



**Broome
Regional Aboriginal
Medical Service**

Annual Report

2021 - 2022

Healthy People

STRONG COMMUNITY

BRIGHT FUTURE

www.brams.org.au





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Our Partners and Supporters

A Message from our Chairperson

Once again COVID-19 has impacted on our organisation, but we have continued to provide as many services as we are able. As you may have noticed, we are still testing people and providing vaccinations to the clients who present at the clinic.

Tele-health played a vital role during COVID-19 as we continued to provide medical advice to patients unable to attend the clinic, and outreach services to those who required help during isolation. I would like to thank the Aboriginal Health Council of Western Australia (AHCWA) and National Aboriginal Community Control Health Organisation (NACCHO) for their financial support during the past couple of years.

We must now start to learn live with COVID-19 and continue with our normal life as much as we can. I would like to take the opportunity on congratulating the Management and Staff for a job well done during the pandemic, and while we have gone through challenging times, we are now re-establishing the excellent services that we have provided in the past.

As you will notice in our Financial and Audit report, BRAMS is in a sound and healthy financial position, and I want to thank Management for their role in achieving this stability.



Chris Bin Kali
Chairperson

I want to begin by acknowledging the Traditional Owners of the land on which we operate, the Yawuru peoples, and pay my respect to their Elders past, present and emerging.

We continue to provide outreach services for the National Disability Insurance Service (NDIS) and Aged Care. Government is looking at sites to trial the integration of both NDIS and Aged Care services, a trial in which BRAMS is keen to take part given that we are already doing this work.

We have looked at a design for the new clinic and are now seeking the funds to build it (estimated cost of \$15m). Hopefully, we will have a new clinic to operate from within the next couple of years, and the Directors will then need to discuss what will happen to the current site.



Broome
Regional Aboriginal
Medical Service

A Message from our Chief Executive Officer

I want to start by thanking staff for their hard work and extra commitment during the most recent wave of infections, and their readiness and response to the challenges we faced speaks to a group of people who care for the community and each other.

We commenced providing Aged Care services this year, and have already participated in a successful trial of the Transition Care Program, which aims to keep people at home after a hospital stay without the need for readmission.

The reach of our NDIS team also continues to expand, and we are now providing services to 142 people.

This increase in services is being delivered by a BRAMS family that continues to grow. In 2019, for example, we employed just five Aboriginal Health Practitioners. By the end of next year, there will be 20 on staff, an achievement only made possible by our support for employees looking to take the next step in their careers.

As noted elsewhere in this report, BRAMS is also incredibly proud that all of members of our Chronic Disease Team identify as Aboriginal or Torres Strait Islander - the first time in the organisation's history that we have a dedicated team of First Nations staff managing the chronic disease program.



Cassie Atchison

Chief Executive Officer

In a year again buffeted by the winds of COVID-19, BRAMS has emerged stronger and more resilient, spurred by incredible growth across the organisation.

These milestones are the realisation of our vision of a strong, local workforce of Aboriginal and Torres Strait Islander people, and should be celebrated, internally here at BRAMS and in the wider community.

All this growth only reinforces the need for a new clinic, and we're devoting considerable time and energy in our efforts to secure funding for the development to proceed. It's essential if we're going to continue to meet the ever-increasing demand for our services.

With Christmas approaching, I wish everyone a happy holiday season and all the very best for the new year. I also want to thank the BRAMS Board of Directors and the rest of the Management team.

Thanks, too, to Vicki O'Donnell from KAMS, for her continued guidance and support.



Our Governance

Our Vision and Values

Our Directors

Directors Attendance 2021 - 2022

Directors Representatives 2021 - 2022

Our Vision and Values

Broome Regional Aboriginal Medical Services (BRAMS) is an Aboriginal Community Controlled Health Service that delivers essential services to improve the health and wellbeing of Aboriginal and Torres Strait Islander people in Broome.

Our Vision

Healthy People

STRONG COMMUNITY

BRIGHT FUTURE

Our Mission

Provide holistic and culturally responsive health and wellbeing services for Aboriginal and Torres Strait Islander People. That means making our Mob healthy.

