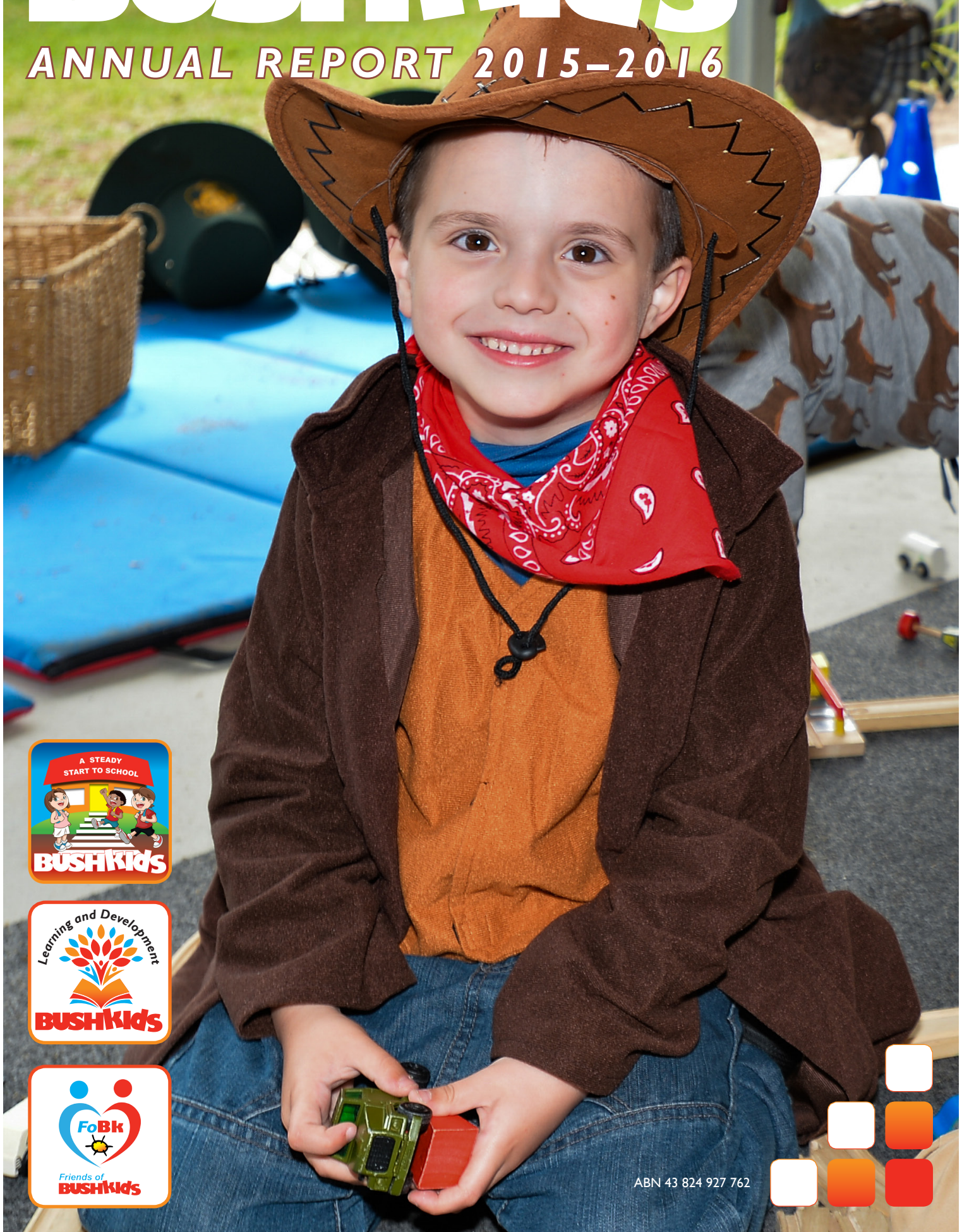
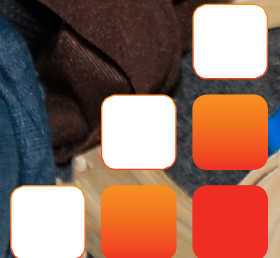


BUSHkids

ANNUAL REPORT 2015-2016



ABN 43 824 927 762



OUR PATRON

The Governor of Queensland
His Excellency the Honourable Mr Paul de Jersey AC

BUSHKIDS COUNCIL

Dr Neil Bartels	Chairman
Gloria Ryan	Deputy Chair
Allison McLean	Honorary Treasurer
Julian Martin	Member
Carolyn Searle	Member
David Ham	Member
Gail Huggins	Member
Karolyn Harcourt	Member

(resigned 1 June 2016)

BRISBANE

Carlton Meyn	Chief Executive Officer
Susan Harrison	Clinical Services Manager
Tiffany Bannier-King	Administration Manager
Louise Grimes	Accountant

(Kerryn Fricke until 6 October 2016)

Ingrid Lazarus	Administration Officer
Brett Wall	Maintenance & Safety Co-ordinator
Ken Lewis	Database/IT Co-ordinator
Rachel Martin	People of BUSHkids Co-ordinator

(from 8 February 2016)

Clinical leadership

Janine Kemp	Family Health Support Workers
Karlee Wiles	Occupational Therapists
Samantha Brown	Psychologists
Jackie Redmond	Speech-Language Pathologists
Marianne Taylor	Social Worker Team Leader

Contracted consultants

Matt Tesch	Marketing and Communications
	<i>(from 1 April 2016)</i>
Jo Copp	Strategic Developments and Partnerships
Beth Cassin	Clinical Project Officer

OUR TEAMS

- BUNDABERG**
Janie Stupart
Bonnie Barr
Elise Osborne

Amy Arase
Family Health Support Worker
Occupational Therapist
Provisional Psychologist
(from 20 June 2016)
Speech-Language Pathologist
(Tara Brady until 20 May 2015)
- Agnes Water / Miriam Vale**
Josephine Horrigan
Early Intervention Facilitator
- DALBY**
Julie Rathmell
Katherine West

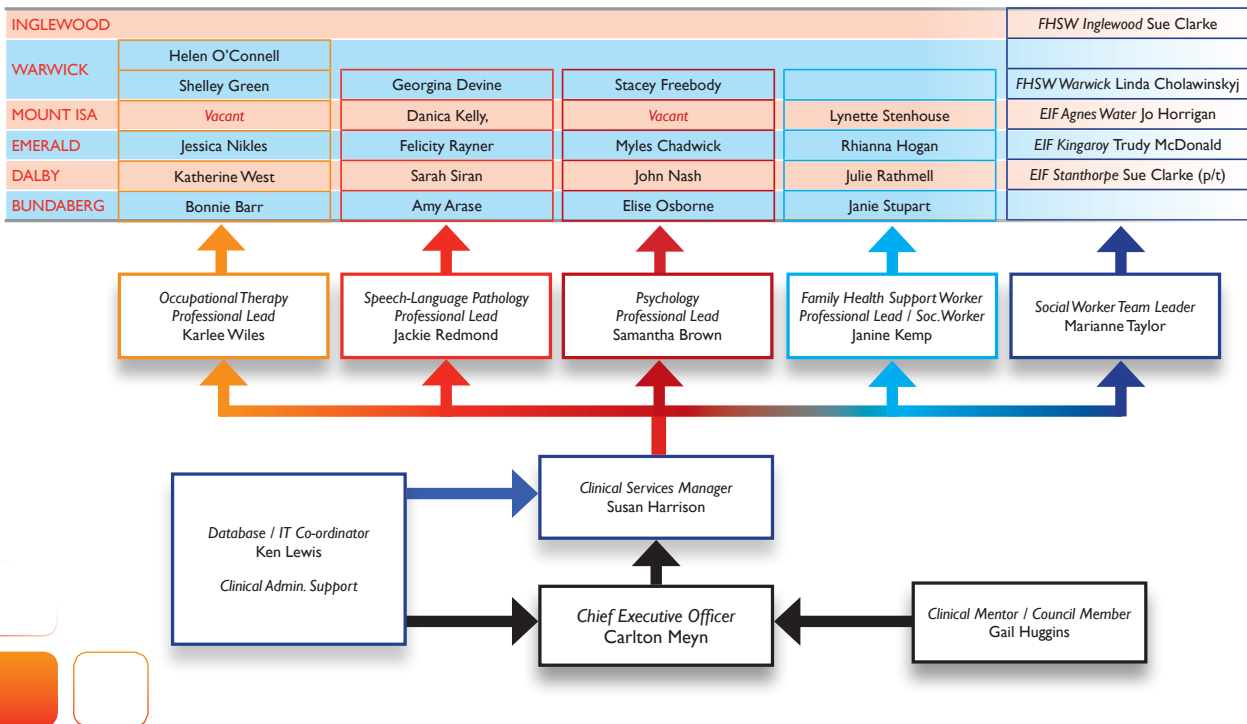
John Nash
Family Health Support Worker
Occupational Therapist
(Monika Krishna until 14 June 2016)
Provisional Psychologist
(Grace Rosenthal until 14 June 2016)
Speech-Language Pathologist
(Nicole Milinkovic until 28 April 2016)
- Kingaroy / Nanango**
Trudy McDonald
Early Intervention Facilitator
(from 2 November 2015)
- EMERALD**
Rhianna Hogan
Jessica Nikles

Myles Chadwick
Felicity Rayner
Family Health Support Worker
Occupational Therapist
(Sarah Sinnott until 16 February 2016)
Psychologist
Speech-Language Pathologist
- INGLEWOOD**
Sue Clarke
Family Health Support Worker
- MOUNT ISA**
Lynette Stenhouse
Carol Costello

Vacant
Family Health Support Worker
(Extended leave 18 July-28 October 2016)
Family Health Support Worker
(4 July-18 October 2016)
Occupational Therapist
(Rebecca Maxwell until 29 January 2016)
Psychologist
Speech-Language Pathologist
- WARWICK**
Linda Cholawinskyj
Helen O'Connell

Shelley Green
Family Health Support Worker
Occupational Therapist
(Lauren Fitzpatrick until 31 August 2016)
Occupational Therapist
(from 31 October 2016)
Provisional Psychologist
Speech-Language Pathologist
(Alison Dowdle until 29 January 2016)
- Stanthorpe**
Sue Clarke (p/t)
Early Intervention Facilitator
(Maria de Vries until 1 August 2016)
(Tully de Vries until 12 February 2016)
(Denise Ingram until 23 August 2016)

CLINICAL STRUCTURE



ANNUAL REPORT 2015 – 2016



Royal Queensland Bush Children's Health Scheme

Serving children and families across Queensland for 80 years

NOTICE OF MEETING

The 80th Annual General Meeting of the Royal Queensland Bush Children's Health Scheme – BUSHkids – will be held on Tuesday 6th December 2016 from 4.30pm at 16 Morley Street, Toowong Q 4066.

BUSINESS

- Receive and adopt the Report and Financial Statement for the 12 month period 1 July 2015 to 30 June 2016;
- Election of Deputy Chairperson and Council members;
- Appoint auditors for the ensuing year;
- Transact any special business for which due notice has been given.

By order of the Council

Dr N J Bartels
Chairman

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Cover images by Ian Mace Photography



Volunteers

Currently, we are fortunate to have *more than 100 volunteers giving over 4,000 hours of their time and skills* to the ongoing development of BUSHkids.

This has grown with the establishment of *Friends of BUSHkids*, the vehicle that has helped drive BUSHkids towards deeper community involvement across Queensland.

Rob Gluch worked tirelessly on events for our 80th Anniversary Year along with Carlton and Brisbane team, and continues to assist with databases and mailouts.

When not performing his governance role as BUSHkids Council member, **David Ham** – ably assisted by **Michael Whitlock** – continues to work on the review and updating of all of BUSHkids' Policies & Procedures, and continues to advise Brett Wall on Workplace Health & Safety matters.

Margaret Lavery continues to support Carlton and the Brisbane office team on many administration and processes, and also provides mentoring support to new staff members.

Jenny Marsh has joined the team to assist with all aspects of administration in our Brisbane office. Both Jenny and Margaret have been eagle-eyed proof-readers in the final stages of development of our imminent history book.

The work of our BUSHkids volunteers received a boost via grants for eight of our Centres from the Department of Social Services Volunteers Grants 2016. These funds enabled BUSHkids to purchase laptops to support the work undertaken by volunteers.

