



north richmond  
community health

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Wulempuri - Kertheba

# **Annual Integrated Health Promotion Action Plan (2018-2019)**

## North Richmond Community Health (NRCH) - Annual Integrated Health Promotion Action Plan (2018-2019)

### Specific priorities

The two priority areas for the NRCH IHP Plan (2017-2021) are improving mental health and wellbeing and improving reproductive and sexual health.

In the priority area of improving mental health and wellbeing, the three program goals are:

1. To create and support gender equity and equality for the NRCH workplace and community
2. To increase opportunities for freedom from discrimination and violence for clients at risk or experiencing gender-based violence.
3. To increase social inclusion for the NRCH community

In the priority area of improving reproductive and sexual health, the program goal is to reduce harms associated with injecting drug use at NRCH.

Priority Area	Mental Health and Wellbeing					
Goal	To improve gender equity and equality by building capacity of NRCH staff/volunteers to respond to the needs of the community.					
Objective 1	Create supportive environments that foster increased knowledge, skills and confidence of NRCH staff/volunteers to respond to the gender equity and equality needs of the community.					
Strategy	Actions	Lead and Partners	Timeline	Outputs	Outcomes	Progress
Develop new and maintain existing partnerships that promote gender equity and equality.	<p>Attend INWPCP INCEPT meetings</p> <p>Attend Northern Metropolitan Region (NMR) Preventing Violence against Women (PVAW) Committee meetings</p> <p>Attend Yarra Family Violence Network meetings</p> <p>Attend City of Yarra Health and Wellbeing Committee meetings</p>	<p><b>NRCH staff:</b> Health Promotion team</p> <p><b>Partners:</b></p> <ul style="list-style-type: none"> <li>• Inner North West Primary Care Partnership (INWPCP)</li> <li>• Women's Health in the North (WHIN)</li> <li>• Neighbourhood Justice Centre (NJC)</li> <li>• Victoria Police</li> </ul>	June 2019	<p>Attend quarterly INWPCP INCEPT meetings</p> <p>Attend 4 NMR PVAW Committee meetings</p> <p>Attend 4 Yarra Family Violence Network meetings</p> <p>Attend quarterly City of Yarra, Health and Wellbeing Committee meetings</p> <p>Maintain current evidence base for NRCH policy, procedures, staff training and community campaigns</p> <p>Incorporate Building a Respectful Community (BRC) Action Plan into NRCH policy, procedures, staff/volunteer training, and community action campaigns. These actions include undertaking a gender equity and diversity audit of human resources policies and</p>	<p>Develop meaningful partnerships that provide consistent messaging in line with national frameworks.</p> <p>Develop shared priorities with INWPCP and BRC including shared data collation and shared definitions.</p> <p>Implement gender equity and equality training for 20 staff/volunteers through NRCHs online training portal.</p> <p>Plan and implement community action campaigns including <i>Week Without Violence</i> and <i>16 Days of Activism Against Gender-Based Violence</i> and attend the community pop up event with Yarra Family Violence Network.</p>	