When we opened our doors in 1978, BRAMS was the first remote Aboriginal Medical Service in Western Australia. We provide a range of comprehensive, holistic and culturally responsive primary health care and social and emotional wellbeing services, including:

- NDIS
- Aged Care
- Child Health
- Maternal Health
- Dental
- Chronic Disease
- Social & Emotional Wellbeing
- Tackling Indigenous Smoking

Our Directors



Leah Dolby
Ceased September 2021



Trevor Cox
Ceased January 2022



Anthony Lee
Commenced December 2021



Marie Cox
Commenced December 2021



Christopher Bin Kali



Diann Britton



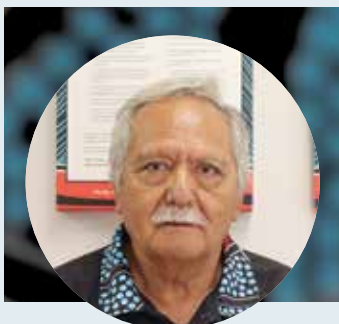
Duane Tang Wei



Kathleen Watson



Timothy Garrett



Philip Matsumoto

BRAMS wishes to acknowledge and pay tribute to all community members who have passed away in the Kimberley this year, as well as those in other communities with a connection to BRAMS.

Directors Attendance 2021-2022

Director	Board Meetings	Eligible to Attend	Attended
<i>Leah Dolby</i>	24	8	4
<i>Chris Bin Kali</i>	24	24	23
<i>Diann Britton</i>	24	24	21
<i>Trevor Cox</i>	24	15	15
<i>Timothy Garrett</i>	24	24	23
<i>Phillip Matsumoto</i>	24	24	22
<i>Duane Tang Wei</i>	24	24	21
<i>Kathleen Watson</i>	24	24	20
<i>Anthony Lee</i>	24	10	10
<i>Marie Cox</i>	24	10	10