Turn to pages 6-7 to read more about some of the amazing projects being delivered by our *Friends of BUSHkids* volunteers!

Interested in volunteering?

Please send an email with details of which area you live, any special skills or interests you have, and how you think you can help, along with your contact details to us at:

info@bushkids.org.au

Sandra Head was a pioneering member of *Friends of BUSHkids Warwick* when it launched in 2015 and has been instrumental in establishing and facilitating the work of the group.

With over 30 years' background in a wide range of teaching roles including kindy, preschool, prep, infant and primary school classes Sandra observed the significantly increased expectations that the education system has for children to achieve certain developmental milestones prior to commencing school and in each year of their schooling life.

Sandra came to learn about the work of BUSHkids as some staff from BUSHkids Warwick Centre visited her Rotary Club – Warwick Sunrise.

"Our Rotary Club was invited to the Warwick meeting arranged by the Brisbane office to get volunteers involved once again ... I saw immediately that I could be of use to BUSHkids and it was at the time I had decided to retire from fulltime teaching."

Sandra explains that she *"loves to be useful and seeing the children and families blossom thanks to the work of the BUSHkids teams."*



She says she is *"motivated by the fact that I can do the behind-the-scenes support work and relieve the staff to concentrate on their core business"* in the (very real!) hope that *"this will mean more children and families will be assisted."*

"From my perspective, BUSHkids makes it very clear that they are there for their clients and their needs. All the families feel respected and listened to. This puts them at ease and then everyone works towards their common goal far more effectively."

"Sometimes institutions such as schools find it difficult to recognise and then to meet the various needs of their families and BUSHkids has placed itself to be a welcoming alternative in their lives."

Sandra has invested countless hours as a *Friends of BUSHkids* committee member – preparing the agendas and Minutes for each meeting, making the arrangements for the annual Bush Dance and Golf Day and educational programs such as the Read and Grow workshops.

Since April 2016, Sandra has worked voluntarily in BUSHkids' Warwick Centre for three days each week. Sandra quickly settled into her role as a Centre Administration Support Officer, where she assists the team with preparing resources, scheduling appointments, and office duties such as laminating, binding, filing, archiving and reception.

According to Warwick Family Health Support Worker Linda Cholawinskyj, *"Sandra has become a valued member of our Centre and team. She brings years of experience/ideas as an early childhood teacher with her."*

"Sandra has made the Centre more warm and family-like with her welcoming words and decorative ideas. It's great to get some admin support but actually, more than that, her presence and support to the team members is invaluable."

SRF Connecting people and communities

warwick.starcommunity.com.au

Thursday, 20 August, 2015 Page 5

Sandra helps out

By DANE LILLINGSTONE

SANDRA Head, as part of her work with the Rotary Club of Warwick Sunrise, has been helping BUSHkids for the past three years.

She says she helps them because it's all about getting children on the right track.

"BUSHkids is not only orientated on kids but it's about helping the families as well, and the parents. I help because they provide all of their services to children completely free," she said.

"They cover such a wide range of services including providing an occupational therapist, psychologist, speech pathologist and a fam-

ily health support worker."

The Royal Queensland Bush Children's Health Scheme - BUSHkids operates from six centres in rural areas including Bundaberg, Dalby, Emerald, Mount Isa and Warwick. They also provide a family support health worker in Inglewood.

The Warwick Centre offers groups for kids in helping with things like social skills, gross and fine motor skills and literacy and handwriting groups. Parents can partake in parenting education sessions on things like ADHD and toileting.

BUSHkids can be accessed by children who are experiencing de-

velopmental difficulties or behavioural or emotional support issues that they are unable to receive help with elsewhere in the community.

Sandra says that at the moment, the demand is outweighing the supply.

"There is a waiting list. There's a huge need for more to be done as they can't cater to everyone right now," she said.

You can get involved by donating at their stall at the bottom of escalators at Rose City on September 11 and 12 or by volunteering your time at one of their centres or helping out with fund-raising events.

For more information call 07 3870 7288.



Sandra Head has been volunteering her time for the past three years.

Adrian Harrison is married to BUSHkids Clinical Services Manager Susan, and has been volunteering his time and effort (outside the demands of his own career) in researching and writing much of the raw text for our soon-to-be-launched history book and conducting many of the interviews which bring the stories of many former 'Bushies' to life.

A passionate historian and gifted writer, Adrian has an Honours degree in History from the University of East Anglia in England. He has won a number of writing awards, including the UK's 2002 Short Play of The Year prize.

His first published writing was for a fortnightly football (soccer) magazine in Birmingham (2002-2006), ranging from opinion pieces to player interviews. By extension – and perhaps unsurprisingly – he is also a self-confessed 'soccer tragic' (we've decided to find these quirks delightful!).



Since moving to Queensland he has immersed himself in the State's history, writing for the Family History Journal of the Registry of Births, Deaths and Marriages for more than two years, as well as for the quarterly journals of both the Queensland Family History Society and the RSL.

Adrian describes his writing style as *"more popularist than academic but with my background as a historian it is always grounded in facts and taken from source material."* He and Matt Tesch have given thousands of hours to the history book project since research work began in early 2014.

From the Chairman

The program of celebrations, education and commemorations which highlighted the lead-up to our organisation's 80th anniversary in December 2015 is now behind us — almost, of which more in a moment — and the year now ending has been one of consolidation, rejuvenation and regeneration with an eye to, as always, the future of BUSHkids and the evolving needs and challenges facing the rural, remote and regional Queensland families we continue to serve.

A Council Charter, enshrining for the first time the roles, obligations and expectations of the Scheme's governing body, was finalised in April 2016. This was the result of a lengthy development process and a great deal of expert input, and I want to single out Council stalwart David Ham OAM, Carlton Meyn and external consultants Jo Copp and Matt Tesch for their contributions. The annual Council Skills Audit, which ensures that the experience and skill sets of our members continue to be precisely aligned with our operational areas, was also completed.

Our Investment Policy was reviewed and updated, to ensure that the overall financial health of BUSHkids remains both sound and sustainable. On this note, Council also conducted another periodic appraisal of our property assets in Brisbane and Warwick and carefully considered a number of propositions in the best strategic interests of the organisation. A well-developed strategy in this regard will have long term implications for the future financial security of BUSHkids so that the organisation can continue to provide its services and grow.

Another project of 2016 has been to revisit our Constitution. Readers of our forthcoming history book *BUSHIES* (again, of which more in a moment) will be reminded that this cornerstone document was last revised in 1982, after the Commonwealth legislative changes to our governing Act which enabled the formalising of our title as the *Royal Queensland Bush Children's Health Scheme* following Queen Elizabeth II's assent to the prefix in 1973. Definitely time for a fresh look at this important legal foundation of our structure, purpose and ethos and we are very grateful to Council member Gloria Ryan and to Clayton Utz for the generous offer to review and recommend updates to our Constitution.

A more modern approach to such a document is to provide a general statement as to the object of the organisation, such as is set out in 'Our Purpose' of the 2015-18 Strategic Plan. The general statement then adds specific powers to achieve the purpose: for example, *"To achieve this object, the organisation may, without limitation, harness the resources of the community in support of the object; do all other things incidental or conducive to the attainment of the object."* Such incremental changes will enable BUSHkids to continue to evolve and grow in the 21st Century while remaining true to the vision of our founders in very different times.

Changing times have also touched our Council very deeply this year, not least with the passing of David Ham's beloved wife Frances after a long but courageously-fought illness earlier in 2016. Our condolences to their three lovely daughters and extended families and we are honoured by David's renewed commitment in returning to continue to volunteer his tremendous experience and expertise to BUSHkids. Mid-year, Council member Karolyn Harcourt determined that, after almost six years' service to our organisation, it was time to pursue other interests and the expressions of appreciation on all sides have been warm and heartfelt. *"I have great respect for BUSHkids as an organisation and all it has achieved, particularly in the past few years,"* Karolyn said and in missing her talents and skills in the future we are nonetheless grateful to have benefited from them for more than half-a-decade.

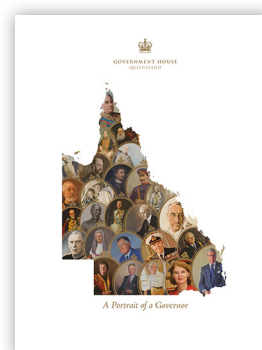
The ongoing rejuvenation of Council ranks remains a key focus and we are looking to 'co-opt' (to use the historical term) several new members to amplify our governance capabilities in the New Year. From July 2016, the role of the remarkable Carlton Meyn has been re-titled as Chief Executive Officer and I am sure all will join me in applauding that we have secured his inspirational leadership and energies for a further five-year contract with BUSHkids. In the first five years of his administration, we have added the Commonwealth Department of Social Services to Education Queensland and Queensland Health as funders to whom we also owe our thanks and those of the many children and families across this State whose lives are improved by the work of our frontline teams. To this list I add our core office and clinical leadership teams in Brisbane as well as the many donors, bequesters, fundraisers, members of *Friends of BUSHkids* and countless other volunteers and supporters. Thank-you, all.

In closing, I want to mention two publications which will hallmark 2016 for BUSHkids. First is the elegant *A Portrait of a Governor*, published by Government House to showcase for the first time all 26 office-holders, including 'our' very own Sir Leslie Orme Wilson, whose portrait hangs in our Toowong offices and which was photographed for the book. The second, to be officially launched by our Patron, His Excellency Governor Paul de Jersey AC, on 6 December 2016 is another 'first' — a comprehensive history book titled *BUSHIES: Stories from the first 80 years of BUSHkids*. This magnificent hardback, liberally illustrated with many unique or rare images from our archives and stories from current and former staff members, clients and volunteers is the product of more than two years' almost entirely voluntary effort by Adrian Harrison and Matt Tesch, built on the pioneering foundations left by Pat Carlin and my earlier predecessor as Chairman, Jim Arkell MBE. Truly, we still have much to celebrate.



Dr Neil J Bartels

MBBS LL.M Grad.Cert.Leg.Med.
FACRRM



Cover of *A Portrait of a Governor* and an extract from the full-size painted portrait of Sir Leslie Orme Wilson.

Courtesy Government House collection



CONNECTIONS



CLAYTON UTZ



CONNECTIONS



Friends of BUSHkids



Cr Ross Bartley (R) with Carlton Meyn; members of the Rotary Club of Warwick Sunrise (below) ready to raffle on the day!



Ready to roll at the Warwick Golf Day

Together with our Centre teams, *Friends of BUSHkids* (FoBk) committees are the face of the BUSHkids in their local communities. Our *FoBk* committees promote the work of BUSHkids, engage the community to ensure BUSHkids is meeting local needs and aim to raise funds.

Friends of BUSHkids committees aim to harness community resources to increase support and awareness for BUSHkids and contribute to planning of services, facilitating events and initiatives in their local community to raise funds for our organisation and its services.

Here is an overview of some of the many events, promotional activities and fund-raising that have been organised by *FoBk* committees in 2015 and 2016 to achieve these goals in their region.

FoBk Warwick

This is a very strong local group that was established in February 2015 with former Southern Downs Deputy Mayor Cr Ross Bartley taking a very proactive role as inaugural chairman. In 2016, Ross stepped down from this position and we were delighted when Ian Mace, a parent of a BUSHkids client, stepped up to the role to continue the great work.



Ian said: *"I have been involved with FoBk for 18 months since its inception here in Warwick. As a parent of a child with an Asperger's diagnosis, I felt compelled to give back something to BUSHkids after all of the professional expertise we had received as a family. It had made and continues to make a huge difference."*

"About six months ago I was nominated to act as chairman following on from the hard work undertaken by Ross Bartley. I felt honoured to get even more involved in our evolution working with some very professional and determined individuals committed to our cause."

"I strive to make meetings a little less formal and strongly encourage new ideas and opportunities to fundraise and promote awareness within our community. As a group I try to shape the way we work together, the timing of events and to work as hard as we can with an emphasis on our local media. Also as most of us hold down a career the availability of a group email service enables us to communicate with each other outside of our six weekly meetings."

"We have many new ideas for 2017 and look forward to working together and as effectively as possible."

This group's members are extremely committed and very active in raising support and awareness of BUSHkids' contribution to Warwick and the surrounding areas.

