

**EAST GIPPSLAND PCP
IMPLEMENTATION PLAN
2004 - 2006**

INTEGRATED HEALTH PROMOTION PLAN 2004 –2006: PART A

EGPCP VISION:

The EGPCP is committed to improving the community's health and wellbeing health and wellbeing by addressing the broad determinants of health and wellbeing and applying a social model of health to service planning and provision.

EGPCPC PRIORITY TOPICS & RATIONALE:

Two priority topics have been selected by the East Gippsland PCP for 2004-2006.

- Indigenous Health with a focus on employment
- Area based planning with three foci - aged, youth and men's health.

Each of these has as its main underlying premise to increase the community's social connectedness and mental health.

INDIGENOUS HEALTH

The East Gippsland Primary Care Partnership (EGPCP) is committed to working to improve the health status of the Indigenous population of East Gippsland. To date the Partnership's strategy has been to invest in a Koori Health Promotion Project across East Gippsland. Stage 1 of the Project has been completed successfully and Stage 2 is now being implemented. Stage 2 of the 'Koori Health Promotion Project is to be the *'Indigenous Employment Support Initiative'*.

Why is provision of employment opportunities seen as a priority?

The available evidence suggests that the provision of an appropriate employment opportunity can have a significant impact on health status. The Partnership has identified that the East Gippsland Koori population are underrepresented as employees in mainstream health and community service agencies across the region

Including Indigenous people in mainstream agency workforces gives Indigenous people the chance to use their skills and talents, helps to break down cultural stereotypes, and demonstrates the agencies commitment to the reconciliation process. Employing Indigenous people makes a real difference, for individuals, families and communities, particularly in relation to health status.

"Employers will be giving many Indigenous people the opportunity to gain a sense of hope and the ability to feel proud of their achievements. Employment too many Indigenous people is a new pathway to break a cycle of a sense of hopelessness and the opportunity to break the destructive impact that prolonged welfare can have on people." Rodney Short, Owner 'Flaming Bull' Restaurant Melbourne

The innovative thrust of the *'Indigenous Employment Support Initiative'*, Project is that the EGPCP will be facilitating a range of supports for participating agencies, to provide optimum opportunity for the traineeships to succeed, for both the participant and the employing agency.

The EGPCP view the *'Indigenous Employment Support Initiative'*, as an innovative project as it aims to provide support for agencies who take on Indigenous traineeships. In the past the lack of support for both agencies and trainees has impacted on the success of Indigenous traineeships.

This will include strategies such as, the establishment of an Indigenous Staff Network, provision of Health Worker training (where appropriate) and a mentoring program customised to the needs of the trainees themselves. A lead agency will be selected to coordinate the project across East Gippsland.

The initiative will ensure consistency with existing planning documents such as the Gippsland Aboriginal Services Plan and the soon to be released draft Municipal Public Health Plan.

AREA BASED PLANNING WITH THREE FOCI - AGED, YOUTH AND MEN'S HEALTH.

The East Gippsland PCP's population group approach to health promotion over the last 3 years has included the emergence of shared planning processes for health promotion by agencies.

Over the next two years the EGPCP believes there is opportunity to formalise this approach especially with but not limited to the agencies receiving DHS health promotion funding.

Three population groups – youth, men and aged – have existing multi-agency planning platforms and have been the targets of previous PCP initiated and resourced activity.

The development and completion of the East Gippsland Shire Councils 'Health and Wellbeing' plan over the next 12 months provides a further opportunity to formalise area based planning around these three population groups.

The approach has two main interventions – organisational and workforce development. These will provide the capacity at an individual level as well as an organisational level to prepare agencies readiness to develop area based health plans and to report against them.

The extent of these two interventions will need to be consistent with the relatively small level of resourcing available in the Health Promotion budget for 2004-2006. When opportunities arise the PCP and other stakeholders will seek additional funds to support planned activities.

EGPCP PROGRAM OUTLINE PRIORITY ONE: KOORI HEALTH PROMOTION Stage 2 Indigenous Employment Support Program

PROBLEM GENERATION

BACKGROUND

The East Gippsland PCP Koori Health Promotion Project Stage 1 was established in 2001/2002. Its aim was to increase the capacity of indigenous communities of Lakes Entrance, Lake Tyers and Orbost to identify their priority health and well being needs AND to increase the capacity of these communities and mainstream health services to address these health priorities. The project reflects a social connectedness and mental health focus.

STAGE 2 SCOPE

The focus of Stage 2 of the project is the employment and training of indigenous workers in mainstream health and community services.

The project aims to:

- Increase indigenous employment opportunities within mainstream agencies by building their capacity and readiness to successfully employ indigenous workers
- Increase the employment skills, knowledge and attitudes of those indigenous workers who are members of the Indigenous Staff Network.

The project will ensure that strong links are established with the Latrobe City Council's Indigenous Employment Strategy and the provider for the ATSI Koori Health Worker Certificate 3 course to be run in East Gippsland. The integration of the project with these initiatives is an essential outcome of the Koori Health Promotion Project (stage 2).

PROGRAM GOAL (LONG TERM OUTCOME)

The goal of the project is to increase the health and wellbeing of the indigenous communities of East Gippsland.

PROGRAM OBJECTIVES (SHORT TERM IMPACTS)

Objective 1: To develop and implement an indigenous employee support program for indigenous workers employed in participating mainstream health and community agencies by June 30th 2006

Objective 2: To develop and establish an indigenous employment policy by a minimum of 4 health and community agencies by June 30th 2006 that covers the areas of recruitment, training and retention.

