

From strategy to reality

How to recruit and retain local people in the remote community workforce?.

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Manager

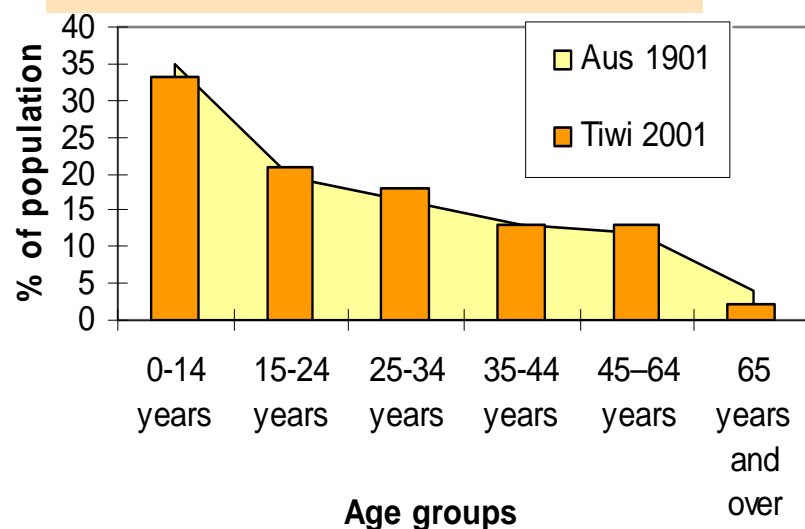
Mirrijini Pty Limited

Subsidiary of the Tiwi Health Board

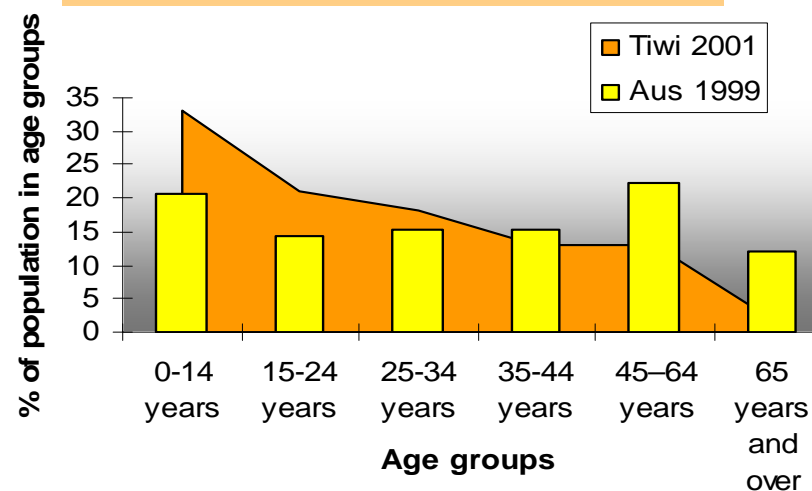
Health?