Directors Representatives 2021-2022

2021

AHCWA

Duane Tang Wei
Diann Britton

KAMS

Christopher Bin Kali

NACCHO

Duane Tang Wei
Philip Matsumoto

KAHPF

Timothy Garrett
Leah Dolby

2022

AHCWA

Duane Tang Wei
Anthony Lee

KAMS

Christopher Bin Kali

NACCHO

Duane Tang Wei
Marie Cox

KAHPF

Timothy Garrett
Anthony Lee



Our People

Our Executive Management Team

Our Structure

Staff Snapshot

A thank-you to our staff

Our Executive Management Team



Cassie Atchison
Chief Executive Officer



Dr Jonathan Blundell
Senior Medical Officer



Delia Lawford
Clinical Services General Manager



Janine Roe
Clinical Administration
General Manager



Diandra Cox
General Manager
Corporate Services



Melanie Prewett
General Manager Family and
Community Services



Cassandra Matsumoto
Cultural Security and
Engagement Manager



Erina Tanaka
Model of Care Manager

Our Structure

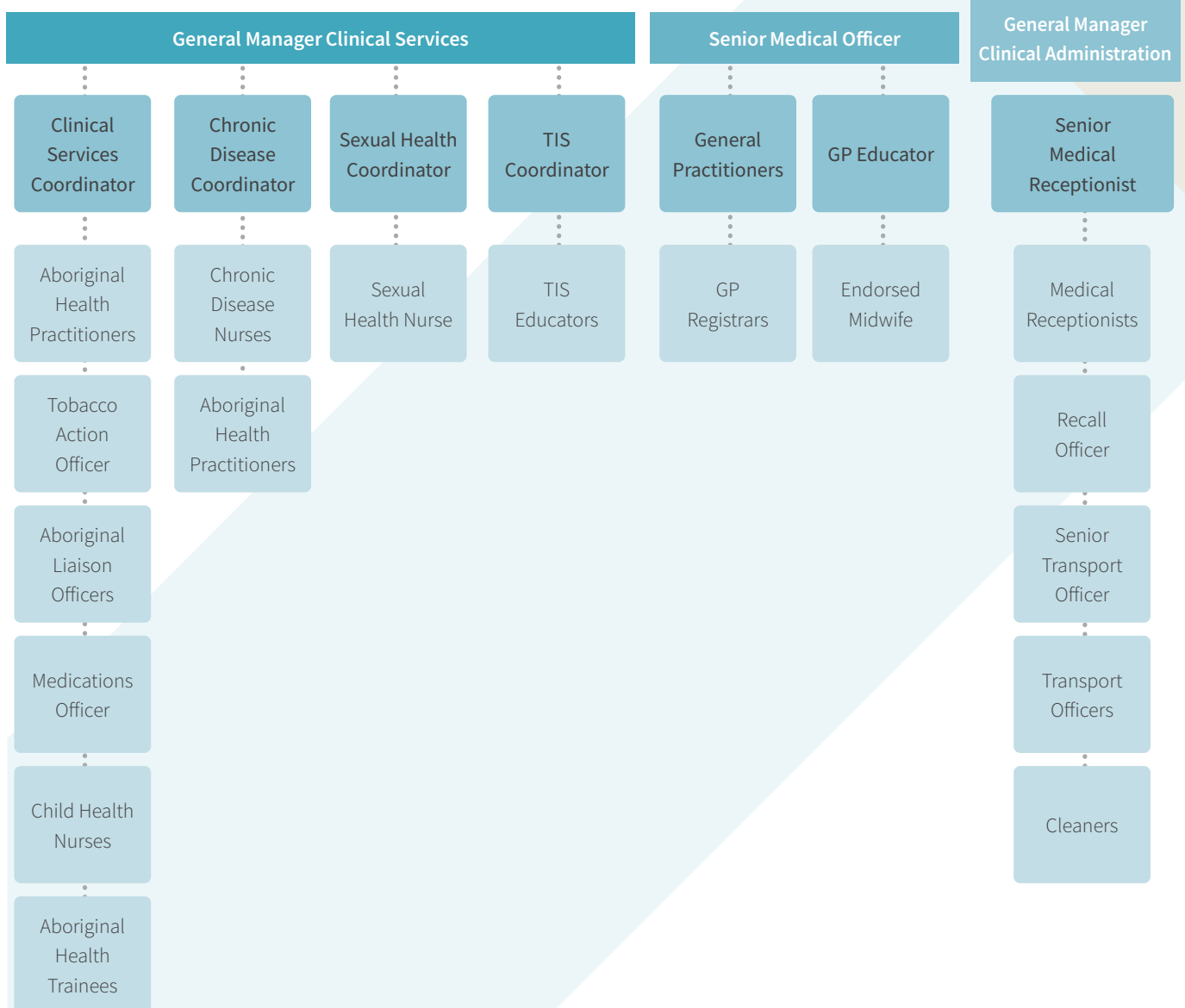
Board of Directors

MODEL OF CARE SERVICES

Cultural Engagement Manager

Model of Care Manager

CLINICAL SERVICES





Board of Directors

Broome
Regional Aboriginal
Medical Service

CEO

Executive Assistant

FAMILY AND COMMUNITY SERVICES

CORPORATE SERVICES

General Manager Family and Community Services

General Manager Corporate Services

Aged & Disability Operations
Manager

SEWB
Coordinator

Intake-
Assessment
Team Leader

Psychosocial
Team Leader

Finance Team
Leader

Coordinator
Aged &
Disability

Support
Workers

Psychologist

Evidence &
Access Officer

Family
Support
Workers

Finance and
Compliance
Officer

Social
Workers

Aboriginal
Health Worker

SEWB
Caseworkers

Playgroup
Facilitator

Finance
Officer

Case
Managers

Registered
Nurse

Human
Resources
Officer

Occupational
Therapist

Physiotherapist

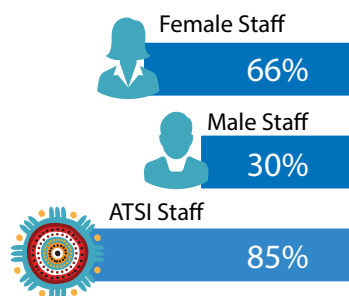
Psychologist

Staff Snapshot

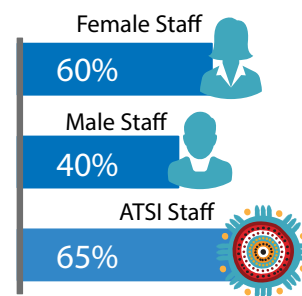
BRAMS is proud to place a strong emphasis on local employment. We are also committed to providing opportunities for traineeships, professional development and formal qualifications for all of our employees, and maintaining a workplace culture which is diverse and inclusive.