PRIORITY GROUP:

Indigenous communities of Bairnsdale, Lakes Entrance, Lake Tyers and Orbost

SOLUTION GENERATION



OBJECTIVE ONE: To develop and implement an indigenous employee support program for indigenous workers employed in participating mainstream health and community agencies by June 30th 2006

OBJECTIVE TWO: To develop and establish an indigenous employment policy by a minimum of 4 health and community agencies by June 30th 2006 that covers the areas of recruitment, training and retention

Summary of interventions against objectives (with timelines)

Community Action

- Establish engagement strategy to involve elders within the Bairnsdale Indigenous community in the project and their relationship with the EGPCP Koori Health Promotion project (*Timeline: September 2004 onwards*)
- Resourcing of existing EGPCP koori health promotion project committee (*Timeline: July 2004 onwards*)
- Development and sign off of 'Shared Partnership Agreement' by agencies participating in the project (*Timeline : By January/Feb 2005*)

Settings and supportive environments

- Establish formal linkages with the Latrobe Shire Council's Indigenous Employment Strategy (*Timeline: by November 2004*)
- Establish formal links with the provider of the ATSI Koori Health Worker Certificate Training at Lake Tyers Aboriginal Trust (*Timeline: By January/February 2004*)
- Development of partnership arrangements with Latrobe Shire Council Indigenous Employment Strategy and ATSI Koori Health Worker Certificate 3 provider (*Timeline: B June 2005*)

Organisational development

- Development and implementation of indigenous employment policy within each participating agency which covers recruitment, training, retention and support strategies (*Timeline: By July 2006*)

Workforce development

- Establishment and resourcing of East Gippsland PCP Indigenous Staff Network including training, education and individual support (*Timeline: By February 2005*)

Resources

- Recruitment and employment of a project worker/s to coordinate the project AND (*Timeline: By December 2004*)
- Implementation of a short term strategy to coordinate the project prior to the commencement of these workers (*Timeline: By September 2004*)

CAPACITY BUILDING SUPPORT & RESOURCES

KEY STAKEHOLDERS	ROLE	RESPONSIBILITIES
Koori communities at four sites; <ul style="list-style-type: none"> <input type="checkbox"/> Lake Tyers Aboriginal Trust <input type="checkbox"/> Gippsland and East Gippsland Aboriginal Cooperative <input type="checkbox"/> Moogji Aboriginal Council <input type="checkbox"/> Lakes Entrance Kurnai Gunai Elders Cooperative 	<ul style="list-style-type: none"> <input type="checkbox"/> Community advocacy and advisers <input type="checkbox"/> Co-providers of cross cultural training <input type="checkbox"/> Membership of Koori HP project committee <input type="checkbox"/> Co-signatories to shared responsibility agreement 	<ul style="list-style-type: none"> <input type="checkbox"/> To act as advisers to the management of the indigenous employment support initiative <input type="checkbox"/> To act as advocates to indigenous staff network <input type="checkbox"/> To actively participate in management committee and the planning, implementing and evaluating of its activities <input type="checkbox"/> To advocate on behalf of the program within their communities and to broader East Gippsland community
Indigenous health and community workers	<ul style="list-style-type: none"> <input type="checkbox"/> Membership of Indigenous Staff network 	<ul style="list-style-type: none"> <input type="checkbox"/> To actively participate in the planning, implementing and evaluating of the network activities <input type="checkbox"/> To where appropriate participate as 'mentors' and 'mentees' as part of indigenous support program
Health and community workers from participating mainstream agencies	<ul style="list-style-type: none"> <input type="checkbox"/> Participants in agency's indigenous employment strategy 	<ul style="list-style-type: none"> <input type="checkbox"/> To actively participate in the planning, implementing and evaluating of the network activities <input type="checkbox"/> To where appropriate participate as 'mentors' and 'mentees' as part of indigenous support program
East Gippsland PCP health and community agencies	<ul style="list-style-type: none"> <input type="checkbox"/> Signatories to shared responsibility agreement <input type="checkbox"/> Traineeship employers 	<ul style="list-style-type: none"> <input type="checkbox"/> To participate in the development, implementation and the evaluation of indigenous employment policies <input type="checkbox"/> to act as advocates for the initiative in their own agency's workforce, B.O.M and the wider community <input type="checkbox"/> to provide resources to support the recruitment, retention and training of indigenous employees
Latrobe Shire Council	<ul style="list-style-type: none"> <input type="checkbox"/> provider of traineeships 	<ul style="list-style-type: none"> <input type="checkbox"/> To coordinate pre-employment, recruitment, placement, job support for indigenous trainees <input type="checkbox"/> To provide support for
Indigenous peak organisations	<ul style="list-style-type: none"> <input type="checkbox"/> Providers of ATSI health worker certificate 111 course 	<ul style="list-style-type: none"> <input type="checkbox"/> To facilitate the delivery of the ATSI Health Worker Certificate 111 course in East Gippsland
Department of Human Services* (* not confirmed as participant in initiative)	<ul style="list-style-type: none"> <input type="checkbox"/> Signatories to shared responsibility agreement <input type="checkbox"/> Traineeship employer 	<ul style="list-style-type: none"> <input type="checkbox"/> *release of indigenous staff to participate in indigenous staff network trainee provider <input type="checkbox"/> Resourcing & support of the Gippsland Aboriginal Services Plan

KEY CAPACITY BUILDING RESOURCES

The following budget is indicative of only and describes the essential components of the project. The appointed facilitating agency will present a detailed budget breakdown and workplan for approval to the Koori HP project committee.

EGPCP funds to support capacity building for 2004/2005	
<input type="checkbox"/> Resourcing of Reference Group	\$ 3,000.00
<input type="checkbox"/> Traineeships (funded via Latrobe Council & participating agencies)	
<input type="checkbox"/> Koori Health Worker Cert 3 (funded via local provider)	
<input type="checkbox"/> Indigenous Employment Support Strategy	\$50,000.00
<input type="checkbox"/> Business/organisational support	\$16,000.00
<input type="checkbox"/> Practical Brokerage	\$ 5,000.00
<input type="checkbox"/> Evaluation	\$ 4,000.00
TOTAL	<u>78,000.00</u>

PLEASE NOTE: Stage 2 of the project is initially to be funded for the 2004/2005 financial year with the possibility of an extension of the project in 2005/2006. The facilitating agency would be contracted for the period till June 30, 2005 with an extension to June 30 2006 dependent upon a successful review of the project in June 2005. A similar amount would be made available for 2005-2006 dependent upon this review.