Below are just some of their activities from the past year:

Sixth annual Golf Day

Despite the original date being rained out, the committee regrouped and managed to deliver a successful event. Local golfers provided support, along with major sponsors **Domino's Pizza**, **McDonald's**, **Colrain Group**, **Cassells Automotive**, **John Dee Fine Beef** and **The Warwick Daily News**.

FoBk did a fantastic job arranging an auction, raffle, overall sponsorship of the Golf Day, hole sponsorship and general donations for the event.

The committee was boosted by a group of **Warwick Rotary Sunrise** members who volunteered on the day. They erected signage, operated the mobile drinks and pizza delivery buggy around the course and helped sell raffle tickets in the clubhouse.

Southern Downs Regional Councillor Neil Meiklejohn was MC for the event, and Stuart Wade of **Wade's Real Estate** did a wonderful job as auctioneer.

Friends of BUSHkids



Ian Mace (second from left) with members of the FoBk Warwick and Centre teams. (Photo by Jayden Brown / Warwick Daily News)

"In earlier times, community members travelled with children to BUSHkids Homes on the coast, fundraised, and provided valuable support and services to the children while they received medical help in the larger centres."

"We have launched this year in Emerald but we have a keen committee and have a number of community projects planned for next year."

"We hope to carry on the strong tradition of community involvement and support from the Emerald community."

"Working together we will achieve much for BUSHkids and our community."

Multi-Draw Raffle

Catherine Dunn and the Friends of BUSHkids committee have done an incredible job obtaining great prizes and selling tickets in the local community, including raising BUSHkids' profile by selling tickets at the Rose City Shopping Centre.

School Bushies Day

Marie Sullivan has played a key role in organising this event at local schools where kids are encouraged to come to school dressed as a BUSH kid to spread awareness about BUSHkids.

Service Advisory Group

A sub-committee of FoBk Warwick, the Service Advisory Group was established in September 2015. This group works with the local team and Clinical Services Manager to identify service gaps, advise on program implementation, service development and necessary external communication about our services.

As an example, Service Advisory Group chair Dr Gus Cooper attended a community meeting in Dalveen to provide information about BUSHkids services. Group programs were also advertised in the local paper and circulated to local schools, kindergartens and day care.

Support for Read and Grow

FoBk Warwick played an active role in promoting and providing operational support for a successful Read and Grow workshop attended by 26 local early educators, health professionals and carers. Thank you to all FoBk members and organisations who assisted with the event!

Bush Dance

BUSHkids Warwick's second Bush Dance was held at the Warwick Redbacks AFC on Friday 11 November – thanks to all involved in organising this successful event!

FoBk Emerald

The inauguration of this committee on 7 June 2016 was attended by more than 30 interested community members and warm support for the work of BUSHkids' Central Highlands team was evident. Charlie Wilson, grandson of BUSHkids founder Sir Leslie Orme Wilson, decided to follow in his grandfather's footsteps and champion the BUSHkids cause as chair of the new FoBk Emerald committee.

Councillor Kerry Hayes, Mayor of the Central Highlands Regional Council, came to show his support for BUSHkids and speak about social change.



Charlie Wilson said that *"the recently initiated Friends of BUSHkids is a fabulous initiative to help involve the Queensland community in what is one of the oldest providers of health services in our great state."*

"Friends builds on the rich tradition of community support of services to rural and outback children since the Queensland Bush Children's Health Scheme was started in 1935 and I am proud to be the Chair of FoBk Emerald."



Cr Kerry Hayes with Charlie Wilson (above) and with Carlton Meyn (L).

Emerald Golf Day

Justin Scutt and his team at Enwise Electrical have once more demonstrated incredible support to fundraise for BUSHkids by hosting the BUSHkids Emerald Golf Day in 2016.

Orica Mining Services raised \$681 through a raffle at the CQ Recreation & Travel Expo which was donated to the Emerald Centre, and the Emerald Co-operative Society, through Justin Benjamin and Barry Brown, donated \$5,000!

FoBk Bundaberg

The Chair of FoBk Bundaberg, Cr Judy Peters, attended BUSHkids' annual Conference in July 2016 and has been engaging local community members and key stakeholders to be part of FoBk in Bundaberg in 2017.

FoBk Dalby

Liz Ryan was appointed as chair of FoBk Dalby in late 2016. Liz attended the FoBk Warwick meeting in October 2016 and is working to engage passionate people as representatives for BUSHkids Dalby. Liz has ideas for FoBk Dalby to host a number of community awareness and fundraising events in 2017.

The BUSHkids Council is an equal partner in and contributor to the growth and change in our organisation. Over the past year Council members have not only had strategic input but have also provided hands-on involvement across many aspects of the organisation. Here is a brief profile of each Council member, and a summary in the table below of their attendance at Council meetings. The bullets adjacent to each name below indicate the number of projects worked on or events attended in addition to the regular Council meetings during calendar year 2016 (one large bullet = 10 commitments).



Dr Neil Bartels ●●●●
(Chair)

A medical practitioner with a keen interest in children's health issues, Neil holds a Master's degree in Law with a great interest in the equity of access to health services for more remote or disadvantaged children, particularly those with behavioural, learning or social disadvantage. Dr Bartels provides valuable medical and legal experience and intense support in the direction of the organisation.



Mrs Karolyn Harcourt ●●●
(Member – resigned July 2016)

Karolyn grew up and attended school in Toowoomba. Her background in speech pathology prompted her to use her clinical knowledge to assist in the management of BUSHkids. She has worked primarily with children, both in Education Queensland and Queensland Health and her own private speech pathology practice, with a strong belief in good quality health service for country children.



Ms Gloria Ryan ●●●
(Deputy Chair)

Gloria is legally trained and is a very enthusiastic contributor to all aspects of our contracting matters, supporting BUSHkids with legal advice as well as comprehensively advising on our Policies and Procedures. Through the changes to the organisation's branding she assisted greatly with the registration of the BUSHkids trademark. She was elected as Deputy Chair in December 2014 and in 2016 has been bringing her skills to bear in a number of key review areas.



Mrs Gail Huggins ●●●●●●●●●●
(Member)

Gail is a Speech Pathologist who has extensive clinical and administrative experience gained from working in government and non-government organisations throughout Australia. Her commitment, based on the knowledge and service planning experience that early intervention for children at developmental risk is vital insurance against long-term disadvantage, has always been to provide equity of access to well-resourced, evidence-based service such as ours.



Ms Allison McLean ●●●
(Hon. Treasurer)

Allison brings her vast accounting knowledge with many years in the areas of business advice, accounting and taxation to support the role of our Accountant. Growing up on a farm which was worked by generations of her family she feels an affinity for families in rural and remote areas. Allison was originally involved with the Redcliffe Centre through community groups, organising games nights and activities, and outings for children who had been brought in for treatment.



Mr Julian Martin ●●●●
(Member)

After growing up in the Bush, Julian has a high regard for what BUSHkids is contributing to the children of rural and regional Queensland. He has more than 20 years' experience in the information systems industry and a background of providing business-enabling solutions to organisations. Julian supports us greatly in all areas of our ICT needs and has been a valued adviser for the transformation of our ICT systems across the organisation.



Mr David Ham OAM ●●●●●
(Member)

David worked for Education Queensland all his adult life, first as a teacher, then principal and inspector, and finally as the Director of Human Resources. As a young teacher and principal in outback Queensland he was very impressed by the care given to children by our organisation. David has given us a great deal of invaluable voluntary assistance with the creation of our Policies & Procedures in the areas of Governance, Human Resources and Finance, Admin and Health & Safety and continues to volunteer his time on further projects.



Ms Carolyn Searle ●●●
(Member)

Having grown up in Mackay, Carolyn understands how the needs of children and families in regional areas are often overlooked and how in many areas BUSHkids provides the only health service of its type. Carolyn has worked in the accounting and legal professions before founding Career Path, a recruitment agency, and has provided appreciated valuable recruitment advice for our organisation. Carolyn has helped increase the profile of BUSHkids amongst the community, ensuring our valuable services offered reach the children most in need.

2016 Council	4 Feb	17 Mar	28 Apr	9 Jun	21 Jul	1 Sep	13 Oct	24 Nov*	6 Dec*
Dr N Bartels	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Apology	Attending
Ms G Ryan	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Attending	Attending
Ms A McLean	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Attending	Attending
Mr D Ham	Apology	Apology	Attended	Attended	Attended	Attended	Attended	Attending	Attending
Mrs K Harcourt	Apology	Apology	Attended	Attended	Resigned				
Mrs G Huggins	Attended	Attended	Apology	Attended	Apology	Attended	Attended	Attending	Attending
Mr J Martin	Attended	Attended	Attended	Attended	Attended	Attended	Attended	Attending	Attending
Ms C Searle	Attended	Attended	Attended	Apology	Attended	Attended	Attended	Attending	Apology

*Note: these meetings scheduled after the print deadline for this report; attendance notes are declared intentions based on advice received from members.

Chief Executive Officer

This report comes to you at the end of my fifth and final year as General Manager and first year as CEO of BUSHkids, as our organisation's 80th anniversary celebrations come to a close. I am proud that from strong foundations we are continuing to build and evolve as an organisation to continue to meet the needs of children and families living in regional, rural and remote areas of Queensland. The work that BUSHkids does remains in clear focus and there are five core areas of achievement in the past year on which we can reflect.

First, our 80th anniversary celebrations provided a rare opportunity for us to rediscover the full extent of our history and this reconnection has culminated in the production of a comprehensive history book, the result of huge amounts of effort, time and goodwill by volunteers, BUSHkids Council, current and former staff members and clients and the wider community.

Second, 2015/16 was a year when BUSHkids made great strides in realising more strategic plans in our approaches to building community capacity to meet the needs of children in rural, regional and remote areas of Queensland.

Third, our organisation is looking to the future with the commencement of a research project to create a telehealth framework for BUSHkids.

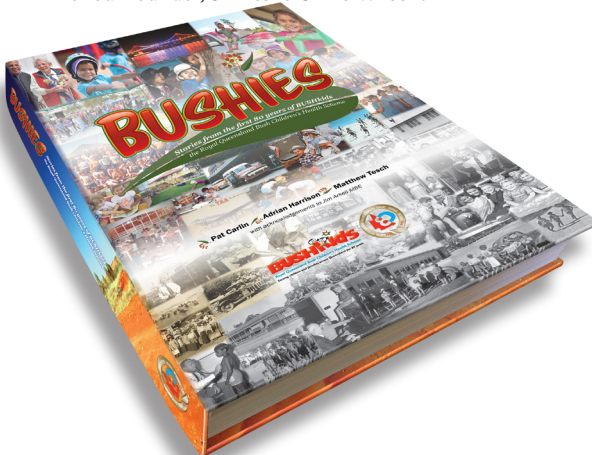
The fourth highlight has been reinvigorating and consolidating community connections through our growing numbers of volunteers and the members of our Friends of BUSHkids committees.

Finally, as we continue to serve the community as we have done for the last 80 years, we have taken the opportunity to reflect on our progress against our Strategic Plan and have undertaken work to continue to improve our performance by more accurately measuring productivity, reviewing our salary structure and streamlining reporting.

History book

As the Chairman has noted, our magnificent hardback book *BUSHIES: Stories from the first 80 years of BUSHkids – the Royal Queensland Bush Children's Health Scheme* will be officially launched on our 81st birthday on 6 December 2016.

This book records some of the stories, memories and recollections of the more than 42,000 children and families our organisation has supported for more than three generations, along with meaningful and lively insights from many staff members past and present. Rich in detail and lavishly illustrated with many unique or rare images, this monumental work captures a vital piece of Queensland's social history and celebrates the achievements of its people and their Outback communities — and the living legacy of our founder, Sir Leslie Orme Wilson.



Almost three years in the making (research work by Adrian Harrison and Matt Tesch began in early 2014 using Pat Carlin's 2010 booklet as an essential guide), *BUSHIES* is the product of many thousands of hours of almost entirely-voluntary commitment. More than 8,000 images and documents in our archives were appraised, sorted and sifted; more than 2,000 of these were carefully digitised to preserve fragmenting newspaper cuttings, scratchy recordings and fading photographic emulsion for future generations.

More than 800 of these incredible pictures ultimately found their way into the 448 pages of the book which, for the first time, fully illuminates the inspiring vision of our founders in the 1930s and the courageous efforts of succeeding generations of BUSHkids staff and management in transforming and evolving our organisation to ensure it continues to meet very different family and community needs to those which were first confronted more than 80 years ago.