Clinical Services

Non Clinical Staff

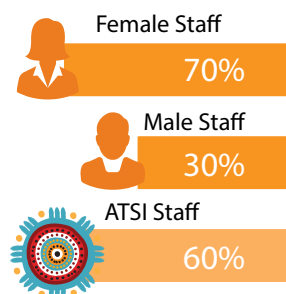


Clinical Staff

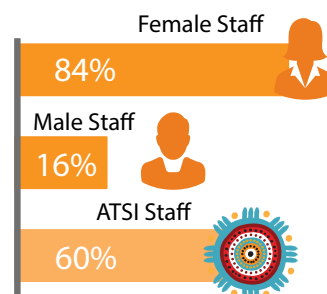


Family and Community Services

Aged and Disability Services

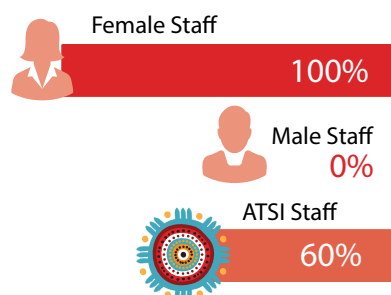


Social and Emotional Wellbeing

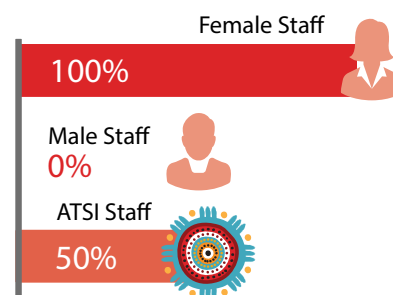


Corporate Services

Corporate Services



Model of Care



A thank-you to our staff

The Board of Directors and Management Team would like to place on the record their thanks to the BRAMS staff for the way they responded to the return of COVID-19 in 2022.



Time and time again over the past 3 years, our people have shown a willingness to go above and beyond in their care for the community and each other.

An all-staff preparatory workshop held in February proved pivotal when cases rose sharply in March, and this readiness was a key factor in helping to mitigate the severity of the outbreak.

And while a large number of staff members were affected, through team-work and commitment we were able to set up a dedicated respiratory clinic and continue providing as many regular services to the community as possible.

These efforts haven't gone un-noticed – not by the community, and not by us.