EVALUATION & DISSEMINATION PLANNING

Summary of evaluation methods

Stage 2 of the Koori Health promotion project will be evaluated using the Canadian Health Associations Project Evaluation framework. The content of this framework for the project will be developed by the facilitating agency in partnership with the Koori HP Project committee. As such specific measurements and processes are not provided at the time of this report but will be once the evaluation framework is finalised.

However set out below is a list of content areas that the evaluation will cover.

As a minimum the evaluation will collect and analyse data relating to the project's two objectives:

OBJECTIVE ONE: To develop and implement an indigenous employee support program for indigenous workers employed in participating mainstream health and community agencies by June 30th 2006

- Process for establishment of the support program (what processes were used & how effective where they; who was involved in the planning and implementation of these activities; where the strategies effective and if so why and if not why not;)
- Impact for indigenous staff in being part of the Indigenous staff network (have the workers employment knowledge, skills and confidence increased due to being part of the network; retention of

staff in their respective organisations throughout the project; ongoing employment beyond traineeship period; level of participation of koori community elders in the activities)

OBJECTIVE TWO: To develop and establish an indigenous employment policy by a minimum of 4 health and community agencies by June 30th 2006 that covers the areas of recruitment, training and retention

- Process for establishment of indigenous employment policies in agencies (what processes were used & how effective where they; who was involved in the planning and implementation of these activities; where the strategies effective and if so why and if not why not; etc)
- Impact for participating agencies (what is the rate of development and implementation of indigenous employment policies in agencies; have the agencies knowledge, skills and confidence in developing an effective indigenous employment strategy increased during the project; has the number of indigenous employees employed by agencies increased during the projects life; etc)

The data collection processes will include, group feedback, one to one interviews, case studies, meeting minutes and surveys. The evaluation framework as per previous EGPCP projects will report across 5 key questions:

<p>Did we do what we said we would do?</p> <p>"What?"</p>	<p>This section should describe <u>what happened</u> in the project</p> <ul style="list-style-type: none"> ▪ What activities have been carried out to meet the objective of the project ▪ Who was involved in the project and their roles: (eg) <ul style="list-style-type: none"> ▪ Target population ▪ Community members ▪ Community agencies ▪ How did the project activities link to the objectives of the project ▪ What changes were made to the project objectives and activities during the project and explain why the changes were made ▪ Describe the coordinating structure that supported the project deliverable's ▪ Describe any other projects, programs, services that supported the achievements of the project? How have these been engaged and any protocols and practices developed
<p>What did we learn about what worked and what didn't work?</p> <p>"Why?"</p>	<p>This section should describe what <u>worked and didn't work</u> and <u>why</u></p> <ul style="list-style-type: none"> ▪ What strategies worked well to involve the key stakeholders? And why were they successful? What strategies didn't work well and why? ▪ What strategies have been used to involve other projects, programs, services, and program staff that supported the project objectives? ▪ And were they successful and why? What strategies didn't work well and why? ▪ What project structures/ relationships/ skills worked well to support the project aim and why? What didn't work well and why? ▪ What has been learnt about building partnerships between the stakeholders involved in the project?

<p>What difference has it made to be working in this way with the project's stakeholders?</p> <p>"So what?"</p>	<p>This section should describe what <u>difference</u> has it made to work <u>in this way</u> with the projects stakeholders</p> <ul style="list-style-type: none"> ▪ What changes of attitudes/ skills / behaviours and policy have you been able to identify in the : ▪ Target group ▪ Project staff ▪ Community groups (if applicable) ▪ Community agencies / health care providers ▪ What have been some of the <u>unexpected</u> impacts of the project work? ▪ From this work what would be the project teams <u>recommendations for future activity?</u>
<p>What do you hope will be done differently in the future based on this project?</p> <p>"Now what?"</p>	<p>This section should describe what do you hope will be done <u>differently in the future</u> based on this project?</p> <ul style="list-style-type: none"> ▪ What new skills/ resources do you expect to come out of this project that will assist our agencies to address the aim of this project? ▪ What barriers emerged in this project that will require further attention if the project was to continue or similar projects were developed? ▪ What learning's from the project can be used to address barriers to health for other vulnerable population groups?
<p>How do you propose to use the evaluation findings for continuous learning?</p> <p>"Then what?"</p>	<p>This section should describe how do you propose to <u>use</u> the <u>evaluation findings?</u></p> <ul style="list-style-type: none"> ▪ How will you publish results and outcomes so that they can influence the way programs and agencies deliver services to this population group? ▪ What process will you use to identify future projects based on what you have learnt has worked and hasn't worked?

Resource allocation

A budget of \$4,000 has been allocated to evaluating the project

PRIORITY GOAL	To increase the health and wellbeing of the indigenous communities of East Gippsland				
OBJECTIVES	<p>OBJECTIVE ONE: To develop and implement an indigenous employee support program for indigenous workers employed in participating mainstream health and community agencies by June 30th 2006</p> <p>OBJECTIVE TWO: To develop and establish an indigenous employment policy by a minimum of 4 health and community agencies by June 30th 2006 that covers the areas of recruitment, training and retention</p>				
ESTIMATED IMPACTS	<input type="checkbox"/> Increased indigenous employment opportunities within minimum 4 mainstream agencies by building their capacity and readiness to successfully employ indigenous workers as demonstrated by participating agencies development and adoption of indigenous employment strategy <input type="checkbox"/> Increased employment skills, knowledge and attitudes of participating indigenous workers as demonstrated by feedback from workers ,employers and mentors; & successful completion of traineeships;% minimum 50% gaining ongoing employment				
PCP STAKEHOLDERS	SUMMARY OF INTERVENTIONS	POPULATION TARGET GROUP/S	ESTIMATED TIMELINES	ESTIMATED REACH	RESOURCES PER STAKHOLDER
Koori communities at four sites; <input type="checkbox"/> Lake Tyers Aboriginal Trust <input type="checkbox"/> Gippsland and East Gippsland Aboriginal Cooperative <input type="checkbox"/> Moogji Aboriginal Council <input type="checkbox"/> Lakes Entrance Kurnai Gunai Elders Cooperative	<p>Community Action</p> 1.1 Establish engagement strategy to involve elders within the Bairnsdale Indigenous community in the project and their relationship with the EGPCP Koori Health Promotion project 1.2 Resourcing of existing EGPCP koori health promotion project committee 1.3 Development and sign off of 'Shared Partnership Agreement' by agencies participating in the project	Indigenous communities	1.1 Timeline: September 2004 onwards 1.2 Timeline: July 2004 onwards 1.3 By Jan2005	1.1 10 community members 1.2 12 members 1.3 6 partnership agreements signed	\$4000-8000 PER TRAINEE