				procedures; implementing internal communication strategies that begin conversations about everyday sexism and challenge gender stereotypes; and implementing workplace training such as bystander training and gender equity/analysis training.		
Embed NRCH policies that relate to gender equity and equality into the workplace.	Plan information package for distribution to each NRCH team with Integrated Health Promotion (IHP) Working Group, Human Resources, NRCH executives and Board.	<b>NRCH staff:</b> Health Promotion team, Human Resources (HR), IHP Working Group	June 2019	Planned and implemented information distribution through meeting with each team and uploading on intranet.  Survey 20 staff/volunteers after receiving information on gender equity and equality in the workplace	Create an organisational culture that supports workplace gender equity and equality and reflects national policies and frameworks.  Staff and volunteers incorporate the principles of gender equity and equality into professional practice.	
Consult with key stakeholders through scoping exercises, needs analysis etc. to plan, develop and implement gender equity and equality training for NRCH staff/volunteers.	Liaise with HR  Adapt Vichealth's training resources to develop online training module for NRCH staff/volunteers  Trial training module with NRCH staff/volunteers	<b>NRCH staff:</b> Health Promotion team, HR	June 2019	Develop and implement gender equity and equality training with HR for 20 staff/volunteers.  Administer pre and post questionnaire to 20 staff/volunteers, collate and analyse results.	Improved knowledge and understanding among staff/volunteers of gender equity and equality, its impact on health and the prevention of violence against women.  Review training and present to NRCH executive for endorsement for mandatory for all staff.	
<b>Objective 2</b>	<b>Create supportive environments in the community that promote greater understanding of gender equity and equality.</b>					
<b>Strategy</b>	<b>Actions</b>	<b>Lead and Partners</b>	<b>Timeline</b>	<b>Outputs</b>	<b>Outcomes</b>	<b>Progress</b>
Develop new and maintain existing partnerships that promote gender equity and equality.	Attend Yarra Family Violence Network meetings.  Attend relevant sector meetings including BRC annual planning sessions.	<b>NRCH staff:</b> Health Promotion team, Counselling and Casework  <b>Partners:</b> <ul style="list-style-type: none"> <li>• INWPCP</li> <li>• WHIN</li> <li>• NJC</li> </ul>	June 2019	Attend key meetings and save minutes on NRCHs shared drive.	Develop meaningful partnerships that provide consistent messaging in line with national frameworks.	
Collaborate with key stakeholders to plan, develop and implement effective awareness raising campaigns	Plan and implement awareness raising campaigns (including <i>16 Days of Activism Against Gender-Based Violence</i> ).	<b>NRCH staff:</b> Health Promotion team, Counselling and Casework  <b>Partners:</b>	November 2018	Implement campaigns to raise awareness and promote action on gender equity and equality	2 campaigns implemented and evaluated with key stakeholders and the community, e.g. Week without Violence	

on gender equity and equality for the community (including programs and services for LGBTIQ clients).		<ul style="list-style-type: none"> <li>• INWPCP</li> <li>• WHIN</li> <li>• NJC</li> <li>• Belgium Avenue</li> </ul>			16 days of Activism	
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<b>Priority Area</b>	<b>Mental Health and Wellbeing</b>					
<b>Goal</b>	<b>To increase opportunities of freedom from discrimination and violence for clients at risk or experiencing gender-based violence.</b>					
<b>Objective 1</b>	<b>To review and develop a PVAW Framework at NRCH.</b>					
<b>Strategy</b>	<b>Actions</b>	<b>Lead and Partners</b>	<b>Timeline</b>	<b>Outputs</b>	<b>Outcomes</b>	<b>Progress</b>
Develop new and maintain existing partnerships by attending relevant meetings including forums and committees	<p>Attend INWPCP Prevention Alliance meetings</p> <p>Attend Yarra Health and Wellbeing Advisory Committee meeting.</p> <p>Strengthen partnerships with relevant stakeholders.</p> <p>Develop shared priorities and data collection methods with INWPCP Prevention Alliance.</p>	<p><b>NRCH staff:</b> Health Promotion team</p> <p><b>Partners:</b></p> <ul style="list-style-type: none"> <li>• Office of Housing</li> <li>• City of Yarra</li> <li>• INWPCP</li> <li>• WHIN</li> <li>• Drummond St and Fitzroy Legal Service</li> <li>• Belgium Neighbourhood House</li> <li>• Brotherhood of St Laurence</li> <li>• Vietnamese Women’s Association</li> <li>• Bridge Church</li> </ul>	June 2019	<p>Attend key meetings and save minutes on NRCHs shared drive.</p> <p>Development of shared priorities with INWPCP and BRC including shared data collation and shared definitions.</p>	<p>Develop meaningful partnerships that provide consistent messaging in line with national frameworks.</p> <p>Participation in working group to develop shared data platform.</p> <p>Provide data for shared data collation for the INWPCP</p>	
Embed the NRCH policies and frameworks that relate to the Prevention of Violence against Women (including Equal Employment Opportunity and Family Violence policies) into the organisation.	<p>Key health promotion staff attend WHIN training on Creating Gender Equitable workplaces, undertaking gender equitable organisational work.</p> <p>Review current PVAW policies and frameworks utilising key learnings from WHIN training and staff feedback.</p>	<p><b>NRCH staff:</b> Health Promotion team, HR</p>	March/April 2019	<p>Policies reviewed utilising current WHIN principles, ratified and distributed to NRCH staff/volunteers.</p> <p>Attend all NRCH team meetings to provide information about relevant policies and frameworks that relate to the Prevention of Violence Against Women</p>	<p>Create an organisational culture that supports the Prevention of Violence Against Women and reflects national policies and frameworks.</p>	