THANK YOU



Our Population

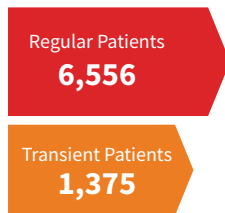
Primary Health Care

Disability Support Services

Our Population 2021-22

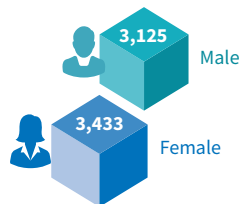
Primary Health Care

Patient Numbers

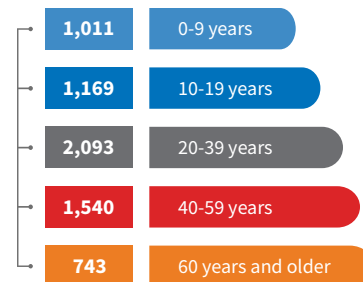


Patient by Gender

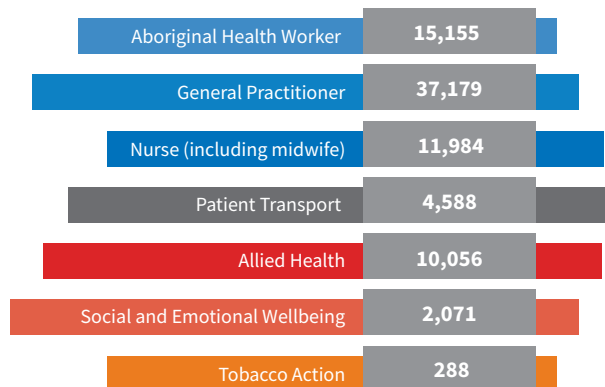
Data for regular patients only



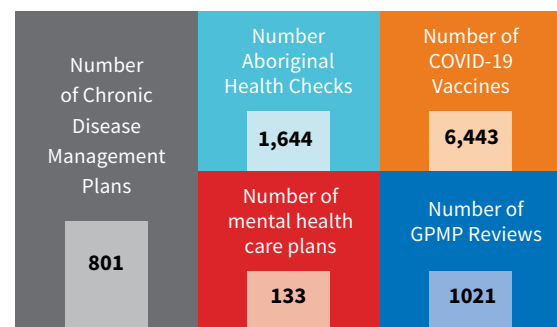
Patients by Age



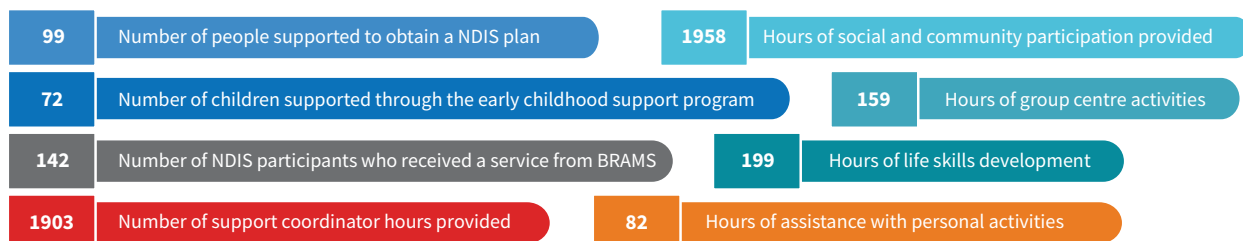
Episodes of Care



Clinical Services



Disability Support Services





Our Journey and Achievements

GOAL 1

Establish Training and Development Pathways for Aboriginal Staff

GOAL 2

Maintain Brams as The 'Health Provider of Choice' for local Aboriginal People

GOAL 3

Manage the Risks of Covid-19 in an effective and responsible Manner

GOAL 4

Enhance the Cultural Security of services at brams

GOAL 5

Deliver Aged Care Services to older Aboriginal people living in Broome

GOAL 6

Finance the construction of the new clinic in a sustainable and financially prudent manner

GOAL 7

Develop and maintain brams' systems and controls to maintain its accreditations, licenses and funding

GOAL 1

Establish Training and Development Pathways for Aboriginal Staff

BRAMS is committed to increasing its Aboriginal Health Practitioner (AHP) Workforce. In 2019, we employed five Aboriginal Health Practitioners within our primary health care clinic; since that time, the number of AHP working at BRAMS has doubled. This year we supported an additional five employees to complete their Certificate IV in Aboriginal Primary Health Care, and they will become qualified Aboriginal Health Practitioners in December this year. BRAMS has committed to supporting another 5 employees to become qualified AHP in 2023.



Aboriginal Health Practitioners

Cassandra Matsumoto

Cultural Safety and
Engagement Manager

Delia Lawford

General Manager Clinical Services

Telithia Matthews

Aged and Disability
Services Co-ordinator

William Martin

Clinical Services Co-ordinator

Zenath Malay

Sexual Health Co-ordinator

Soli White

Chronic Disease Co-ordinator

Mereaya Cox

Aboriginal Health Practitioner

Jayden Howard

Aboriginal Health Practitioner

Fatimar Skeen

Aboriginal Health Practitioner

Elaine Harris

Aged and Disability Support Worker

Staff Training to be an Aboriginal Health Practitioner

Decovan Lane

Aboriginal Health Worker Trainee

Yasmeen Foy

Aboriginal Health Worker Trainee

Cassius Corpus

Aboriginal Liaison Officer

Melati Bin Aziz-Roe

Tackling Indigenous Smoking Officer

Kelly Shioji

Aboriginal Liaison Officer



GOAL 2

Maintain BRAMS as The 'Health Provider of Choice' for local Aboriginal People

BRAMS is proud that all of members of our Chronic Disease Team identify as Aboriginal or Torres Strait Islander. This is the first time in the organisation's long history that we have had a dedicated team of Aboriginal and Torres Strait Islander staff managing our chronic disease program.

