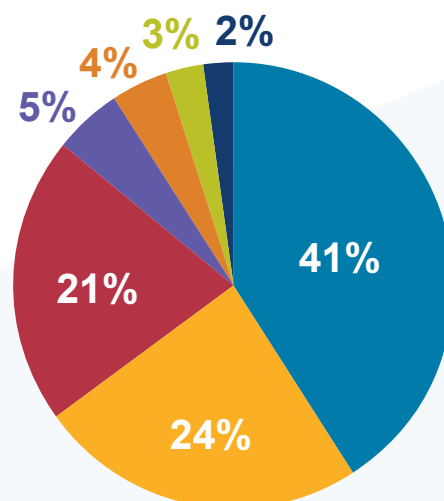
Income

Once again WAAMH has continued to diversify and grow its income base in 2016 by increasing the range of services that it offers. Total income for the financial year increased by six per cent (\$122,000) on 2015-16. Fifty-eight per cent of this income was generated from sources other than the core service agreement with the Mental Health Commission. The level of income generated from other sources has maintained stability against the income source from the Mental Health Commission.

There was strong growth in the amount of income generated by training, seeing it increase by \$173,000. Despite a decrease in mental health income from the Government in many of the organisations that make up WAAMH's membership base, membership income continues to track well despite a nominal increase to its membership fees in 2016/17.

Income 2016-17

- Service agreements
- Recoveries
- Non-recurrent grants
- Membership fees
- Training & program fees
- Other income
- Events & activities



Income by account group	15-16	16-17
Service agreements	\$717,908	\$845,515
Non-recurrent grants	\$507,174	\$501,326
Training & program fees	\$258,137	\$431,650
Events & activities	\$323,062	\$93,142
Recoveries	\$324	\$83,916
Membership fees	\$58,386	\$53,308
Other income	\$57,891	\$36,185
Total income	\$1,922,881	\$2,045,042

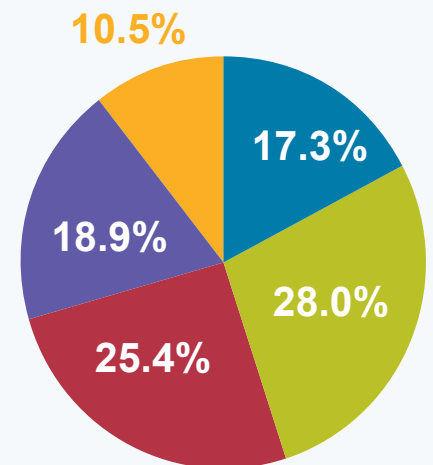


Expenditure

In 2016-17 WAAMH has directed most of its activity in the areas of systemic advocacy and sector capacity building. WAAMH has continued to expand its programs, activities and services in the FY2016-17 year while working hard to contain the overhead costs required to successfully support them. While this has led to an increase in overheads this year, this is still proportionate in terms of overall organisation expenditure in comparison to the FY15-16 year.

Expenditure by activity 2016-17

- Systemic advocacy
- Sector capacity building
- Workforce development & training
- Mental health promotion
- General operations & governance



Expenditure by activity	15-16	16-17
Systemic advocacy	\$437,674	\$551,511
Sector capacity building	\$741,404	\$501,985
Workforce development & training	\$281,807	\$372,060
Mental health promotion	\$222,336	\$207,206
General operations & governance	\$215,778	\$340,369
	\$1,898,999	\$1,973,131

Acknowledgements



The Western Australian Association for Mental Health gratefully acknowledges the support of the following organisations during the 2016/2017 financial year.



Mental Health Commission



Support WAAMH



The Western Australian Association for Mental Health is the peak body for the community mental health sector in Western Australia and exists to champion mental wellbeing, recovery and citizenship

WHAT WE DO



Leadership, representation & advocacy

Influences mental health priorities, policies and practice in WA.



Training & development

Over 50 separate courses run by specialist mental health trainers.



Mental health promotion

Coordinates Mental Health Week in WA and the WA Mental Health Conference & Awards.

CONNECT WITH US



Membership

Join a network which influence mental health priorities and community attitudes.



Service directory

Find a community mental health service in your area.



Support us

Corporate partnerships, sponsorship, donations, bequests and volunteering.



@WAMentalHealth



@TheWAAMH



waamh.org.au



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WAAMH

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for Mental Health**

Peak body representing the community-based mental health sector in WA

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