	Ratify and distribute Workplace Gender Equity Policy to all staff and volunteers Develop and implement a communication strategy for creating a gender equitable organisation					
Provide staff training in 'identifying family violence; responding to women' (WHIN training program and internal program).	Provide online training access to all staff/volunteers	<b>NRCH staff:</b> Health Promotion team, Counselling and Casework	March 2019	Provide training to new and existing staff/volunteers	Develop and implement PVAW training for 20 staff/volunteers.	
Review NRCH policies and develop frameworks for Elder Abuse	Review current policies, Local, State and National  Develop information for NRCH staff to distribute at team meetings Scoping and Planning of staff training	<b>NRCH Staff:</b> Health Promotion team, HR  <b>Partners:</b> • City of Yarra	June 2019	Policies reviewed, ratified and distributed to NRCH staff/volunteers.  Attend NRCH team meetings and upload policies and frameworks to intranet  Provide survey to all staff attending team meetings  Plan, develop and implement online training to 15 staff and volunteers	Create an organisational culture that supports the Prevention of Elder Abuse and reflects national policies and frameworks.	
<b>Objective 2</b>	<b>Undertake one community action campaign that engages and informs clients about NRCH's PVAW services per year.</b>					
<b>Strategy</b>	<b>Actions</b>	<b>Lead and Partners</b>	<b>Timeline</b>	<b>Outputs</b>	<b>Outcomes</b>	<b>Progress</b>
Develop new and maintain existing partnerships by attending relevant meetings e.g. Yarra Family Violence Network, Counselling and Support Alliance and PVAW forums.	Attend Yarra Family Violence Network, NMRPVAW committee, NMR Reproductive and Sexual Health, Counselling and Support Alliance, INWPCP Prevention Alliance	<b>NRCH staff:</b> Health Promotion team, Counselling and Casework  <b>Partners:</b> • Office of Housing • Belgium Neighbourhood House • Brotherhood of St Laurence • Bridge Church • City of Yarra • WHIN • NJC	June 2019	Attend key meetings and save minutes on NRCHs shared drive.	Develop meaningful partnerships that provide consistent messaging in line with national frameworks.	

Collaborate with key stakeholders to implement effective awareness raising campaigns, including <i>Week without Violence</i> and <i>16 Days of Activism Against Gender-Based Violence</i> campaigns.	Plan and implement awareness raising campaigns (including <i>Week without Violence</i> and <i>16 days of Activism Against Gender-Based Violence</i> ).	<b>NRCH staff:</b> Health Promotion team, Counselling and Casework.  <b>Partners:</b> <ul style="list-style-type: none"><li>• WHIN</li></ul>	November 2018	Implement campaigns to raise awareness and promote action on gender equity and equality	2 campaigns implemented and evaluated with key stakeholders and the community.	
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Priority Area	Mental Health and Wellbeing					
Goal	To increase opportunities for social inclusion for the NRCH community.					
Objective 1	Create supportive environments that promote social inclusion by implementing place-based initiatives in collaboration with key stakeholders.					
Strategy	Actions	Lead and Partners	Timeline	Outputs	Outcomes	Progress
Develop new and maintain existing partnerships by attending relevant meetings and forums	Attend INWPCP training and forums with key stakeholders	<b>NRCH staff:</b> Health Promotion team  <b>Partners:</b> <ul style="list-style-type: none"><li>• INWPCP</li><li>• City of Yarra</li><li>• Office of Housing</li><li>• Belgium Avenue Neighbourhood House</li><li>• Brotherhood of St Laurence</li><li>• Vietnamese Women's Association</li><li>• Bridge Church</li><li>• NJC</li></ul>	June 2019	Develop shared definitions and indicators for social inclusion in the Inner North West Region.  Develop shared priorities for social inclusion programs	Develop meaningful partnerships that support the development and implementation of placed-based initiatives for social inclusion.	
Conduct consumer experience surveys and identify community leaders to inform the development of social inclusion programs.	Consumer survey, developed and distributed	<b>NRCH staff: Strategic development team,</b> Health Promotion team, Dental and Oral Health team, Board of Management  <b>Partners:</b> <ul style="list-style-type: none"><li>• Health Issues Centre</li><li>• CEH</li></ul>	December 2018	80 consumers and staff surveyed Survey findings: The findings and recommendations of the 2017/2018 Consumer Experience Survey include community concerns regarding safety.  Development of NRCH consumer and staff/volunteer survey to further inform the 2017/2018 Consumer	Responses of consumers, staff and volunteers collated, interpreted and recommendations developed and adopted by management  Action Plan developed and implemented for social inclusion programs	