PCP STAKEHOLDERS	SUMMARY OF INTERVENTIONS	POPULATION TARGET GROUP/S	ESTIMATED TIMELINES	ESTIMATED REACH	RESOURCES PER STAKHOLDER
Indigenous health and community workers	Workforce development 2.1 Establishment and resourcing of East Gippsland PCP Indigenous Staff Network including training, education and individual support	<i>Indigenous staff</i>	2.1 By Feb 2005	2.1 10-20	
Health and community workers from participating mainstream agencies	Community Action 3.1 Participation in development & implementation of indigenous employment support program	<i>Indigenous and non-indigenous staff of mainstream agencies</i>	3.1 By June 2006	3.1 1000	
East Gippsland PCP health and community agencies	Settings and supportive environments 4.1 Development of partnership arrangements with Latrobe Shire Council and East Gippsland PCP AND ATSI Koori Health Worker Certificate 3 provider and East Gippsland PCP Organisational development 4.2 Development and implementation of indigenous employment policy within each participating mainstream agency which covers recruitment, training, retention and support strategies Workforce development 4.3 Establishment and resourcing of East Gippsland PCP Indigenous Staff Network including training, education and individual support 4.4 Employment of indigenous traineeships	4.1 <i>East Gippsland PCP and Latrobe Shire & ATSI Koori Health Worker Training provider</i> 4.2 <i>Participating mainstream agencies</i> 4.3 <i>Indigenous staff employed in mainstream agencies</i> 4.4 <i>Mainstream health and community services</i>	4.1 By June 2005 4.2 By June 2006 4.3 By Feb 2005 4.4 By Jan 2005	4.1 2 partnership arrangements 4.2 Min 4 agencies 4.3 1 network 4.4 Min 6 traineeships	

PCP STAKEHOLDERS	SUMMARY OF INTERVENTIONS	POPULATION TARGET GROUP/S	ESTIMATED TIMELINES	ESTIMATED REACH	RESOURCES PER STAKHOLDER
Latrobe Shire Council	<p>Settings and supportive environments</p> <p>5.1 Establish <u>formal</u> linkages with the Latrobe Shire Council's Indigenous Employment Strategy (<i>Timeline: by November 2004</i>)</p> <p>5.2 Development of partnership arrangements with Latrobe Shire Council and East Gippsland PCP</p> <p>5.3 Recruitment, preemployment training, placement and ongoing support for indigenous trainees</p>		<p>5.1 By Nov 2004</p> <p>5.2 By June 2005</p> <p>5.3 By Jan 2005</p>	<p>5.1 1</p> <p>5.2 1</p> <p>5.3 Min 6</p>	
Indigenous peak organisations	<p>Settings and supportive environments</p> <p>6.1 Delivery of ATSI Koori Health Worker Certificate Training at Lake Tyers Aboriginal Trust by VACCHO or other provider</p> <p>6.2 Development of Partnership arrangement between training provider and East Gippsland PCP</p>		<p>6.1 By Dec 2006</p> <p>6.2 By June 2005</p>	<p>6.1 20</p> <p>6.2 1</p>	

PCP STAKEHOLDERS	SUMMARY OF INTERVENTIONS	POPULATION TARGET GROUP/S	ESTIMATED TIMELINES	ESTIMATED REACH	RESOURCES PER STAKHOLDER
Department of Human Services* (* not confirmed as participant in initiative)	<p>Workforce development</p> <p>7.1 Establishment and resourcing of East Gippsland PCP Indigenous Staff Network including training, education and individual support (<i>Timeline: By February 2005</i>)</p> <p>7.2 Employment of indigenous traineeships</p>		<p>7.1 By Feb 2005</p> <p>7.2 By Jan 2005</p>	<p>7.1 1</p> <p>7.2 2</p>	
EGPCP HP CAPACITY BUILDING					Estimated \$4,000 to \$8,000 per trainee plus business support costs
ESTIMATED TOTAL BUDGET PER OBJECTIVES	\$78,000				
ESTIMATED TOTAL BUDGET PER GOAL	<p>EGPCP funds to support capacity building for 2004/2005</p> <ul style="list-style-type: none"> <input type="checkbox"/> Resourcing of Reference Group <input type="checkbox"/> Traineeships (funded via Latrobe Council & participating agencies) <input type="checkbox"/> Koori Health Worker Cert 3 (funded via local provider) <input type="checkbox"/> Indigenous Employment Support Strategy <input type="checkbox"/> Business/organisational support <input type="checkbox"/> Practical Brokerage <input type="checkbox"/> Evaluation <p>TOTAL</p>				<p style="text-align: right;">\$ 3,000.00</p> <p style="text-align: right;">\$50,000.00</p> <p style="text-align: right;">\$ 16,000.00</p> <p style="text-align: right;">\$ 5,000.00</p> <p style="text-align: right;">\$ 4,000.00</p> <p style="text-align: right;"><u>\$78,000.00</u></p>
<p>PLEASE NOTE: Stage 2 of the project is initially to be funded for the 2004/2005 financial year with the possibility of an extension of the project in 2005/2006. The facilitating agency would be contracted for the period till June 30, 2005 with an extension to June 30 2006 dependent upon a successful review of the project in June 2005. A similar amount would be made available for 2005-2006 dependent upon this review.</p>					

EGPCP PROGRAM OUTLINE PRIORITY ONE: AREA BASED HEALTH PROMOTION PLANNING – Youth, Aged and Men

PROBLEM GENERATION

BACKGROUND

The EGPCP across 2004-2006 will continue to develop and resource opportunities for agencies to plan shared health promotion interventions. The selection of three population groups Youth, Aged and men reflects the areas of interest and current shared planning activities of PCP agencies. All three have a social connectedness and mental health focus.