In 2019, the team included a full-time registered nurse and a part-time Aboriginal Health Practitioner, in a program funded by WAPHA. Since then, BRAMS successfully applied for an IAHP expansion grant to increase our numbers and the services we provide.

The group is passionate about supporting community members to live healthier and longer lives, and has built strong relationships that have led to an increased uptake in attendance, and greater compliance with recommended treatment.



Our Chronic Disease Team includes:

Soli White

Chronic Disease Team Leader
(Aboriginal Health Practitioner & Enrolled Nurse)

Taylor O'Brien
Enrolled Nurse

Ayesha Skeen
Registered Nurse

Joe Fong
Registered Nurse



GOAL 3

Manage the Risks of COVID-19 in an effective and responsible Manner

COVID-19 returned to Broome in March 2022, affecting more than 1500 of our patients and the majority of our staff.

BRAMS was well prepared for the outbreak, following an all-staff workshop the month before which produced a successful mitigation plan.

In mid-February, without any additional funding, we opened our own respiratory clinic – a significant commitment which required emptying our family centre, repainting, and purchasing new furniture and equipment.

We also modified our screening process and had all visitors to BRAMS completing a RAT test.

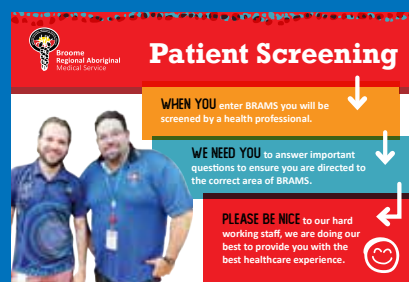
We continued to keep the community up to date on developments through radio, television, newspaper and social media, and used these avenues to communicate safety messages and helpful advice.

During the outbreak, BRAMS continued to provide clinical services, including 7 day-per-week GP services to COVID-19 positive patients. Our Aged and Disability Team also continued to provide services to patients using Personal Protective Equipment.

In April, we received funding to support the ongoing operation of the respiratory clinic, and BRAMS thanks WA Health for providing this support, and ACHWA for advocating on our behalf.

We also received funding via AHCWA from Lotterywest and WAPHA to provide medical and non-medical packages, wages for screening staff, and funds to increase our COVID-19 communications output.

BRAMS would like to acknowledge and thank KAMS and AHCWA for their advocacy work during this period.



GOAL 4

Enhance the Cultural Security of services at BRAMS

Cultural security is at the heart of our organisation, and BRAMS is committed to ensuring our patients and clients receive a culturally safe service each and every time they visit.

As staffing levels have increased, BRAMS recognised the importance of ensuring this integral pillar of our operations remains a priority and a core part of our mission.

To help achieve that, we have dedicated resources to employ Cassandra Matsumoto as the organisation's Cultural Security and Engagement Manager. Cassandra has worked for BRAMS in senior management roles for many years and is looking forward to taking on this new challenge.



The role will be responsible for:

- Revising and implementing an effective Cultural Orientation Program;
- Providing Cultural Mentoring on an ongoing basis;
- Providing Cultural Supervision Group Sessions;
- Implementing the BRAMS Cultural Security Framework;
- Chairing the BRAMS Cultural Security Committee; and
- Providing recommendations and advice to the BRAMS Executive Management Team.

We know Cassandra will do an outstanding job as she develops the role in 2023.



GOAL 5

Deliver Aged Care Services to older Aboriginal people living in Broome

In accordance with our strategic plan, BRAMS has become an Aged Care provider in Broome – another important expansion of the services we deliver to the local community.

At the time of our registration, BRAMS was approached by the Department of Health to be a trial site for the Transition Care Program. We commenced this program in February 2022.

The Transition Care Program - also known as Home after Hospital - is a 12-week program that provides intensive in-home support for older Aboriginal people who have been in hospital. BRAMS has employed an Aged Care Team including:

- Aboriginal Health Practitioner;
- Physiotherapist;
- Occupational Therapist; and
- Support Workers.

The program has been highly successful, with 95% of participants remaining in their homes for 12 weeks without readmission to hospital.

BRAMS has also undergone an accreditation review, and received positive feedback about our service delivery.