				<p>Experience Survey and social inclusion programs.</p> <p>80 consumers, staff and volunteers surveyed.</p> <p>Report distributed including key findings and recommendations to Management including board of management, staff and volunteers and consumers.</p> <p>Development of an action plan</p>		
Identify community safety issues and their impact on health.	Attend meetings with key stakeholders and community	<p><b>NRCH staff:</b> Health Promotion team, AOD team, NRCH management, communication and marketing specialist</p> <p><b>Partners:</b></p> <ul style="list-style-type: none"> <li>• City of Yarra</li> <li>• Office of Housing</li> <li>• Belgium Avenue Neighbourhood House</li> <li>• Vietnamese Women's Association</li> <li>• NJC</li> </ul>	June 2019	<p>Attend key meetings and save minutes on NRCHs shared drive.</p> <p>Develop resources with key stakeholders to support community safety</p>	Improvement in community safety through the provision of information.	
Scoping and developing relationship with key stakeholders to conduct the Achievement Program in an Early Years setting	<p>Identify and engage with potential partners</p> <p>Achievement training completed for NRCH health promotion team</p> <p>Attend Local Area Partnership for Early Years in City of Yarra</p>	<p><b>NRCH Staff:</b> Health Promotion team, Allied Health Paediatric team</p> <p><b>Partners:</b></p> <ul style="list-style-type: none"> <li>• West Richmond Primary School</li> <li>• Cooke Court Childcare centre</li> <li>• Boroondara Preschool and childcare centre</li> <li>• Acacia Childcare centre</li> <li>• City of Yarra</li> <li>• Maternal and Child Health Nurses</li> </ul>	April 2019	<p>Key staff attend Achievement Program Training</p> <p>Liaise with relevant stakeholder's and potential partners to discuss implementation of Achievement Program</p> <p>Develop plan to implement Achievement Programs in early years settings</p>	<p>Key partnerships developed to plan the implementation of the Achievement Program</p> <p>Plan developed with key early years' partners by April 2019</p>	
Developing and strengthening partnerships to provide healthy aging within the community	<p>Identify and meet with partners</p> <p>Investigating current programs for healthy aging within the</p>	<p><b>NRCH Staff:</b> Health Promotion team</p> <p><b>Partners:</b></p> <ul style="list-style-type: none"> <li>• City of Yarra</li> </ul>	June 2019	<p>Developing and strengthening partnerships</p> <p>Scoping of current programs</p>	Implement programs that support healthy aging	