Youth Population Health – Background

In late November 2003 the East Gippsland PCP held a Youth Population Health workshop which was attended by over 21 agencies across East Gippsland. The workshop was facilitated by Associate Professor John Toumbourou from the Centre for Adolescent Health (University of Melbourne) and provided workers with an evidence based approach to reducing risk factors in the youth population.

At this meeting an in principle agreement between agencies was reached to develop a coordinated approach to addressing key issues affecting young people in East Gippsland. The Youth Issues Partnership Forum is being used as the platform for developing this approach.

In September this year the group met again with John Toumbourou and identified three specific issues – working with schools; working with families; and working with indigenous youth and communities to address associated risk factors. Three practitioner expert groups have been formed to develop workplans for these issues.

Men's Population Health – Background

The EGPCP funded men's health promotion project in 2002-2003 included a strategy to establish and resource men's health promotion committees across four sites (Mallacoota, Bruthen, Buchan and Omeo) as well as supporting existing men's health 'committees' in Orbost, Bairnsdale and Lakes Entrance.

In addition Orbost Regional Health was resourced in 2003/2004 to coordinate the East Gippsland Men's Health Network which included representation from the seven townships. The EG Men's Health Network is being used as the planning platform to develop shared approaches to men's health promotion.

An association with Latrobe University has been established and will be formalized in 2005 with the placement and support program for Public Health undergraduates in East Gippsland.

Aged Population Health - Background

The community profiles developed by the East Gippsland PCP and the East Gippsland Shire have indicated a rapid growth in the aged population over the next fifteen years. The implications of this growth in the over 65 year population have been consistently raised as a critical planning issue for East Gippsland. A number of population forums run by the EGPCP over the last three years have confirmed the need to develop an aged population plan.

The development of the East Gippsland Shires 'Health & Wellbeing' plan (MPHP) provides an opportunity for the establishment of an Aged Service Network as a planning platform. This will be the focus for 2004 – 2006.

PROGRAM GOAL (LONG TERM OUTCOME)

- To improve the capacity of health services to work effectively together to improve the health and well being of East Gippsland communities

PROGRAM OBJECTIVES (SHORT TERM IMPACTS)

- Development and adoption by agencies of shared planning platforms to identify opportunities for working together, shared priorities, current gaps and strengths of the youth, aged and men's health sectors
- Increase practitioners and managers knowledge of good practice and evidence based approaches to youth, aged and men's population groups

POPULATION TARGET GROUPS: Youth, Aged & Men

SOLUTION GENERATION

Summary of interventions against objectives

OBJECTIVE 1: Dev and adoption by agencies of shared planning platforms to identify opportunities for working together, shared priorities, current gaps and strengths of the youth, aged and men's health sectors

OBJECTIVE 2: Increase practitioners and managers knowledge of good practice and evidence based approaches to youth, aged and men's population groups

YOUTH HEALTH

Workforce development

- Establish and resource the strategic partnership with the Centre for Adolescent Health

- Resource and coordinate training in evidence based programs as identified by the planning sub groups (schools, families and indigenous focus)

Organisation development

- Coordinate and resource the Youth Issues Partnership Forum to undertake shared planning processes
- Coordinate and resource the YIPF planning sub groups to develop workplans
- Development of shared coordination and resourcing arrangements with Gippsland East Local Learning Employment Network and School Focussed Youth Service for the project
- Support EG Shire Councils commitment to improved youth consultation with youth as part of the Municipal Public Health Plan
- Support agencies inclusion of shared activities in their agency service plans
- Support multi-agency funding submissions to resource evidence based programs identified by the YIPF and the planning sub groups

MENS HEALTH

Workforce development

- Support the East Gippsland Men's Health Network and Orbost Regional Health's 'Men's Health – from Men's Sheds' conference in 2005
- Establish and resource the strategic partnership with Latrobe University Public Health Unit

Organisation development

- Resource and support the East Gippsland Men's Health Network
- Support multi-agency funding submissions to resource evidence based programs identified by the East Gippsland Men's Health Network

AGED HEALTH

Workforce development

- Resource, support and coordinate training identified by the Aged Care Network
- Establish with BRHS and other agencies an East Gippsland health promotion practitioner network (focus on primary prevention)

Organisation development

- Resource and support the East Gippsland Shire Council 's in the establishment of the East Gippsland Aged Care Network
- Resource and support the re-establishment of the East Gippsland PCP CEO's network
- Support multi-agency funding submissions to resource evidence based programs identified by the East Gippsland Aged Care Network