Building the capacity of rural, remote and regional communities

During the 2015-16 year BUSHkids aimed to further develop services in line with our service model, to support all children in our regions to achieve their potential. This is approached through a range of strategies with the intent of reducing the number of children requiring clinical intervention in the future by implementing early intervention, prevention and health promotion strategies. We aim to build local communities' capacity to support the developmental needs of children. This is achieved by providing education and training for parents and early childhood workers.

We also provide targeted group programs in settings where needs have been identified. These include evidence-based and evidence-informed programs which address particular skill development (such as social skills, parenting, and communication) and the introduction of BUSHkids playgroups. Initiatives such as these complement our core multidisciplinary clinical intervention services of Speech-Language Pathology, Occupational Therapy and Psychology in our service regions.

This extension of our focus is beginning to become evident in our session statistics. We are reaching more children and this is reflected in an increase in targeted group programs being provided. In the previous year we provided 1,347 group program sessions; this increased by more than 53% to 2,067 sessions in 2015-16.

The change is particularly evident in the work we are doing in our outreach towns. Previously only 35% of sessions in outreach locations were group sessions. In 2015-16 the number of individual sessions provided on outreach remained fairly steady (310, compared with 335 the year before), however group sessions provided on outreach increased by 83%, from 178 to 326, representing more than half of all outreach sessions provided. Previously our community education sessions were provided on an *ad hoc* basis. Now that we are strategically focused in this area, we are able to report 212 community education sessions were held throughout Queensland in 2015-16.

Moving services from a purely clinical intervention approach to utilising the full range of strategies — including preventive and educational — has required resources to be prioritised to support this change.



Carlton Meyn



This has included fostering new services and service approaches, developing programs, implementing Professional Development activity in line with requirements and providing direction and support through the strengthened clinical leadership team.

Some of the key projects include:

A Steady Start to School

BUSHkids plays an important role in supporting parents in regional Queensland to promote children's development and prepare for a successful start to school. BUSHkids has developed a high quality evidence-informed parent workshop, which is being piloted in Gin Gin and Dalby. Full rollout of this program will occur in all BUSHkids regions in 2017.

Thank you to Beth Cassin for her amazing efforts on the development of ASS2S.

Read and Grow

In 2015 BUSHkids Speech-Language Pathologists were trained in the emergent literacy program 'Read and Grow'. This program has now been implemented across Queensland as a parent and community education program, employed both in individual intervention, informed structure and content for playgroups as well as utilised as a targeted group strategy. BUSHkids is working with the developer of the program to further enhance the program for our rural families.

Parents Play

BUSHkids is participating in a **Deakin University** study looking at the implementation of 'Parents Play'. This course was developed in a proof-of-concept study by Professor Karen Stagnitti, PhD student Rachel Smith and Dr Genevieve Pepin, and is a first of its kind targeted specifically to parents and their preschool-aged children. Parents Play is a three-session course that informs parents about how children play and gives ideas for how to play with their child.

BUSHkids' involvement in this study will help determine whether the course can be successfully integrated and implemented within existing services. A BUSHkids pilot of Parents Play has commenced in Childers and is being facilitated by Bundaberg Centre's Occupational Therapist and the Speech-Language Pathologist.

The BUSHkids staff facilitating have completed training with the developer and will be involved in collecting data from parents participating in the course as well as completing interviews with the developers to get their impressions on the implementation of Parents Play.

eKindy

BUSHkids sponsored the eKindy pod at Proston State School in 2016 enabling children in the area to attend a kindy program prior to commencing school.

Looking to the future – developing a telehealth framework for BUSHkids

BUSHkids is committed to implementing a range of service delivery modes to reach as many children as possible. In 2016 BUSHkids has sponsored a PhD candidate to undertake a research project to develop a framework for telehealth at BUSHkids. Jessica Campbell has commenced in this role and has been successful in gaining Ethics approval. Stage one of this project, a Needs Analysis, is underway. This project is due for completion in 2019.

Building community connections

During the past year, the *Friends of BUSHkids* committees have strengthened across Queensland, anchoring BUSHkids more firmly to the communities we serve. These committees provide BUSHkids with a vehicle for being both proactive and reactive to the needs of the local community, as well as providing us with a more visible local presence. *FoBk* committees have contributed to the work we do in many ways, including organising community fundraising events, raising BUSHkids' profile locally through events, fundraising and media stories, and providing support and input that contributes to the development of our services.

The volunteers on our *FoBk* committees are proving to be an amazing resource for our organisation, and we are especially pleased that, following his many roles in our 80th anniversary celebrations, Sir Leslie Orme Wilson's grandson Charlie has agreed to chair the *FoBk Emerald* group – a remarkable example of how history can indeed come 'full circle'. Thank you to Charlie and to all our *FoBk* members.

BUSHkids' commitment to engaging volunteers was reflected in the creation of our 'People of BUSHkids Co-ordinator' role. During the past year, we have seen an increase in the numbers and time provided by volunteers in our regional and Brisbane offices. In 2017 we will continue to harness these vital resources and aim to increase the numbers of volunteers contributing to the work of BUSHkids.

Strengthening performance

The following three projects have been undertaken concurrently during the 2016 calendar year.

Salary structure review

The remuneration review compares the full time equivalent (FTE) base salaries across the organisation with the relevant modern awards and comparable certified or enterprise agreements. Where there are differences in the hours worked per week, employer superannuation entitlements and salary sacrificing opportunities, an adjustment is made to the base salaries so that the remuneration levels are more comparable. The review also considers the advertised and benchmarked base salaries for comparable roles largely within the not-for-profit sector.

BUSHkids staff are categorised into one of three streams to reflect the different roles undertaken within the organisation:

- i. Allied health staff and clinical leadership (AH);
- ii. Family and community workers (FAC);
- iii. Toowong-based staff (Toowong).

Based on the current remuneration levels and comparisons with comparable roles elsewhere, a salary structure (levels and progression path) is proposed for clinical and front-line staff.

In addition, a number of policy and procedural aspects of conditions of employment at BUSHkids are addressed. These conditions are assessed in terms of their fairness, consistency, transparency and effectiveness in meeting objectives. For example, two important changes around bonus leave and Professional Development (PD) have recently received Council approval (29 September), with these changes targeting some of the findings regarding BUSHkids' salary structure, with implications for staff retention and attraction.

2 Measurement of productivity project

BUSHkids' system for collecting service-related data, *BUSHbase*, provides a rich source of data for enhancing the efficiency and effectiveness of the organisation. This project is aimed at both utilising and informing *BUSHbase* data capture to provide measures of service provision and the direct and indirect costs of providing these. It also aims to assist clinical management to achieve the Strategic Plan's goals by ensuring that staff have the appropriate incentives to implement BUSHkids' service model. There are two parts to this project:

Part A

Using the data from BUSHbase to establish measures of productivity for clinical and other front-line staff, taking into account:

- Front-line (AH and FAC) services provided;
- Clinical leadership (including supervision);
- Measures of sessions (outputs) and hours (inputs) for different disciplines; and
- Costs associated with different services based on hourly remuneration rates and overhead costs.

Part B

Overlay this framework with a weighting system recognising the strategic priorities of BUSHkids and the service model of care towards which they are moving.

3 CEO reporting templates

This project involves designing a template for the CEO's quarterly report to Council, the objective to report on how BUSHkids is progressing towards its strategic goals, with this aimed at facilitating more focused discussions around strategy by Council. Other aims include:

- minimising reporting burdens across the organisation thereby reducing the time taken to report by streamlining processes; and
- providing greater visibility on both responsibilities and resourcing across the Key Result Areas (KRAs) of the Strategic Plan.

To streamline reporting processes, a template has been designed so that each role can have its key responsibilities and functions identified and aligned to the KRAs of BUSHkids' 2015-18 Strategic Plan. In addition, a comprehensive data bank comprising all quantifiable measures and qualitative processes (systems, policies and procedures) has been created. This was informed by previous GM Reports to Council, performance reporting as well as reporting needs of various funders. Staff would then begin to compile a consistent set of measures over time, with quarterly reports underpinning the monthly CEO report to Council.

Finally, by capturing the percentage of time spent on various responsibilities and functions (for BAU in the reporting template and for the particular quarter in the quarterly report), the CEO report will provide an overview to Council of the resources used across the organisation, and evaluate this use in light of the strategic goals and progress made on each of the individual measures.

Thanks to Joanne Copp from **Economic Information Services** for her work on these projects with our teams of management and staff.

Outcome measures

BUSHkids recognises the importance of being able to *demonstrate* that the work we are doing is *achieving* what we set out to do. To be able to do this we have implemented outcome measures across our programs.

The Canadian Occupational Performance Measure (COPM) has been implemented for Occupational Therapy and Speech-Language Pathology interventions and will be implemented by Psychology and for multidisciplinary interventions in 2016-17.

SCORE is the measure being implemented in the Department of Social Services programs and will be rolled-out across targeted group and community capacity-building programs in all BUSHkids areas in 2016-17.

Professional Development

BUSHkids teams are supported to attend a wide variety of Professional Development (PD) activities in line with service requirements. This includes access to professional supervision, online learning, work shadowing and attendance at relevant workshops and seminars. In 2016 'Lunchbox Learning' sessions were introduced using technology to draw upon the knowledge and skills of BUSHkids professional staff to provide an effective in-service program.

In the 2015-16 year, BUSHkids supported 32 staff members to attend a combined total of 112 days of Professional Development. Some of the PD activities attended included:

- Read and Grow Facilitator Training
- Play Assessment and Learn to Play
- Play and Autism Spectrum Disorder
- Attachment and Play
- Professional Supervision Training
- Language and Early Literacy
- Motivational Interviewing
- Working with Parents
- Outcome Measurement
- First 5 Forever – children's communication and learning
- Fun Friends – play based social skills
- Lidcombe Program (stuttering)
- Speech Sound Disorders
- Behavioural Toileting
- Sensory Processing
- Neurodevelopmental Therapy
- Triple P
- Circle of Security
- Domestic & Family Violence Training
- 1-2-3 Magic and Emotion Coaching
- Helping Children with Autism

A strong commitment to Professional Development at BUSHkids contributes to a highly skilled workforce providing best practice to the children, families and communities living in regional, rural and remote areas of Queensland. In line with this commitment, our teams attended our annual statewide BUSHkids Conference, held in July 2016.



2016 Conference

BUSHkids Conference was held at St John's College at **The University of Queensland** in St Lucia in July. Our annual Conference remains a highlight of the BUSHkids year and an opportunity for Professional Development and networking to ensure all BUSHkids staff, volunteers and partners are contributing to and working in line with BUSHkids' strategic aims. Organisational review and updates remain central to our Conference agenda, with the opportunity for all staff to hear, to be heard, and to contribute to BUSHkids now and in the future.

Conference content comprised internal presentations by our staff and Clinical Leadership Team, as well as contributions from external organisations with whom we work collaboratively – including **Act for Kids**, **Save the Children** and **Pathways to Resilience Trust**. Being based on campus enabled all staff to tour the University of Queensland Telehealth clinic rooms in the UQ Health and Rehabilitation Clinics.

Our traditional Conference dinner was held at **Hillstone St Lucia** and provided the opportunity for our staff, volunteers, council and supporters to recognise and celebrate the work being undertaken by BUSHkids. I would like to acknowledge and thank Karlee Wiles, Susan Harrison, Ken Lewis and Tiffany Banner-King for their great efforts in organising and coordinating Conference week for the teams.

ICT update

Throughout 2015 and 2016 numerous strides were made towards planning for and improving ICT infrastructure and availability of collaborative tools across BUSHkids. Ken Lewis is now with us in a full time capacity to help manage upcoming ICT projects, and take internal responsibility for our ICT needs.

BUSHbase

BUSHbase has continued to evolve throughout the year and has been providing increasing levels of stability and usability to clinical staff. Gerard D'Rozario of **Bootstrap IT** and Ken Lewis have worked to add various new features with a few key modules completed or nearing completion:

- SMS reminders released and fully operational
- Website donations
- Fundraising module
- New Pivot Table reporting feature
- DSS reporting provisions
- Calendar load times and display updates
- Acceptance to waitlist letter automation
- Interaction Categories and Session Type overhaul to assist report accuracy
- Targeted Programs Module released

ICT infrastructure

There are numerous large infrastructure projects which have been approved within the 2016-17 BUSHkids budget. These projects aim to vastly improve how our clinical teams collaborate and communicate, whilst helping to reduce costs and reliance on individual Centre hardware.