	community including healthy eating program	<ul style="list-style-type: none"> <li>• Lendlease</li> <li>• Belgium Avenue</li> <li>• Richmond Leisure Centre</li> </ul>				
<b>Objective 2</b>	<b>Develop, implement and coordinate social inclusion programs in collaboration with key stakeholders.</b>					
Develop new and maintain existing partnerships by attending relevant meetings	Attend INWPCP training and forums with key stakeholders	<b>NRCH staff:</b> Health Promotion team  <b>Partners:</b> <ul style="list-style-type: none"> <li>• INWPCP</li> <li>• City of Yarra</li> <li>• Office of Housing</li> <li>• Belgium Avenue Neighbourhood House</li> <li>• Brotherhood of St Laurence</li> <li>• Vietnamese Women's Association</li> <li>• Bridge Church</li> <li>• NJC</li> </ul>	June 2019	Attend key meetings and save minutes on NRCH shared drive.  Key staff attend training and distribute information.	Develop meaningful partnerships that support the development and implementation of placed-based initiatives for social inclusion in the community	
Collaborate with key stakeholders to plan, develop and implement socially inclusive programs (including programs and services for LGBTIQ clients).	Attend key meetings for social inclusion  Develop shared plan with INWPCP Prevention Alliance	<b>NRCH staff:</b> Health Promotion team  <b>Partners:</b> <ul style="list-style-type: none"> <li>• INWPCP</li> <li>• City of Yarra</li> <li>• Office of Housing</li> <li>• Belgium Avenue Neighbourhood House</li> <li>• Brotherhood of St Laurence</li> <li>• Vietnamese Women's Association</li> <li>• Bridge Church</li> <li>• NJC</li> </ul>	May 2019	Development of shared priorities with INWPCP Prevention Alliance  Training attended by health promotion staff  Shared definitions developed for data collection and shared priority planning	Plan, develop and implement socially inclusive programs in consultation with INWPCP Prevention Alliance	

<b>Priority Area</b>	<b>Promoting Reproductive and Sexual Health</b>					
<b>Goal</b>	<b>To reduce harms associated with injecting drug use at NRCH.</b>					
<b>Objective 1</b>	<b>Reduce risk taking behaviours in people who inject drugs within the Needle and Syringe Program (NSP) at NRCH.</b>					
<b>Strategy</b>	<b>Actions</b>	<b>Lead and Partners</b>	<b>Timeline</b>	<b>Outputs</b>	<b>Outcomes</b>	<b>Progress</b>



<p>Develop community safety and mental health campaigns that cover the following (using a health literacy lens and more pictures):</p> <ul style="list-style-type: none"> <li>• Promote themed weeks</li> <li>• Hepatitis B week</li> <li>• Hepatitis C week</li> <li>• Overdose Awareness Day</li> <li>• World AIDS Day</li> <li>• Drink more water</li> <li>• Wash your hands</li> <li>• Promote harm minimisation messages including safer injecting practices.</li> </ul>	<p>Community Development Workers develop and implement community safety and mental health campaigns</p> <p>Allocate resources (including campaign materials)</p> <p>AOD team liaise with NRCH staff to guide and conduct campaigns</p> <p>Review and develop surveys</p>	<p><b>NRCH staff:</b> Health Promotion team, AOD team, Medically Supervised Injecting Room (MSIR), NRCH management</p> <p><b>Partners:</b></p> <ul style="list-style-type: none"> <li>• Harm Reduction Victoria</li> <li>• St Vincent’s Hospital</li> <li>• CEH</li> <li>• City of Yarra</li> <li>• Victoria Police</li> <li>• Metropolitan Fire Brigade (MFB)</li> </ul>	<p>Monthly health education campaigns</p>	<p>Clients provide feedback on program</p> <p>Survey developed, implemented and results analysed</p> <p>Number of campaigns conducted</p> <p>Number of partners engaged</p> <p>Number of community members that attend campaigns</p>	<p>Change in attitudes and behaviours of people who inject drugs (PWID) with regards to harm minimisation and safer injecting practices.</p>	
<p>Participate in the Eliminate Hep C Project.</p>	<p>Review current program, implement changes and evaluate program</p> <p>Promote treatment options for Hepatitis C</p> <p>Monitor Hep C treatment uptake rates</p> <p>Training in Hepatitis C treatment provided to all AOD program staff and Medical and Nursing staff.</p> <p>Education resources developed and distributed to key stakeholders including posters on safer injecting practices.</p>	<p><b>NRCH staff:</b> Health Promotion team, AOD team</p> <p><b>Partners:</b></p> <ul style="list-style-type: none"> <li>• St Vincent’s HARP program</li> <li>• Burnet Institute</li> </ul>	<p>June 2019</p>	<p>Provide weekly Hep C clinic for the community</p> <p>Partnership with Burnet Institute strengthened to conduct Hepatitis C testing and referrals to treatment.</p>	<p>Increase in number of people accessing Hepatitis C treatment through NRCH partnership with St Vincent’s Hospital.</p>	
<p>Implement a Blood Borne Virus (BBV) campaign in partnership with key stakeholders.</p>	<p>Develop partnerships</p> <p>Develop and distribute campaign materials</p> <p>Implement and evaluate campaign</p>	<p><b>NRCH staff:</b> Health Promotion team, AOD team, Nursing and Medical staff</p> <p><b>Partners:</b></p> <ul style="list-style-type: none"> <li>• Harm Reduction Victoria</li> <li>• Burnet Institute</li> <li>• St Vincent’s Hospital</li> <li>• Primary Health Network (PHN)</li> </ul>	<p>June 2019</p>	<p>Develop resources for awareness raising campaign, information kit including a comic to be planned and developed by harm minimisation committee and focus group of peers.</p>	<p>Increased knowledge of BBV treatment options for 80% of people accessing the service</p> <p>Health check framework reviewed and implemented</p>	