CAPACITY BUILDING SUPPORT & RESOURCES

KEY STAKEHOLDERS	ROLE	RESPONSIBILITIES
YOUTH		
<input type="checkbox"/> GELLEN	<input type="checkbox"/> Facilitation <input type="checkbox"/> Advocacy	<input type="checkbox"/> Facilitation of YIPF planning strategy including resourcing and leadership <input type="checkbox"/> Advocate for coordinated approaches to service planning for young people
<input type="checkbox"/> EAST GIPPSLAND PCP	<input type="checkbox"/> Facilitation <input type="checkbox"/> Resourcing	<input type="checkbox"/> Facilitation of YIPF planning strategy including resourcing and leadership <input type="checkbox"/> Facilitation and resourcing of training providers for training needs identified by the YIPF services planning group <input type="checkbox"/> Resourcing and support for evidence based programs identified by the YIPF planning initiative <input type="checkbox"/> Advocate for coordinated approaches to service planning for young people
<input type="checkbox"/> YOUTH SERVICES IN EAST GIPPSLAND	<input type="checkbox"/> Participation	<input type="checkbox"/> Participation in YIPF service planning group <input type="checkbox"/> Participation in evidence based training <input type="checkbox"/> Advocates (management) for shared services planning approaches to youth health promotion
<input type="checkbox"/> CENTRE FOR ADOLESCENT HEALTH	<input type="checkbox"/> Training deliver	<input type="checkbox"/> Provider of evidence based HP program training and coordinated services planning
KEY STAKEHOLDERS	ROLE	RESPONSIBILITIES
MEN		
<input type="checkbox"/> ORBOST REGIONAL HEALTH	<input type="checkbox"/> Coordination	<input type="checkbox"/> Coordination of East Gippsland Men's health promotion network <input type="checkbox"/> Advocate for coordinated approaches to service planning for young people <input type="checkbox"/> Coordination of the ' <i>men's health - from men's sheds</i> ' conference in 2005
<input type="checkbox"/> EAST GIPPSLAND PCP	<input type="checkbox"/> Resourcing <input type="checkbox"/> Coordination	<input type="checkbox"/> Resourcing of East Gippsland men's health network <input type="checkbox"/> Resourcing and support for evidence based programs identified by the East Gippsland men's health network <input type="checkbox"/> Advocate for coordinated approaches to service planning for young people <input type="checkbox"/> Facilitation and resourcing of providers for training needs identified by the East Gippsland Men's health Network
<input type="checkbox"/> LATROBE UNIVERSITY	<input type="checkbox"/> Research and placement provider	<input type="checkbox"/> Deliver and coordinate public health undergraduate student placement
<input type="checkbox"/> EAST GIPP HEALTH AGENCIES W/T MENS HEALTH STAFF AND PROGRAMS	<input type="checkbox"/> Participants	<input type="checkbox"/> Participation on East Gippsland Men's Health Network <input type="checkbox"/> Participation in evidence based men's health promotion <input type="checkbox"/> Participation in Latrobe University's student placement and research

		program
KEY STAKEHOLDERS AGED	ROLE	RESPONSIBILITIES
<input type="checkbox"/> EAST GIPPSLAND SHIRE	<input type="checkbox"/> Coordination <input type="checkbox"/> Planning	<input type="checkbox"/> Establish and coordinate with EGPCP the East Gippsland Shire Council in the establishment of the East Gippsland Aged Care Network <input type="checkbox"/> Support multi-agency funding submissions to resource evidence based programs identified by the East Gippsland Aged Care Network
<input type="checkbox"/> EAST GIPPSLAND PCP	<input type="checkbox"/> Coordination	<input type="checkbox"/> Resource and support the East Gippsland Shire Council in the establishment of the East Gippsland Aged Care Network <input type="checkbox"/> Resource and support the re-establishment of the East Gippsland PCP CEO's network <input type="checkbox"/> Resource, support and coordinate training identified by the Aged Care Network <input type="checkbox"/> Establish with BRHS and other agencies an East Gippsland health promotion practitioner network (focus on primary prevention)
<input type="checkbox"/> EAST GIPPSLAND AGED CARE NETWORK AGENCIES	<input type="checkbox"/> Participation	<input type="checkbox"/> Participate in the East Gippsland Aged Care Network (staff and managers) <input type="checkbox"/> Participate in the East Gippsland PCP CEO's network
<input type="checkbox"/> BAIRNSDALE REGIONAL HEALTH SERVICE	<input type="checkbox"/> Coordination	<input type="checkbox"/> Coordinate and resource with EGPCP and LECH an East Gippsland health promotion practitioner network (focus on primary prevention)
<input type="checkbox"/> LAKES ENTRANCE COMMUNITY HEALTH	<input type="checkbox"/> Coordination	<input type="checkbox"/> Coordinate and resource with BRHS and EGPCP an East Gippsland health promotion practitioner network (focus on primary prevention)

EVALUATION & DISSEMINATION PLANNING

Summary of evaluation methods

The Area based health promotion planning initiative will also be evaluated using the Canadian Health Associations Project Evaluation framework. The content of this framework will be developed with the key agencies involved in the separate initiatives.

However set out below is a list of content areas that the evaluation will cover.

As a minimum the evaluation will collect and analyse data relating to the project's two objectives:

OBJECTIVE ONE: Development and adoption by agencies of shared planning platforms to identify opportunities for working together, shared priorities, current gaps and strengths of the population group sectors by June 30th 2006

- Process for establishment of the planning structures (what processes were used & how effective where they; who was involved in the planning and implementation of these activities; where the strategies effective and if so why and if not why not;)
- Impact on individual agencies health promotion plans and processes (do agencies plans indicate increase shared activities and commitment to shared planning; has there been any changes in resources allocation to priority population groups; etc)

OBJECTIVE TWO: Increase practitioners and managers knowledge of good practice and evidence based approaches to population groups by June 2006

- Process for establishment of training provision (what processes were used & how effective where they; who was involved in the planning and implementation of these activities; where the strategies effective and if so why and if not why not; etc)
- Impact for participating agency staff (has there been an increase in staff knowledge and skills due to participating in training events; do multi agency HP submissions reflect best practice; what changes are evident in multi agency project for how consumers are involved in the planning, implementing and evaluating of projects/activities developed by the planning network etc)

The data collection processes will include, group feedback, one to one interviews, case studies, meeting minutes and surveys. The evaluation framework as per previous EGPCP projects will report across 5 key questions (as described earlier in the Implementation plan).

EVALUATION RESOURCES

Resources for evaluation will be through the Executive officers position.