Throughout the third and fourth quarters of 2016, BUSHkids will undertake three major projects in conjunction with **Freshmethod Business Solutions**, with the first being an upgrade to Office 365.

This will not only halve the cost of the Microsoft application suite but also provide new collaboration tools and many cloud-based organisation solutions. The second project will upgrade our existing WAN network, meaning much faster and more reliable connections with our regional teams. The final project is the decommissioning of all regional Centre server hardware and migrating data to a private cloud hosted by Freshmethod.

Other projects planned for the 2016-17 financial year include new email signature management software which will enable the management team to control the look and feel of all staff and volunteer email signatures across the organisation.

This year has enabled BUSHkids to plan and budget for the next big phase in upgrading our organisation's ICT services and infrastructure.

I record my appreciation for the work done on *BUSHbase* by Gerard and Ken and would also like to show appreciation to the staff at Freshmethod and give particular mention to Dennis Siebrecht for his continued help and support during this year.

Many thanks to Council member Julian Martin for his advice and guidance on our ICT requirements.

Website

Following a detailed survey of our visitors, users and their information needs, the BUSHkids website is currently being reviewed and we will have a fresh new look in 2017.

Funding and grants

Queensland Government - Health

Funding from Queensland Health contributed to service provision in Warwick, Dalby and Bundaberg. Through this agreement, BUSHkids works with local Queensland Health providers to ensure that services are not duplicated and to ensure the community receives as much cover as is possible.

The work undertaken under this service agreement reflects flexible, multidisciplinary services which target vulnerable families facing barriers to accessing health services, including geographic isolation. Our current service agreement with Queensland Health runs until 30 June 2019.

Queensland Government - Education

BUSHkids received funding from the Department of Education and Training via the *Non-State Special Needs Organisations Program* to provide services to children in schools in Mount Isa and Emerald. Our current service agreement with the Department of Education and Training expires on 30 June 2017.

Commonwealth Government

BUSHkids received funding from the Department of Social Services under the *Families and Children Program*. Services provided by BUSHkids under this arrangement are provided from Stanthorpe, Kingaroy and Agnes Water. This service agreement is in place until 30 June 2020.

Our BUSHkids Mount Isa Centre also receives some funding from DSS through *Mount Isa Communities for Children* to provide workforce mentoring and support in local playgroups, kindies and daycare centres.

BUSHkids also received eight grants from the DSS *Volunteer Grants* program to provide laptops to support the work of our volunteers.

Gambling Community Benefit Fund

BUSHkids was successful in gaining GCBF funding for the development and implementation of school readiness programs and community training initiatives in Bundaberg, Emerald, Inglewood and Mount Isa.

Tertiary sector

BUSHkids continues to work with universities across Queensland – most notably with the University of Queensland through the telehealth project. Speech Pathology students from The University of Queensland also contributed significant voluntary time to develop resource packs to support the implementation of Read and Grow.

Meetings have been held with Central Queensland University's Schools of Occupational Therapy and Speech and Language Pathology to explore options for collaboration between the two organisations, in particular around student placements and staff recruitment.

BUSHkids is piloting the Parents Play program in conjunction with researchers at Deakin University.

Partnerships and collaborations

Clinical

Read and Grow

Read and Grow is an emergent literacy program which has been successfully introduced at BUSHkids during the 2015-16 year. Our clinical leadership team has been working closely with Communities for Children at the Gold Coast to further develop the program to meet the needs of our rural families and children.

Act for Kids

An Australian charity providing support for children and families who have experienced or are at risk of child abuse and neglect, Act for Kids staff provided training at our Conference to equip our therapy teams to provide assessment and intervention from a trauma-informed perspective. We are also exploring collaborative work with Act for Kids in the Bundaberg region.

Triple P

BUSHkids has a long association with the Triple P parenting program and all staff received training in Primary Care Triple P at the 2015 Conference. This (and Seminar Training, provided to Psychologists and Family Health Support Workers) has been put into practice across the state.

Save the Children

BUSHkids partnered with Save the Children to co-facilitate a playgroup in Emerald North. Save the Children also presented at the BUSHkids 2016 Conference around working with vulnerable children and families.

Pathways to Resilience Trust

BUSHkids continues to collaborate with Pathways to Resilience Trust to support the needs of children and families in regional, rural and remote locations in Queensland.

I would like to acknowledge and thank Clinical Services Manager Susan Harrison and the Clinical Leadership Team for their great efforts across the year; I truly appreciate your tireless dedication to the organisation.

Many thanks to Gail Huggins from BUSHkids Council for her advice and guidance on our clinical direction.

Media

Quest and APN

We continue to work with media agencies, Quest, APN Group and local radio stations, who support our work in helping to promote BUSHkids; we really appreciate all their support.

Marketing

After the year-long flurry of high-profile activities in 2015, efforts this year have been reorientated towards internal systems and preparing external resources, notably the suite of materials for the Steady Start to School program, with another set of bright signature graphics (see CSM's report, page 19) created by Matt Tesch from **Masthead Design & Creative**.

Matt has been supporting BUSHkids since creating our bold rebranding in 2011 and continues to play a pivotal role behind the scenes in ensuring all our print and electronic collateral reflects both the underlying spirit and evolving public face of our organisation. As the project manager for and designer of our imminent history book, he has been even more immersed in BUSHkids in recent years and we are fortunate to retain his skills and vast experience as our brand guardian and marketing consultant.

Thank you also to Darren Gardiner at iDStyle for your ingenious creative work on behalf of BUSHkids' marketing and promotions over the year, especially for the eye-catching portable marquees which are helping raise our profile at many outdoor events.

Social Media

We currently have 636 likes on Facebook, a great increase for 2016, with 151 followers on our Twitter account – please continue to share our pages as much as possible to increase awareness of BUSHkids.

The University of Queensland Community Engagement Program

The CEP provides students studying courses within the Faculty of Business, Economic and Law (BEL) at UQ with the opportunity to work on actual projects with organisations in the community and not-for-profit sectors, engaging students in an active learning environment as a member of a project team and working with the organisation to create tailored solutions in response to a project brief.

A CEP team is developing an integrated social media strategy for BUSHkids that will increase awareness of the organisation and act as a channel to generate donations, the focus of the project determining how awareness and donations can be increased through social media. Thank you to Adrian Harrison and to Administration Manager Tiffany Bannier-King for your time on this project, and to the UQ CEP team – Jessica Robinson, Annabel Liu, Jing Wen and Tiana Musu – for your boundless enthusiasm and insights.

Donor appeals	2015-16	2014-15
Pre-Christmas letters mailed out	946	1,073
Number of donations received	306	290
Pre-Tax letters mailed out	989	1,159
Number of donations received	327	353



Events

AGM, Brisbane – 5 December

When the clock ticked over to 6 December 2015 it marked BUSHkids becoming '80 years young'.

Brisbane landmarks were lit up for BUSHkids, with the Story Bridge, City Hall and King George Square illuminated in the red, orange, blue and white colours of the Royal Queensland Bush Children's Health Scheme in honour of our 80th birthday.

Part of what made this occasion so special was that – thanks to the **Brisbane City Council** – we held our 79th Annual General Meeting at the same table, in the same room of Brisbane City Hall, where the first public meeting was held in 1935 which created the Queensland Bush Children's Health Scheme. What's more, on our 80th birthday, Charlie Wilson and his sister Lesley and their family members attended to represent the memory of their grandfather, our founding Patron, Sir Leslie Orme Wilson.

We were also joined by many other dignitaries, volunteers, staff and members of our *FoBk* groups. Among the VIP guests as official observers of the AGM proceedings in City Hall on Saturday evening were:

- Mrs Jane Prentice MP, Federal Member for Ryan and Honorary Patron of *FoBk Brisbane*;
- Cr Peter Matic, BCC Toowong Ward, representing Lord Mayor Cr Graham Quirk;
- Cr Judy Peters, Bundaberg Regional Council, and Chair of *FoBk Bundaberg*.

A special plaque was presented by Charlie Wilson to Arthur Rosbrook, widower of Betty, one of the many volunteer Red Cross escort ladies throughout more than 50 of BUSHkids' 80 years.

As Matt Tesch wrote in the concluding chapter of our history book, at that very special and historic meeting there was a sense of there being many more people in attendance than were actually visible ...

See pages 34 and 35 for some images from that event.

For 80 years BUSHkids has been working to bridge the 'great divide' between city and country to help ensure that no Queensland child is disadvantaged simply because of the postcode in which they were born or live. That mission remains our goal as we look ahead 20 years to our Centenary in 2035.

Many thanks to all of you, and everyone involved across the Queensland communities. We appreciate the many congratulatory and encouraging messages we have received from you throughout the year.

Yangan Treasure Hunt – 17 July

Yangan Progress Association held a 'Mobile Treasure Hunt' to raise funds for BUSHkids Warwick, their local school and families in need, with 10 families dressing up and having fun on the day.

BUSHkids Conference – 4-8 July

See page 44 for a full wrap.

Warwick Jumpers & Jazz in July

Once again, BUSHkids participated in the *Jumpers and Jazz in July Festival* – Queensland's quirkiest 'yarnbombing' and jazz winter festival. The theme for 2016 was 'Bohemian' and, with assistance from some little helpers, the BUSHkids tree was decorated with dream catchers and other colourful decorations.

TROHPIQ Bowties & Beauties Charity Gala Ball – 31 July

TROHPIQ celebrated National Rural Health Student Network's 21st birthday in style at their annual charity gala 'Bowties and Beauties'. The theme of the evening was the future of rural healthcare and innovation. BUSHkids Chairman Dr Neil Bartels delivered an inspiring presentation on BUSHkids, and TROHPIQ was proud to donate \$3,000 to BUSHkids through money raised on the night and throughout the year. This marks the fourth year that TROHPIQ has supported BUSHkids, and we look forward to many more years of mutual support. Thank you to all those who came and celebrated with us.

Border Ride, Mount Isa – 30 July

Border Ride is a 200km bicycle ride from Mount Isa to Cloncurry on the Northern Territory border, which can be completed individually or in team. Danica and Carol from our Mount Isa Centre manned a rest station for cyclists, providing water and snacks to competitors. It was a fantastic day, the community really engaged in the spirit of the event, and some of the riders dressed up as superheros and the Muppets. BUSHkids received a \$1,000 donation to the Mount Isa Centre – thank you all so much.

Emerald Golf Day – 7 October

Justin Scutt from Enwise Electrical & Refrigeration and the *FoBk* team demonstrated incredible support to fundraise for BUSHkids by hosting the Emerald Golf Day. Justin Benjamin and his team at **Mitre 10** were unbelievable in their generosity and assistance with selling raffle tickets. BUSHkids OT Jessica Nikles joined the team of volunteers for the day to assist. Thank you to all who volunteered and helped on the day, and to all the teams who enjoyed their game.

Warwick Golf Day – 9 October

Even though bad weather stopped play on the first attempt on 18 September, the Warwick community showed their amazing support for a great turnout a few weeks later. The auction was a big hit with bidders targeting great sporting memorabilia and unique art pieces. Once again a big 'thank you' to Sandra Head and Rotary Club of Warwick Sunrise for all their incredible help with the preparation on the run up and on the day – Sandra, you are priceless.

Work Health and Safety

BUSHkids addresses this as a core responsibility of the organisation, and we devote an appropriate amount of time and resources to ensuring that our workplaces are healthy and safe for both staff members and clients.

Council receives a regular report on Work Health and Safety matters and any incidents that may have occurred. It regularly examines all the requirements connected to BUSHkids' activities to ensure that any risks are identified and managed.

In accordance with the Work Health and Safety Act, all our staff are kept informed of their legislated responsibilities and their opinions are canvassed at annual staff consultation sessions. Our Maintenance & Safety Co-ordinator is in regular contact with staff at our regional Centres to remind them of the necessity for regular activities such as evacuation practices and the subsequent reports. He also keeps a constant watch on physical or structural defects in any of our properties which may pose risks to the health or safety of our staff, and any such problems are immediately addressed.

INCIDENTS / RISK ASSESSMENTS

(Data for November to November calendar year)

	2016	2015
Incidents/accidents		
Reported	4	4
Resolved	4	4
Risk assessments		
Completed	32	12
Approved	31	12

RACQ presented a Driver Safety Workshop to new staff at this year's Conference in July. The workshop focused on how to drive safely on country roads, explained the correct braking distances to use, how to safely overtake a truck or caravan, and how best to deal with wildlife on, or near, the road.