	Review and Conduct rapid testing within a health check framework			Conduct rapid testing within a health check framework to all clients referred to the service  Focus group evaluation with peers Health check framework updated		
Promote opportunities to participate in the health screening program.	Review current health screening program and implement changes in AOD and NSP team.  Develop partnerships  Implement and evaluate program	<b>NRCH staff:</b> Health Promotion team, AOD team and manager, Nursing and Medical staff  <b>Partners:</b> <ul style="list-style-type: none"> <li>Harm Reduction Victoria</li> <li>Burnett Institute</li> <li>St Vincent's Hospital</li> </ul>	June 2019	Number of people with complex and chronic health conditions participating in health screening program.  Number of people accessing treatment as a result of the health screen	20% increase in number of people accessing health screening program  80% increase in number of people accessing treatment as a result of the health screen	
Review and implement food distribution program	Strengthen partnership with food distribution organisations  Provide regular food distribution to clients of the NSP  Provide food safety training for staff/volunteers	<b>NRCH staff:</b> Health Promotion team, AOD staff, Health promotion staff, volunteer coordinator volunteers  <b>Partners:</b> <ul style="list-style-type: none"> <li>Oz Harvest</li> </ul>	June 2019	Engage with 2 food distribution programs/food rescue charities  Survey clients receiving meals Survey staff/volunteers providing food  Number of people receiving meals  Provide meals/food distribution weekly	Increase in number of people receiving meals by 10%  4 AOD staff/volunteers complete food safety training  Responses of clients and staff reported  Recommendations developed	
<b>Objective 2</b>	<b>Maintain and review 24 hour access to sterile injecting equipment to people who inject drugs within the NSP at NRCH.</b>					
<b>Strategy</b>	<b>Actions</b>	<b>Lead and Partners</b>	<b>Timeline</b>	<b>Outputs</b>	<b>Outcomes</b>	<b>Progress</b>
Review and modify Secure Dispensing Unit.	Review of SDU and implement recommendations	<b>NRCH staff:</b> Health Promotion team, AOD team and Manager, Health Promotion team  <b>Partners:</b> City of Yarra	June 2019	Evaluation conducted with clients and staff/volunteers  Feedback from stakeholders including the Yarra Drug Health Forum, Victoria Street Local Working Group and City of Yarra	Changes to SDU packs including new BND and yellow containers removed	
Implement and evaluate peer education program.	Engage Community Development Workers and implement program.	<b>NRCH staff:</b> Health Promotion team, AOD team	June 2019	Program implemented and evaluated	Number of Community Development Workers engaged Recommendations developed	