We are currently preparing to begin delivering home care packages to older Aboriginal people in early 2023.



GOAL 6

Finance the construction of the new clinic in a sustainable and financially prudent manner

With the rapid growth of the organisation, the construction of a new clinic remains a key priority.

We were kindly gifted a vacant site by Kimberley Aboriginal Medical Services, and were delighted to be able to purchase an additional block of land alongside.

BRAMS has since engaged David Kaunitz Yeung Architecture to design the new building, and these plans have now been finalised, breathing real life into this exciting project.

The Management Team continues to advocate for funding with both the Commonwealth and WA governments, and is exploring all other options to finance a development that is long overdue.



A PLACE FOR COMMUNITY



LOCAL MATERIALS



INTEGRATION OF ART



ENDEMIC LANDSCAPING



North West View



Weld St Elevation



Weld St View

Kaunitz Yeung Architects

02 CONCEPT PLANS - GROUND FLOOR PLAN

AREA SUMMARY

TOTAL GROSS FLOOR AREA (GFA): 1,086,000 sq. ft.
 Ground Floor GFA: 200,000 sq. ft.
 First Floor GFA: 886,000 sq. ft.

KEY

- PUBLIC (COMMON) AREAS
- STAFF ONLY AREAS
- GUEST LANDSCAPING
- RECEPTION



03 CONCEPT PLANS - FIRST FLOOR PLAN

AREA SUMMARY

TOTAL GROSS FLOOR AREA (GFA): 1,086,000 sq. ft.
 Ground Floor GFA: 200,000 sq. ft.
 First Floor GFA: 886,000 sq. ft.

KEY

- PUBLIC (COMMON) AREAS
- STAFF ONLY AREAS
- GUEST LANDSCAPING
- RECEPTION



GOAL 7

Develop and maintain BRAMS' systems and controls to maintain its accreditations, licenses and funding

BRAMS is committed to providing a high standard of care to our patients and clients. We strive to continually improve, and recognise the role the accreditation process plays in that improvement. As we continue to grow, BRAMS is proud to have accreditation across the following standards:

- National Disability Insurance Scheme Practice Standards;
- Aged Care Quality Standards;
- ISO 9001:2015 Quality Management Systems; and
- The Royal Australian College of General Practitioners (RACGP) Standards for general practices.

In 2021-22 BRAMS underwent the following audit and accreditation processes:

- Aged Care Accreditation – a two-day accreditation review conducted by one assessor.
- NDIS Accreditation – a two-day accreditation review conducted by two assessors, which included speaking to our NDIS participants to measure their satisfaction with BRAMS.
- ISO Quality Maintenance Audit – we had a one day audit conducted by an assessor to measure our ongoing compliance with these standards.

In 2023, BRAMS will be undergoing accreditation against the National Health Care Standards for the first time.







Our Partners and Supporters

BRAMS is grateful for the ongoing support of our partners, supporters and peak bodies.

Our Partners and Supporters

FUNDING BODIES

- National Indigenous Australians Agency
- Kimberley Aboriginal Medical Services
- Australian Government Department of Health
- Western Australian Primary Health Alliance
- Western Australian Country Health Service
- Lottery West
- National Disability Services
- Aboriginal Health Council of Western Australia

WE HAVE MEMBERSHIPS WITH:

- Kimberley Aboriginal Medical Service
- Kimberley Aboriginal Health Planning Forum
- Aboriginal Health Council of Western Australia
- National Aboriginal Community Controlled Health Organisation
- National Disability Services

BRAMS WORKS IN PARTNERSHIP WITH:

- Boab Health Services
- Western Australian Country Health Service
- Kimberley Aboriginal Medical Services
- Broome Girls Academy
- Broome Academy/Clontarf
- Kimberley Stolen Generation Aboriginal Corporation
- Millya Rumurra Drug and Alcohol Service
- Germanus Kent House
- Men's Outreach Service
- Nirrumbuk Aboriginal Organisation
- National Disability Insurance Agency
- Western Australian Dental Service
- Kimberley Mental Health Service
- RFDS Dental Service
- Air Force Dental Team







**Broome
Regional Aboriginal
Medical Service**

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BRAMS

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