The information is particularly useful for our new staff who may be leaving the city and moving to a country town where they are encountering some of these hazards for the very first time.

GPS tracking devices have been installed into several of our BUSHkids vehicles for safety reasons. The vehicles can be viewed remotely to monitor staff whereabouts while out on the roads, allowing us to observe if staff have arrived at their destinations or not, also to monitor driving behaviours and to help with fatigue management. Our aim is to install a GPS unit into every BUSHkids vehicle as funding permits.

I would like to acknowledge and thank Maintenance & Safety Coordinator Brett Wall, and Council member David Ham for the magnificent job you are doing in keeping our volunteers, staff members, clients and organisation safe; this is a crucial role for an organisation as regionally spread as BUSHkids.

BUSHKIDS ON THE ROAD

DISTANCES TRAVELLED	2016	2015
CENTRE	km	km
BUNDABERG	6,751	4,376
DALBY	12,641	3,885
EMERALD	11,418	16,104
INGLEWOOD	27,865	15,969
MOUNT ISA	1,689	1,728
WARWICK	10,810	8,252
BRISBANE - CEO	38,257	25,770
BRISBANE - CSM	3,606	3,830
BRISBANE - UTE*	13,233	21,220
DSS Team Leader	15,678	–
DSS Agnes Water	5,431	–
DSS Kingaroy	9,856	–
DSS Stanthorpe	4,760	–
TOTALS	161,995	101,134

*Previously M&SC vehicle, now available for use by all volunteers and staff for BUSHkids work purposes.

The year ahead

As we look to 2017, we will continue the work – built on the foundations of our first 80 years – in rural, remote and regional communities to give children the best chance of success. We will do this in a funding environment which is changing dramatically and we will be working to ensure that BUSHkids is a sustainable organisation that will be there for Bush children and families for another 80 years.

We will continue to develop our services in line with current best practice, responsive to the unique needs in our communities. We will continue to seek to grow our funding base and explore a range of options to ensure that identified gaps in services for these communities can be met.

Acknowledgements

We could not do what we do without the solid backing of our funders, donors, volunteers and supporters: we truly appreciate your assistance, interest and involvement across the regions.

Members of the *FoBk* committees, your engagement with BUSHkids has brought renewed energy to our regional Centres and their communities: thank you.

To the many volunteers who come into our offices, we appreciate the gift of your skills, and commitment to the organisation; it confirms for us the community's trust in the work BUSHkids does. This includes the volunteers who have shouldered the responsibility of governance of our organisation: Council members, thank you for your dedication and involvement.

Thank you to Dr Neil Bartels, for you and your family's ongoing commitment to BUSHkids: I have personally benefited from your support and guidance. Deputy Chair Gloria Ryan, thank you for keeping us safe legally, you deliver your sound advice gently but firmly. Allison McLean, I'm inspired by your service to BUSHkids and value the many additional hours you invest attending various functions for BUSHkids. Your eagle eye and frugal sense when it comes to our solid financial health is noted by all.

Carolyn Searle, for your sound advice on recruitment and property matters, I appreciate you being available to support me. Gail, Julian and David, you will read elsewhere my appreciation for the many projects in which you are involved; thank you once again. Karolyn Harcourt, you were one of the first Council members inspiring me to start the changes required to our model of care; with appreciation and sadness I say thank you and good bye.

Thank you to all the volunteers and staff involved in the production of *BUSHIES*. I would like to single out two of them – Adrian Harrison for his research and writing with our history book over the last two years; Matt Tesch, I appreciate your focused dedication to seeing this through to its brilliant completion.

Thanks also to the consultants and contractors who have supported us over the last year. I thank all staff members and volunteers who have left us to pursue their dreams over the last 12 months and take this opportunity to welcome all new staff members who have joined us.

Last but not least, thank you to all the teams I work with, thanks for your commitment and dedication – this has become much more evident over recent months, showing that our organisation structure and the interconnection between teams works so well.

Carlton Meyn

SCARBOROUGH 11/4/2015 Quest Community eNewspapers

Beach bash for group

80 YEARS OF AID FOR BUSH

BUSHKIDS and Moreton Bay Regional Council will host a free family fun day on Saturday at Scarborough Beach Park to celebrate the group's 80th birthday.

The event, which acknowledges Redcliffe's long connection with BUSHKIDS, will include entertainment by the Band of the 1st Regiment, Royal Australian Artillery. There will be free giveaways for children, while volunteers from Redcliffe City Rotary will cook up a sausage sizzle for a gold coin donation.



BUSHKIDS' Brett Wall and Liam, Nathaniel and Lara Wiles re-enact a photo (inset) taken in 1939 of Sir Walter Campbell at Queens Beach in Scarborough. Picture: PATRIA JANNIDES

Bushkids celebrate eight decades

BUSHKIDS celebrated their 80th anniversary at the Stanthorpe Piazza on Monday.

General manager Carlton Meyn said it was a historic anniversary. "We at the organisation are able to look back on a proud history of care provided to more than 42,000 Queensland kids over their first eight decades," he said.

and programs for children and their families in age group of 0-6."

Mr Meyn said they were aiming to provide early intervention and prevention services to the Stanthorpe community through parental support, school readiness programs and presentations, supports playgroups and parent information sessions and programs.



STANTHORPE BORDER POST 5 Thursday, December 3, 2015

Bushkids to celebrate anniversary

STANTHORPE residents will be able to learn more about Bushkids when the not-for-profit organisation celebrates its 80th anniversary in the piazza next week.

Bushkids will mark the major milestone in Stanthorpe on Monday with

and what it does. Bushkids has been providing a range of free medical, surgical, rehabilitation and allied health services to children and their families across rural, remote and regional Queensland since 1935 and during that time has

the historic anniversary and the organisation's achievements were remarkable milestones. While Monday's event will mark 80 years of service, the organisation will also be celebrating 25 years of service in the Stanthorpe region.

Guests will also have the chance to meet new team members Marianne Taylor, Tully de Vries and Maria de Vries. Since first being introduced in the region, Bushkids has provided support and programs for children and their families

sue@bushkids.org.au or phone Tully on 0428 504 392 or email tully@bushkids.org.au

LEARN MORE

Where: The Piazza, High St (near NAB), Stanthorpe

TOOWONG Quest Community eNewspapers - Westside News - 9 Dec 2015 - Page #14

80 years of top care for BUSHkids

GROUP MARKS A MILESTONE

HISTORY repeated itself on Saturday when a group of community leaders dedicated to the care of children in remote and country Queensland gathered to mark the 80th year of BUSHkids.

The milestone AGM was held at the Plaza Hotel in Stanthorpe, where they were born or live," Mr Meyn said. "That mission remains our goal as we look ahead 20 years to our centenary in 2035. "Sir Leslie and our founders would not recognise the organisation we have become, but they would be proud of what we have achieved."



Federal MP for Ryan Jane Prentice and Councillor Peter Matc...

NewsMail Wednesday, November 11, 2015

BUSHkids celebrate 80 years

THE group normally enriches rural children's lives through their free allied health services. But during BUSHkids' 80-year celebrations it turned its attention to adults. The not-for-profit community organisation gave



and Warwick. The organisation helps rural and remote children who are experiencing some behavioural, emotional, social or developmental difficulties. Although its focus is on children's health, it also provides parent support and de-

Thursday, December 10, 2015 Stanthorpe BORDER POST

BushKids celebrate birthday



Bushkids team leader Marianne Taylor and John Paton.



Luca and Saxon Byron at the Bushkids anniversary event on Monday.



www.warwickdailynews.com.au Saturday, November 7, 2015

80 years of service

BUSHkids staff celebrate rural service milestone

Sophie Lester REPORTER

SOUTHERN Downs MP Lawrence Springborg joined staff of BUSHkids at the Wood St centre to bury a time capsule to commemorate the organisation's 80th year.

Mr Springborg did yesterday's honours of burying the capsule, which contains the running sheet and photos from the centre open day in July and building plans, and laying the commemorative plaque.

"BUSHkids has been part of the Southern Downs for so many years, providing services to rural children and their families," Mr Springborg said.

"They've assisted so many families in Warwick and Ingelwood and have gained a lot of support from the community. "I know how much doctors and schools in my area appreciate their presence, and we're lucky they have a strong presence in the region."

"BUSHkids General Manager Carlton Meyn said it was great to have Mr Springborg show his support for the organisation. "It's wonderful to have Mr Springborg make the time to come back to bury the time capsule and give his support," Mr Meyn said.



MEMORIES: BUSHkids general manager Carlton Meyn and 80th year chairperson Allison McLean, Southern Downs MP Lawrence Springborg and Councillor Ross Bartley at the burial of the BUSHkids time capsule. PHOTO: SOPHIE LESTER

"We're also glad to have the support from Rotary and the CWA in providing us afternoon tea." Chairperson of BUSHkids' 80th year Allison McLean said she was pleased to see the organisation continue to grow with the support of the Rose City community. "The Warwick community has

really embraced BUSHkids and have been so supportive of us," Mrs McLean said. "I've been here for 10 years now and would say we're the strongest we've ever been, it's exciting." The capsule will be dug up in 2035 for the 100th anniversary BUSHkids.

WAR hero, politician, governor - Charlie Wilson has many reasons to be proud of his grandfather, Sir Leslie Orme Wilson.

Yet it's a decision Queensland's longest-serving governor made in 1935 that really makes Charlie's chest swell with pride.

Sir Leslie started the Royal Queensland Bush Children's Health Scheme 80 years ago to help country kids with serious medical needs and/or disabilities get the medical care they urgently needed.

Since then the organisation, now known as BUSHkids, has helped 45,000 children and their families. "He was quite a guy really," Charlie says of the grandfather who died when he was barely four years old.

"He was governor of Bombay for a while and while he was here he saw so many poor people in India - that's where he got his humanitarian feeling."

"When he came to Brisbane, he realised there were problems with the health of children in the lower socio-economic families in some areas of the state."

"Which is why he became the driving force behind the bush children's scheme." Charlie, who farms cattle and grows grain and cotton near Rockhampton with his wife Kaye, says he plans to continue Sir Leslie's work.

"BUSHkids was one of his great passions," the 62-year-old grandfather says. "It's a great organisation



Clockwise, from top left: A 1936 fundraising appeal flyer for BUSHkids. Regional Queensland children take a break from BUSHkids' school lessons to enjoy the sea at Emu Park. BUSHkids founder Sir Leslie Orme Wilson. Film strip (from left): BUSHkids team members Karlee Wiles, Brett Wall, Carlton Meyn and Charlie Wilson, Dr Neil Bartels and Allison McLean. Children pause for a photo at the Sir Leslie Wilson Home in Redcliffe.

Event pulls town together

Power of the people to tackle truck test

Jayden Brown

TEAMS of Southern Downs residents will pit their strength against a Frasers Livestock truck in Yangan on Sunday.

The Yangan and District Progress Association is throwing out the challenge for teams to show their strength at the town's annual truck pull.

Teams of eight men and 10 women will vie for a spot on the trophy, displayed at the Yangan Hotel.

The progress association



SUPPORTING CAUSE: Tracie Leake, Donna Maguire, Charlie Wilson and Poja Manchanda at the Friends of BUSHkids night.



Cliff Tucker, Ali Adams and Cameron Heath at the Friends of BUSHkids night.



Susan Harrison and Jenny Finlay.

PHOTOS: REBEKAH YELLAN

Showing support

Charlie Wilson to help with Friends of BUSHkids

SHOW your support and become a friend of BUSHkids.

General manager Carlton Meyn was in Emerald recently to establish Friends of BUSHkids. "Friends of BUSHkids is all about the support we need in the community to our business," Mr. Meyn explained.

"What we are looking for is people in the community to come and support our first staff."



Cr Paul Bell and Clinton Adams.



Kay Harting and Peggy Pearl.

Thursday, March 3, 2016 stanthorpeborderpost.com.au

Reading boost for Stanthorpe

KIDS in Stanthorpe will have the opportunity to become better readers thanks to the BUSHkids organisation.

Forty early childhood

early childhood was important. "The more children are exposed to rich learning experiences through book sharing, the fewer children

further workshops will be happening for the early childhood workforce among parents in Stanthorpe in March," he said.