Recruit and support volunteers to assist with packing SDU's.	Recruit and support volunteers Training of volunteers	<b>NRCH Staff:</b> Health Promotion team, AOD team and manager, Volunteers Coordinator	June 2019	Volunteer program reviewed Volunteers recruited and trained	Number of volunteers recruited Review and development of recommendations	
<b>Objective 3</b>	<b>100% of people that participated in the health screening program that want to have been referred to treatment.</b>					
<b>Strategy</b>	<b>Actions</b>	<b>Lead and Partners</b>	<b>Timeline</b>	<b>Outputs</b>	<b>Outcomes</b>	<b>Progress</b>
Develop and review partnerships with treating organisations (Alfred Health, Hep C Clinic, Liver Clinic, Victoria AIDS Council, VACCHO, Harm Reduction Victoria).	Strengthen partnerships with agencies	<b>NRCH Staff:</b> Health Promotion team, AOD team and manager, nursing and medical team, MSIR  <b>Partners:</b> <ul style="list-style-type: none"> <li>Alfred Hospital infectious diseases unit</li> <li>Thorne Harbour Health,</li> <li>Pronto sexual health clinic</li> <li>VACCHO</li> <li>Hepatitis Victoria</li> <li>Harm Reduction Victoria</li> </ul>	June 2019	New partnerships developed and existing partnerships maintained.	Partnerships have been developed and maintained with a range of organisations	
Provide follow up health checks (including HIV rapid testing).	Train staff to conduct health checks (including HIV rapid testing)  Recruit participants  30 people participate in the program	<b>NRCH Staff:</b> Health Promotion team, AOD team, Nursing and Medical Team, Medical Practice Manager  <b>Partners:</b> St Vincent's	Provided as part of regular service, weekly	Health checks are conducted including rapid HIV tests.	Referrals provided to clients for treatment options.	
<b>Objective 4</b>	<b>Raise awareness of staff and clients of advocacy role in reducing harms associated with injecting drug use.</b>					
<b>Strategy</b>	<b>Actions</b>	<b>Lead and Partners</b>	<b>Timeline</b>	<b>Outputs</b>	<b>Outcomes</b>	<b>Progress</b>
Provide advocacy and support for services reducing harms associated with injecting drug use in the community	Collaborative action and information developed for staff and community  Information distributed through communication strategy  Engaging with community groups and leaders	<b>NRCH staff:</b> Health Promotion team, AOD Manager, NRCH Advisory Committee  <b>Partners:</b> <ul style="list-style-type: none"> <li>Harm Reduction Victoria</li> <li>Yarra Drug Forum</li> <li>Yarra Safety Forum</li> </ul>	June 2019	Information developed through consultation with key partners and the community  Communication strategy developed and implemented: Rollout of information at team meetings, standing agenda item, uploaded onto intranet, development and distribution of information to the community information.	80% of staff receive information on reducing harms associated with injecting drug use in the community.  80% of staff increase knowledge on reducing harms association with injecting drug use in the community	

				<p>Key topics for communication strategy include: Stigma and Discrimination; Harm minimisation strategies Safety</p> <p>Community to be engaged through community forums and monthly education campaign</p>	<p>Number of community members receiving information on minimising harms associated with injecting drug use.</p>	
<p>Scoping of training program to raise awareness with staff and volunteers of stigma and discrimination associated with injecting drug use.</p>	<p>Review stigma and discrimination training resources</p> <p>Plan and Develop online training module with Human Resources team</p>	<p><b>NRCH staff:</b> Health Promotion team, AOD Manager, HR, Health Promotion team</p> <p><b>Partners:</b></p> <ul style="list-style-type: none"> <li>Harm Reduction Victoria</li> </ul>	<p>June 2019</p>	<p>Development of stigma and Discrimination training for staff</p> <p>Trial the stigma and discrimination training with 10 staff</p> <p>Survey staff</p>	<p>Increased knowledge and awareness of 10 staff</p> <p>Online training is offered for all staff</p>	
<p>Develop new and existing internal and external relationships with key stakeholders.</p>	<p>Identify key stakeholders</p> <p>Develop relationships with key stakeholders</p>	<p><b>NRCH staff:</b> Health Promotion team, AOD team and Manager, CEO</p> <p><b>Partners:</b></p> <ul style="list-style-type: none"> <li>Harm Reduction Victoria</li> </ul>	<p>June 2019</p>	<p>Meetings attended with HR, Management and Executive, CEO</p> <p>Develop new and maintain existing partnerships</p>	<p>Develop meaningful partnerships</p>	