Why interest in employment and community capacity

Compare Tiwi 2001 & Australia 1901



Compare Tiwi 2001 & Australia 1999



The past has not worked

Social determinants of health



Poverty

Poor housing

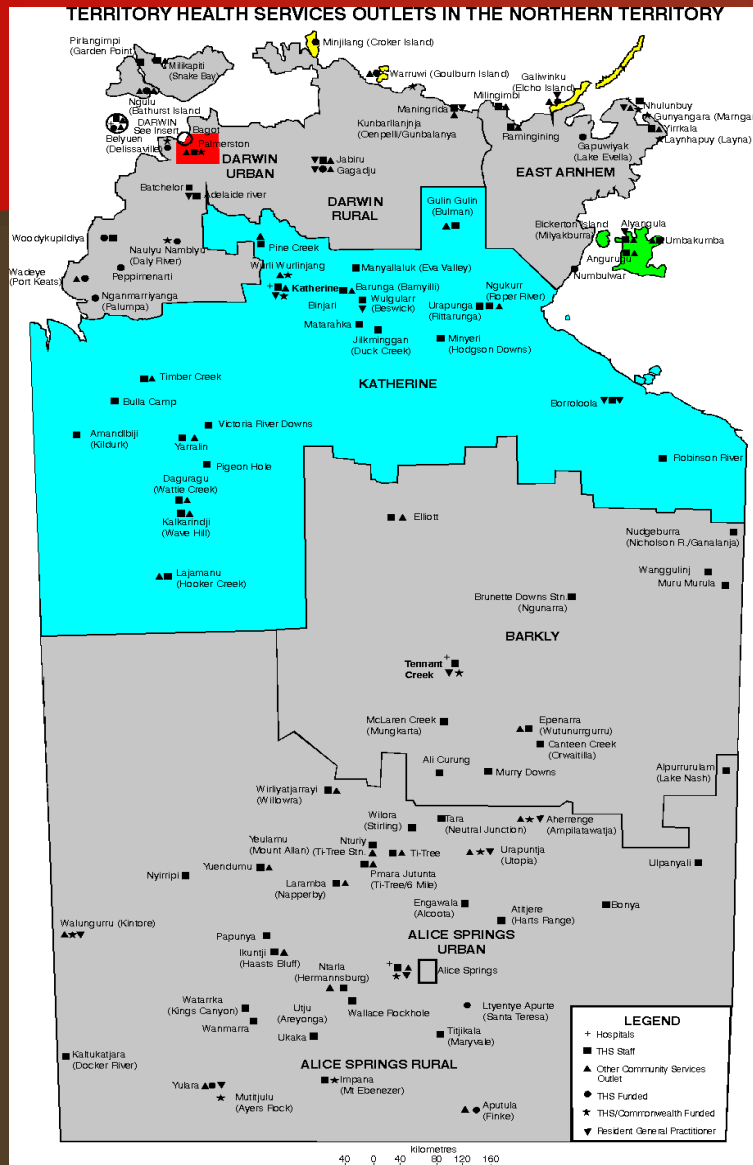
Unemployment

Substance abuse

Poor nutrition

Domestic hygiene

Ownership of "pharmacies"



- NT Pharmacy Act does not state who should be able to own a pharmacy
- A new Bill might
- There is the potential for 23 pharmacy approvals to be granted to each of the emerging health zones.

The start of something different at Tiwi health clinics

The business of a pharmacy

- Move pharmacy into electronic age with computer technology
- Develop system to suit need
- Train local people



Objectives of Mirrijini

- to market the pharmacy practice model
- to establish a business that will provide employment opportunities for Tiwi people
- Encourage other communities to establish their own pharmacy business

NB

Funded by the Tiwi Land Council through the Aboriginal Benefit Account administered by ATSIIC

Some principles established

First

- **Only put in place systems that are able to be understood, operated and maintained local people.**

Second

- **Have faith in the fact that there are local people able to be identified and trained to undertake the necessary tasks**

Third

- **Give responsibility to local people and trust them to be able to do the job.**

Some observations to pass on

1) Look at the job

- It must be doing something which is understood, needed and going to benefit the community at large.
- It will be an activity that the community itself has initiated as a result of an examination of social needs and priorities.
- It will provide for social needs that will help to improve the health of the population
- Social determinant indicators such as poverty, housing, nutrition, substance abuse, education and violence will not be solved by more doctors and new buildings for health clinics.

Some observations to pass on

2) Identify the skills

- Develop systems with an eye for skills needed to operate and maintain them
- Conduct a skills audit to identify the people to be able to match with tasks
- Train local people for the tasks at hand.
- This should provide the capacity within the community to continue the management of the activity.
- Communities have not been exposed to the opportunity which exists to provide a stimulating environment for a motivated workforce.

Some observations to pass on

3) A reason for education

- Why does the Indigenous child need an education?
The reason should be to have the skills to work – but without work where is the motivation to learn?
- Children should want to be educated so they can do the work that will build a better and healthier community
- Personal goals may then follow the community infrastructure program
- It is not possible to provide hope when there is none around
- Poor education is the sign of a lack of incentive to be educated as anything else

The future for Mirrijini

...an Aboriginal "industry" project that will benefit communities in a number of ways.

- 1) Empower Aboriginal people to become involved in shaping the future direction of their community through establishing a successful Aboriginal Company,
- 2) Offer hope and direction to young Aboriginal people through providing employment and training opportunities, and
- 3) Ultimately improve the health of Aboriginal people through improving the quality use of medicines in remote communities.

The past may not have worked



**Lets
make
sure the
future
does...it's
in our
hands**

Thank you for your attention and interest

Working for the quality use of medicines in remote Aboriginal communities



MIRRIJINI PTY LTD
Working for the quality use of medicines

MIRRIJINI is TIWI for medicine

The Tiwi people of Bathurst and Melville Islands in the Northern Territory of Australia have their own pharmacy.

Their pharmacy is different - it's been built for their needs.

Mirrijini will market this model of practice to other communities and to share the wealth.

Come and look with us at the difference.
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A TIWI initiative

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