BUSHkids is bringing

12 LIFE COMMUNITY

BUSHkids holds workshops to promote improved literacy and language skills

Reading program to help kids grow

WHILE children sometimes struggle to develop reading skills, BUSHkids is working to improve and shape abilities through their Read and Grow program.

Read and Grow workshops promote the development of early literacy and language skills through reading about and sharing books with children from birth.

The workshop was run by speech pathologists Jackie Redmond and Nicole Milnikovic and organised by Susan Harrison, clinical services manager at BUSHkids.

"The workshops are targeted at shared book reading for helping children's centres and early educators in doing reading with children to help with their vocabulary and prepare them for school," Ms Harrison said.

"We've recently run a Read and Grow workshop in Stanthorpe and had really good feedback from the early educators and playgroup leaders who are running the programs."



Nicole Milnikovic and Jackie Redmond 'train the trainers' at Read and Grow workshops.

Linda helps parents find the fun again

Over the last seven years, Triple P provider Linda Cholawinsky has helped many families in rural Queensland find solutions to parenting issues. Linda delivers a number of different Triple P programs as part of her role as a Family Support Worker with BUSHkids, a non-Government, not-for-profit community organisation offering free support services through its centres in Bundaberg, Dalby, Emerald, Inglewood, Mount Isa and Warwick.

Linda reckons one of the best things about using Triple P with families is that it helps give them a sense of structure and a plan of action, especially in situations where problems seem to have snowballed.

"Many parents don't know where to start," she says. "They tried that and it didn't work. They tried this and it didn't work. So Triple P gives that opportunity to stop, take a breath, and think about exactly what is going on."

Linda says once people have the chance to step back, look at and think about not only what's been going wrong but what's been going well, they can start setting goals and feeling more optimistic. "In the first session, we look at those foundations - those five positive areas - and then start to build up from there. I think people just start to get a bit of clarity and a bit of sense of direction."

She says when parents start to look for behaviour patterns, it opens their eyes to things they hadn't noticed before. "For example, the parent might be caught up in

It could be that the kids are wanting more attention. Sometimes parents are able to work out, with Linda's help, that other issues like learning difficulties or anxiety are causing problems. And, she says, it's very common for parents to be unsure of how to manage problem behaviour. They understand that an overly authoritarian, punishment-led discipline isn't the way to go, but they don't know what to do instead. "I think there are lots of intelligent people out there working really hard at their parenting but as a result, what it's okay - what is alright, they know?"

Having worked as a teacher and as a Lifeline volunteer before joining BUSHkids, Linda's years of experience in delivering Triple P also makes her easier to support parents. "You can be quite confident and sure of the content you're giving, and the material you've got, because it works."

Once parents can identify the problem and create an action plan, success gives them more confidence. "Often they are quite amazed that it went so smoothly."

coffee, have a read of a magazine? Can you go for a walk? What is it that (you) used to love to do?"

"When they come in, often they can't see past the challenging behaviours," she says. "Then you start to see that balance go from difficult back to manageable. Just to see that shift is really nice, and you can feel it in the atmosphere, and just see it in themselves that, you know, 'We're travelling along a lot better. We can do this'."

"It's exciting for them to have that moment to realise: 'You know what? I can make a difference, and I can - I can change, and have a nice - you know, enjoy my kids, enjoy the family.'"



Stratford House.

She often uses her skills and talents to run events for the organisation, and if a little more support is needed, the couple's five children are more than happy to lend a hand.

Now the chairman of BUSHkids, Dr Bartels has travelled the length and breadth of the state working to raise its profile and keep donations flowing into the not-for-profit organisation. "I've enjoyed seeing its transition from a provincial institutionalised system to an allied health rural-based organisation," he says.

Dr Bartels' passion for helping Queensland's rural and regional children reach their potential is as strong now as it was 24 years ago. "It is often interesting to see the spectacular cases where there has been massive improvement in some of our children who have grown into adolescence and have had opportunities that they would probably not otherwise have had," Dr Bartels says.

The seaside homes and hospitals have closed and the BUSHkids adapts to the changing needs of our communities.

With offices in Bundaberg, Dalby, Emerald, Inglewood, Mount Isa and Warwick, the health team of psychologists, speech pathologists, occupational therapists and family support workers are able to provide outreach services to children with behavioural, emotional, social and/or developmental difficulties, and support and development program for their parents.

Occupational therapist Karlee Wiles started her

career with BUSHkids Emerald office in 1998.

Over the years, the year-old mother of three boys has worked her way up the ladder and is now the organisation's lead OT.

"I have met and worked with many clients and families and I do have a number of families who stand out for me," she says of her 16 years with BUSHkids.

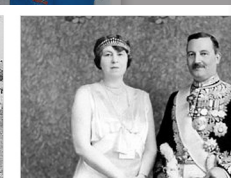
"There have been a couple of families who have shown great resilience in the face of many challenges - for example, challenging developmental and behavioural issues in the family, debt, domestic violence - who have trusted me with their story, made a strong commitment to have a go at making some changes and provide support to other families going through similar issues."

It is often interesting to see the spectacular cases where there has been massive improvement in some of our children ... and have had opportunities that they would probably not otherwise have had.

As well as health professionals, BUSHkids relies on a wide range of administrative and support staff like Chinchilla-born Redcliffe-raised 'jack-of-all-trades' Brett Wall.



Ready to head off for a picnic.



Sir Leslie and Lady Winifred May Wilson.



Children thanking a driver.

It's an honour to help parents teach their children's skills.

— Julie Rathmell

Jessica Bahr
jessica.bahr@dalbyherald.com.au

GRACE Rosenthal and Julie Rathmell are working to help shape future generations, starting from early childhood.

Grace and Julie, a psychologist and family health support worker respectively, ran the first of a series of Triple P parenting workshops at Goondir on Monday.

According to Julie, the purpose of the workshops is empowering and educating the community to raise the next generation.

"Parents are with their children all the time, so it's an honour to help them teach their children's skills," she said.

"We're helping parents to teach them these things and hopefully the children will go through life well."

"So far we've had great feedback from the parents, they love it."

The first seminar focused on the power of positivity and the next two will discuss the importance of helping children to develop resilience and overcome obstacles.

The workshops are run by



POSITIVE PARENTING: Grace Rosenthal and Julie Rathmell conducted the first of a series of seminars at Goondir this week.

PHOTO: JESSICA BAHR

20 LIFESTYLE Quest Community eNewspapers 11/11/2015

Scene out.

EMAIL your event details to editorial@redcliffeherald.com.au

BIRTHDAY BASH FOR BUSHKIDS

What: BUSHkids celebrated its 80th birthday and connection with the Redcliffe community.

Where: November 7

Where: Scarborough Beach Park

Photographer: Adam Smith

Pictured:

1. Thelma Williams, Shirley Hoppentoch
2. Tom Cuffe and Colin Ouden
3. Sara Khoury-Centauri and Bob Clement, From Redcliffe City Rotary
4. Leslie Wilson and Charlie Wilson
5. Doreen Johnston, Ian Southland and John Davies, from Redcliffe City Rotary
6. Anna Harrison, Charlie Harrison and Charlie Wilson
7. 1st Regiment Royal Australian Artillery band



A big story 80 years in making

THE BUSHkids story has been 80 years in the making, so authors Pat Carlin, Adrian Harrison and Max Teshch have one heck of a job trying to turn it into a book.

The trio is putting the finishing touches to Bushies - a 100,000-word 272-page high-quality hardback publication containing more than 300 photos from the organisation's rich history.

Once known as the Royal

Queensland Bush Children's Health Scheme, BUSHkids started helping rural and regional children in 1935.

Since then it has improved the lives of 45,000 youngsters facing a range of medical and disability problems.

It's taken more than 18 months to condense the organisation's history into an easy-to-read tale of those who have played a role in

BUSHkids' growth across the decades.

While the book was due out this year to coincide with the anniversary celebrations, the project is unlikely to be finished until early next year.

The authors have interviewed more than 50 former and current clients, volunteers, staff, executives and BUSHkids council members for the narrative.

— SHERELE MOODY

Clinical Services Manager

The Clinical Leadership Team (CLT) has been working to ensure that our regional teams receive clear direction and support in carrying out their roles. This has included more regional visits by members of the CLT to provide direct observations of clinical sessions with feedback to frontline staff, in-service training, stakeholder liaison and team development.

One of the service provision highlights during the year was getting our new Department of Social Services (DSS) funded family and children services in Stanthorpe, Kingaroy and Agnes Water up and running and embedded in the local networks. These services represent a new practice model at BUSHkids. Early Intervention Facilitators (EIFs) are based in the three locations, with a Social Worker Team Leader providing a managerial and senior practitioner role across the sites.

Implementing new programs that support the teams to provide more targeted and universal programs, and developing resources and programs to support this work, have been and will continue to be a focus for BUSHkids.

Ensuring continuous review and improvement of services is also an ongoing focus of our work. The implementation of an outcome measurement tool has been a significant achievement this year.

Read and Grow

Read and Grow is an interactive, parent-child story-sharing program that was developed by the *Northern Gold Coast Communities for Children*. Read and Grow is an emergent literacy program that provides skills for parents and carers to make reading a fun and engaging activity and allows the modelling of reading skills. As children are not 'wired' to read, this program provides skills for parents and carers to teach and model reading to their children.

BUSHkids introduced the Read and Grow program to speech pathology staff at the 2015 BUSHkids Conference. Seven Speech-Language Pathologists participated in the workshop and became train-the-trainers for the program.

Since the 2015 Conference, the seven SLPs have trained 86 people to be train-the-trainers in the Read and Grow program. The locations where training was provided include Stanthorpe, Warwick, Dalby, Kingaroy, Agnes Water and Mount Isa. The audiences have included a mix of childcare workers, kindy teachers, prep teachers, Allied Health professionals, volunteers and playgroup co-ordinators.

BUSHkids' SLPs have incorporated Read and Grow into all levels of service delivery including individual sessions, targeted groups and community capacity-building. The DSS-funded EIFs were all trained in Read and Grow to incorporate into their individual work with families and to guide the development of playgroup plans. As at June 2016, 61 parents/carers had attended a Read and Grow playgroup, witnessing an EIF role-modelling the skills of Read and Grow, and more than 150 children had listened to EIFs read and share stories using the Read and Grow method of story sharing.

On 24 occasions other community workers have attended playgroups and learnt more about the practical applications of the Read and Grow strategies in working with children. Using this model in playgroups is helping children to develop a lifelong love of stories, books and reading.

The Read and Grow approach in BUSHkids was further expanded by the development of a one-hour parent/carer program. This program was tested in three sites — Warwick, Proston and Agnes Water. A quality review of the initial workshops saw modifications made to the program which was then presented in Kingaroy twice and twice in Stanthorpe. The program teaches the four key strategies of the Read and Grow program and is practically-orientated. There were 21 parents/carers trained this financial year and a further four workshops were presented in August.

BUSHkids teams have partnered with schools and local libraries to present the Read and Grow parent/carer workshops. These workshops have also been booked for a number of prep transition programs as education for parents/carers.

A number of vulnerable groups of people in all communities will never attend a community education program. To meet the needs of these families, a five-week home visit Read and Grow program has been developed.

This program involves the BUSHkids team member visiting the home with books and demonstrating Read and Grow strategies at each visit, gradually increasing the skills and confidence of the parent/carer in sharing a book and reading to their children. The family is left with books to practise the skills. Read and Grow's Karyn Johns has been keen to partner with BUSHkids to further develop this program to work towards an evidence-based status. This new program will begin at all DSS sites in early 2017.



Early Educators from Free Range Kids attending Read and Grow training

Telehealth project

Telehealth involves the delivery of healthcare services at a distance using telecommunications technology — for example, via the internet. BUSHkids is partnering with the Centre for Research Excellence (CRE) in Telehealth, The University of Queensland, on the project entitled 'A Telehealth Framework for BUSHkids'. This research project aims to assist BUSHkids in developing and implementing a telehealth framework to enable the organisation to improve access to our services for clients living in rural and remote areas. The project is comprised of three stages: a needs analysis, a proof of concept study, and broader implementation of telehealth. The entire project is expected to take three to four years to complete.