YOUTH HEALTH AREA PLANNING PRIORITY GOAL	<input type="checkbox"/> To improve the capacity of health services to work effectively together to improve the health and well being of East Gippsland communities				
OBJECTIVES	<input type="checkbox"/> Dev and adoption by agencies of shared planning platforms to identify opportunities for working together, shared priorities, current gaps and strengths of the youth health sectors <input type="checkbox"/> Increase practitioners and managers knowledge of good practice and evidence based approaches to youth population group				
ESTIMATED IMPACTS	<input type="checkbox"/> Increased shared planning & activities commitment between agencies as indicated in 50% of participating agencies HP plans by June 2006 <input type="checkbox"/> Increased participating agency staff skills & knowledge of good practice and evidence based approaches to youth health promotion as indicated by project proposals, submissions & staff feedback				
PCP STAKEHOLDERS	SUMMARY OF INTERVENTIONS	POPULATION TARGET GROUP/S	ESTIMATED TIMELINES	ESTIMATED REACH	RESOURCES PER STAKHOLDER
GELLEN	<p>Workforce development</p> <p>1.1 Resource and coordinate training in evidence based programs as identified by the planning sub groups (schools, families and indigenous focus)</p> <p>Organisation development</p> <p>1.2 Establish and resource the strategic partnership with the Centre for Adolescent Health</p> <p>1.3 Coordinate and resource the Youth Issues Partnership Forum to undertake shared planning processes</p> <p>1.4 Coordinate and resource the YIPF planning sub groups to develop workplans</p> <p>1.5 Support multi-agency funding submissions to resource evidence based programs identified by the YIPF and the planning sub groups</p>	<i>Youth services and staff</i>	<p>1.1 July 04 – June 06</p> <p>1.2 July 04-June 06</p> <p>1.3 July 04- June 06</p> <p>1.4 Nov 04-June 06</p> <p>1.5 Jan 05 – June 06</p>	<p>1.1 1</p> <p>1.2 1</p> <p>1.3 1</p> <p>1.4 3</p> <p>1.5 1</p>	

PCP STAKEHOLDERS	SUMMARY OF INTERVENTIONS	POPULATION TARGET GROUP/S	ESTIMATED TIMELINES	ESTIMATED REACH	RESOURCES PER STAKHOLDER
EGPCP	<p>Workforce development</p> <p>2.0 Resource and coordinate training in evidence based programs as identified by the planning sub groups (schools, families and indigenous focus)</p> <p>Organisation development</p> <p>2.1 Establish and resource the strategic partnership with the Centre for Adolescent Health</p> <p>2.2 Coordinate and resource the Youth Issues Partnership Forum to undertake shared planning processes</p> <p>2.3 Coordinate and resource the YIPF planning sub groups to develop workplans</p> <p>2.4 Development of shared coordination and resourcing arrangements with Gippsland East Local Learning Employment Network and School Focussed Youth Service for the project</p> <p>2.5 Support agencies inclusion of shared activities in their agency service plans</p> <p>2.6 Support multi-agency funding submissions to resource evidence based programs identified by the YIPF and the planning sub groups</p>	Youth services and staff	<p>2.0 From Jan 2005</p> <p>2.1 Jan 2005</p> <p>2.2 From July 2004</p> <p>2.3 From Nov 2004</p> <p>2.4 From Nov 2004</p> <p>2.5 From July 2005</p> <p>2.6 From Jan 2005</p>	<p>2.0 approx 500</p> <p>2.1 1</p> <p>2.2 20</p> <p>2.3 12</p> <p>2.4 3</p> <p>2.5 20</p> <p>2.6 1</p>	

PCP STAKEHOLDERS	SUMMARY OF INTERVENTIONS	POPULATION TARGET GROUP/S	ESTIMATED TIMELINES	ESTIMATED REACH	RESOURCES PER STAKHOLDER
SFYS	<p>Workforce development</p> <p>3.1 Resource and coordinate training in evidence based programs as identified by the planning sub groups (schools, families and indigenous focus)</p> <p>Organisation development</p> <p>3.2 Establish and resource the strategic partnership with the Centre for Adolescent Health</p> <p>3.3 Coordinate and resource the Youth Issues Partnership Forum to undertake shared planning processes</p> <p>3.4 Coordinate and resource the YIPF planning sub groups to develop workplans</p> <p>3.5 Development of shared coordination and resourcing arrangements with Gippsland East Local Learning Employment Network and School Focussed Youth Service for the project</p> <p>3.6 Support agencies inclusion of shared activities in their agency service plans</p> <p>3.7 Support multi-agency funding submissions to resource evidence based programs identified by the YIPF and the planning sub groups</p>	See above	See above	See above	

PCP STAKEHOLDERS	SUMMARY OF INTERVENTIONS	POPULATION TARGET GROUP/S	ESTIMATED TIMELINES	ESTIMATED REACH	RESOURCES PER STAKHOLDER
YIPF agencies	<p>Organisation development</p> <p>4.1 Support the participation of agency staff in YIPF shared planning project and associated activities including subgroups</p> <p>4.2 Include shared activities into agency strategic plans</p> <p>Workforce development</p> <p>4.3 Support the participation of agency staff in training in evidence based programs as identified by the planning sub groups (schools, families and indigenous focus)</p>	<i>Youth services and staff</i>	<p>4.1 From Sept 2004</p> <p>4.2 From July 2005</p> <p>4.3 From Jan 2005</p>	<p>4.1 20</p> <p>4.2 20</p> <p>4.3 500</p>	
EG Shire Council	<p>Organisation development</p> <p>5.1 Support EG Shire Councils commitment to improved youth consultation with youth as part of the Municipal Public Health Plan</p>	<i>Shire council staff and councillors</i>	5.1 From July 2004		
Centre for Adolescent Health	<p>Workforce development</p> <p>6.1 Provide training and information as required in evidence based programs as identified by the planning sub groups (schools, families and indigenous focus)</p>		6.1 From July 2004		
EGPCP HP CAPACITY BUILDING	See above	See above	See above	See above	
ESTIMATED TOTAL BUDGET PER OBJECTIVES	Objective ONE: Organisational development \$3,000.00 Objective TWO: Workforce development \$7000.00				
ESTIMATED TOTAL BUDGET PER GOAL	TOTAL \$10,000.00				

MENS HEALTH- AREA PLANNING PRIORITY GOAL	<input type="checkbox"/> To improve the capacity of health services to work effectively together to improve the health and well being of East Gippsland communities				
OBJECTIVES	<input type="checkbox"/> Dev and adoption by agencies of shared planning platforms to identify opportunities for working together, shared priorities, current gaps and strengths of the men's health sectors <input type="checkbox"/> Increase practitioners and managers knowledge of good practice and evidence based approaches to men's population group				
ESTIMATED IMPACTS	<input type="checkbox"/> Increased shared men's health planning & activities commitment between agencies as indicated in 50% of participating agencies HP plans by June 2006 <input type="checkbox"/> Increased participating agency staff skills & knowledge of good practice and evidence based approaches to men's health promotion as indicated by project proposals, submissions & staff feedback				
PCP STAKEHOLDERS	SUMMARY OF INTERVENTIONS	POPULATION TARGET GROUP/S	ESTIMATED TIMELINES	ESTIMATED REACH	RESOURCES PER STAKHOLDER
Orbost Regional Health	1.1 Coordination of East Gippsland Men's health promotion network 1.2 Advocate for coordinated approaches to service planning for men's health 1.3 Coordination of the 'men's health - from men's sheds' conference in 2005	<i>Men's Health workers and consumers</i>	1.1 From July 2004 1.2 From July 2004 1.3 From Sept 2004	1.1 20 1.2 1.3 150	
East Gippsland PCP	2.1 Resourcing of East Gippsland men's health network 2.2 Resourcing and support for evidence based programs identified by the East Gippsland men's health network 2.3 Advocate for coordinated approaches to service planning for young people 2.4 Facilitation and resourcing of providers for training needs identified by the East Gippsland Men's health Network		2.1 From July 2004 2.2 From July 2004 2.3 From July 2004 2.4 From July 2004	2.1 20	

Latrobe University	3.1 Deliver and coordinate public health undergraduate student placement 3.2 Support and research advice to East Gippsland Men's Health Network		3.1 By Feb 2005 3.2 From July 2004	3.1 6 students	
East Gippsland Health agencies with men's health programs and staff	4.1 Participation on East Gippsland Men's Health Network 4.2 Participation in evidence based men's health promotion 4.3 Participation in Latrobe University's student placement and research program		4.1 From July 2004 4.2 From July 2004 4.3 From Nov 2004	4.1 20 4.3 5 agencies	
EGPCP HP CAPACITY BUILDING					
ESTIMATED TOTAL BUDGET PER OBJECTIVES	Objective ONE: Organisational development \$1,000.00 Objective TWO: Workforce development \$4000.00				
ESTIMATED TOTAL BUDGET PER GOAL	TOTAL \$5,000.00				

AGED HEALTH - AREA PLANNING PRIORITY GOAL	<input type="checkbox"/> To improve the capacity of health services to work effectively together to improve the health and well being of East Gippsland communities				
OBJECTIVES	<input type="checkbox"/> Development and adoption by agencies of shared planning platforms to identify opportunities for working together, shared priorities, current gaps and strengths of the aged health sector <input type="checkbox"/> Increase practitioners and managers knowledge of good practice and evidence based approaches to aged population group				
ESTIMATED IMPACTS	<input type="checkbox"/> Increased shared aged services health promotion planning & activities commitment between agencies as indicated in 50% of participating agencies HP plans by June 2006 <input type="checkbox"/> Increased participating agency staff skills & knowledge of good practice and evidence based approaches to aged health promotion as indicated by project proposals, submissions & staff feedback				
PCP STAKEHOLDERS	SUMMARY OF INTERVENTIONS	POPULATION TARGET GROUP/S	ESTIMATED TIMELINES	ESTIMATED REACH	RESOURCES PER STAKHOLDER
East Gippsland Shire Council	1.1 Establish and coordinate with EGPCP the East Gippsland Shire Council in the establishment of the East Gippsland Aged Care Network 1.2 Support multi-agency funding submissions to resource evidence based programs identified by the East Gippsland Aged Care Network	<i>Ages services agencies and staff</i>	1.1 By March 2005 1.2 From March 2004	1.1 25	
East Gippsland PCP	2.1 Resource and support the East Gippsland Shire Council in the establishment of the East Gippsland Aged Care Network 2.2 Resource and support the re-establishment of the East Gippsland PCP CEO's network 2.3 Resource, support and coordinate training identified by the Aged Care Network 2.4 Establish with BRHS and other agencies an East Gippsland health promotion aged services practitioner network (focus on primary prevention)		2.1 By March 2005 2.2 By May 2005 2.3 From March 2005 2.4 From Jan 2005	2.1 25 2.2 20 2.4 15	

East Gippsland Aged Care Network agencies	3.1 Participate in the East Gippsland Aged Care Network (staff and managers) 3.2 Participate in the East Gippsland PCP CEO's network		3.1 By March 2005 3.2 By May 2005	3.1 25 3.2 20	
Bairnsdale Regional Health Service	4.1 Coordinate and resource with EGPCP and LECH an East Gippsland health promotion aged services practitioner network (focus on primary prevention)		4.1 By Jan 2005	4.1 15	
Lakes Entrance Community Health	5.1 Coordinate and resource with BRHS and EGPCP an East Gippsland health promotion practitioner network (focus on primary prevention)		5.1 By Jan 2005	4.1 15	
EGPCP HP CAPACITY BUILDING					
ESTIMATED TOTAL BUDGET PER OBJECTIVES	Objective ONE: Organisational development \$1,000.00 Objective TWO: Workforce development \$4000.00				
ESTIMATED TOTAL BUDGET PER GOAL	TOTAL \$5,000.00				