A full-time PhD student, Jessica Campbell, has been recruited for the project and is being supervised by the UQ advisory team: Professor Deborah Theodoros, Professor Trevor Russell, Associate Professor Nicole Gillespie and Dr Nicole Hartley. The doctoral student is working closely with BUSHkids through Felicity Rayner, the BUSHkids Telehealth Project Officer based at the Emerald Centre. Jessica and her advisory team have designed the first stage of research (Stage 1: Service Gap Analysis) which aims to describe gaps between current and desired BUSHkids health service delivery and willingness of stakeholders to adopt telehealth.

This first stage involves phone and face-to-face interviews with BUSHkids' clients, staff members, decision-makers, and community stakeholders, and analysis of BUSHkids' service data. The project design for the first stage has been approved by The University of Queensland Human Research Ethics Committee. The doctoral student has commenced data collection. Stage 1 of the research is anticipated to continue until early 2017.

A STEADY START TO SCHOOL

Early childhood workforce mentoring

To meet emerging needs for workforce support, BUSHkids is contracted by *Communities for Children* (C4C) to provide workforce support to the early childhood workforce in Mount Isa. This includes playgroups, long day cares, kindergartens, family day care, schools and other early childhood programs.

Our Family Health Support Worker is primarily responsible for undertaking this community capacity-building work. The work plan agreed under this arrangement was based upon the *Mount Isa Communities for Children Strategic Plan*, which was itself based on Australian Early Development Census (AEDC) data, as well as community consultation. As part of the contract requirements, BUSHkids is represented at *Communities for Children* meetings and *Early Years Learning Network* meetings. This has further embedded BUSHkids in the local community networks, resulting in an increased profile and improved understanding of local priorities and services.

A prioritised plan was developed in consultation with early childhood directors, lead educators and staff from the *Inclusion of Children with Additional Needs* (ICAN) organisation.

Support areas that have been provided include developmental milestones, play-based learning, communication and pre-literacy skills, school readiness, and social and emotional learning. This has been offered to directors or lead educators in a flexible model, i.e., in staff meetings, specific education sessions, and support and modelling during playgroup or class sessions.

A Steady Start to School

BUSHkids provides services to many families who have children approaching the transition to formal schooling. The AEDC data (2015) shows that school-aged children living in some of the communities serviced by BUSHkids are slower to develop or have less mature skills across the five domains the Census measures. As a result, BUSHkids received Department of Social Services (DSS) funding aimed at improving the outcomes for children in these communities.

It was determined that a universal parent/carer workshop would be one way to achieve this goal. Offering a universal workshop for all parents/carers of young children is designed to increase the knowledge and skills of the whole community and, at the same time, provide a targeted response to meet needs identified in the AEDC. Families are the most important ongoing influence in children's development and targeting parents/carers in the early years improves educational, health and emotional wellbeing at school and beyond.

A Steady Start to School is the result of the goal to provide universal information to whole communities. When a child experiences a positive and successful transition to primary school they are more likely to experience positive social, emotional and academic outcomes at school and in later life. During the workshop, parents/carers are offered this information along with evidence-informed strategies to support a successful transition. Parents/carers are encouraged to think about how the information applies to their child and family, and have the opportunity to practise some of the key strategies, the workshop focused on the individual family and supporting parents to understand and fulfil their roles as the first and most significant teachers in their child's life.



The ready-to-use workshop (two hours) will be delivered by professional staff and Early Intervention Facilitators. The Steady Start to School package consists of a presenter's manual, Powerpoint presentation, participant workbook and a suite of tip sheets related to child development and parenting. Participants are also given a take-home bag including tools to encourage participants to implement the recommendations from the workshop.

The Steady Start to School program had its genesis in 2014. In that year, a prep readiness presentation for parents/carers was developed by a BUSHkids Occupational Therapist and Speech-Language Pathologist to meet a growing number of requests from parents/carers for information about helping their children to be ready for formal schooling. These therapists also noticed an inconsistency in the information parents/carers received from different organisations related to the transition to formal schooling. The original presentation was delivered to many parent/carer groups across all BUSHkids Centres. At the end of 2015, the CLT identified there was an increasing need for this information and that the presentation would benefit from a review to ensure that information offered was consistent with the current evidence base. At this time it was determined that a universal program in the form of a ready-to-go workshop would be valuable for communities as well as BUSHkids' strategic plan for learning and development.

The project team for *A Steady Start to School* comprised Clinical Services Manager Susan Harrison, the CLT members, an advisory team of staff from each Centre and discipline, and Project Officer Beth Cassin. The project commenced in April 2016 and involved 230 hours of research, consultation and development.

The package is being trialled at two sites in November 2016. Feedback from participants and presenters will be used to make necessary adjustments, with the aim of all materials being finalised and ready for professional printing in December. *A Steady Start to School* will be offered across all BUSHkids Centres, including outreach services, in term 1 of 2017.

Outcome measures

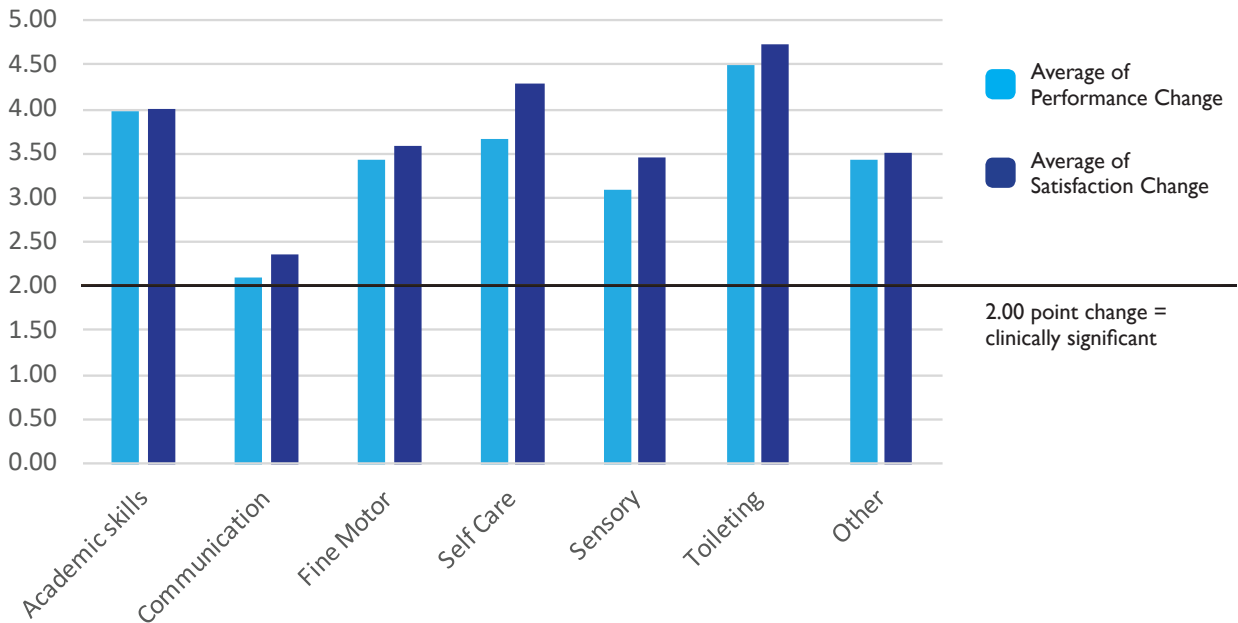
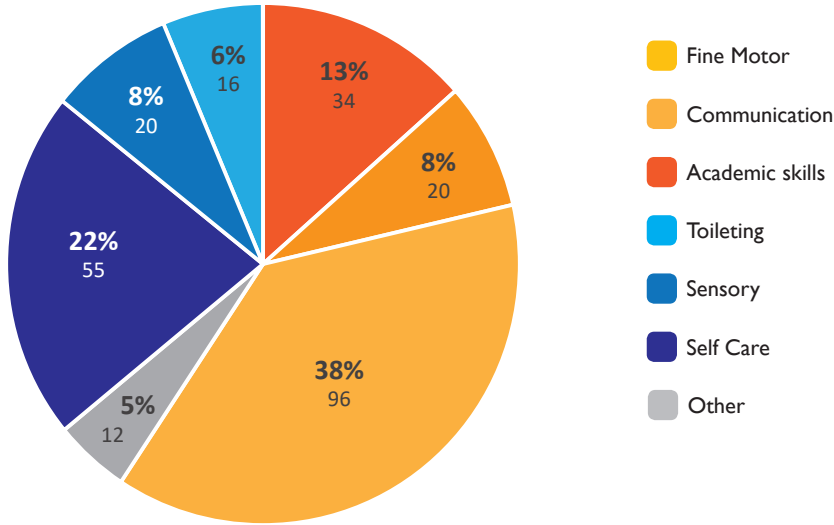
An important part of our work with families and children involves our being able to demonstrate change in the areas in which we are trying to effect change. This is useful both at an individual level and also as a group measurement to identify whether the interventions we are using are having the outcomes we are aiming for. Clinicians, in collaboration with families, identify treatment targets and goals, implement interventions to address these goals and measure outcomes.

Trials of the Canadian Occupational Performance Measure (COPM) were commenced in the OT field in 2015 and then expanded into speech and language therapy interventions in 2016. Our Psychologists have now received training from the OT Professional Lead and will be incorporating the COPM outcome measurement into their work in the coming year.

The COPM provides a pre- and post-measure of performance and satisfaction on a 10 point scale. A change of two points or more is considered clinically significant.

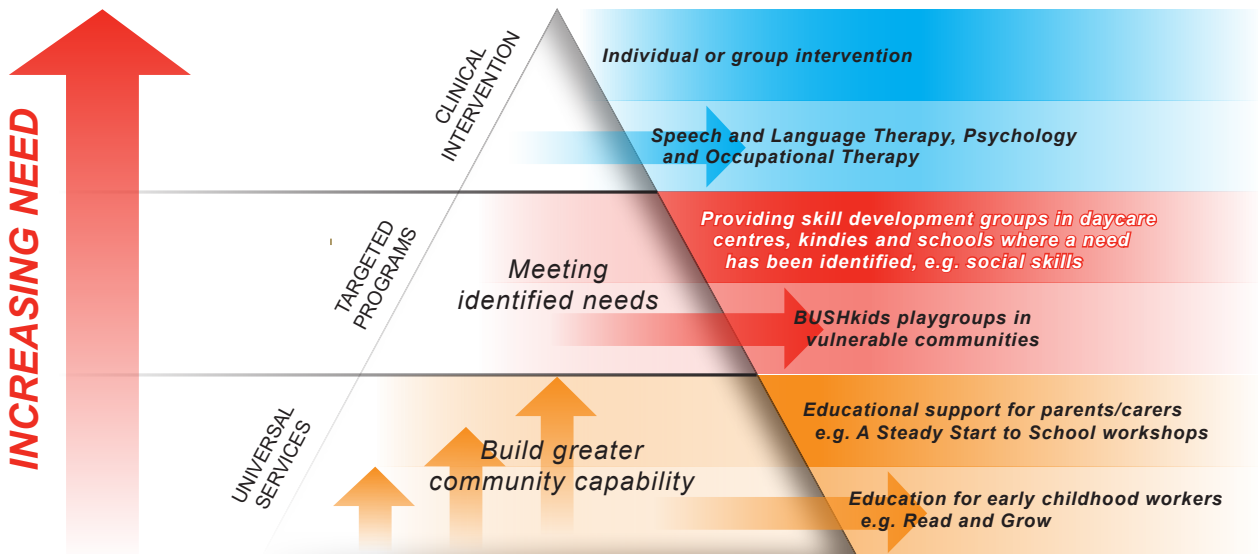
The SCORE (a DSS outcome measure) is being implemented in our DSS programs. This is being reviewed for utilisation in our targeted group work and community capacity-building programs across all services.

Canadian Occupational Performance Measure (COPM)



BUSHkids Practice Framework

BUSHkids operational examples



Local Early Intervention Facilitation Services

Department of Social Services funding has enabled BUSHkids to establish three satellite Centres, covering Agnes Water and Miriam Vale, Kingaroy, Kingaroy North and Nanango and Stanthorpe. BUSHkids is funded under the Children and Parenting Program for early intervention aimed at improving children's development and wellbeing and supporting the capacity of those in parenting or caring roles. The key areas BUSHkids is funded to provide are: parenting skills and support, school readiness programs, supported playgroups and home visiting programs. A key aim is to contribute to the improvement of the Australian Early Development Census data across the five developmental domains for each location.

All three sites have employed Early Intervention Facilitators (EIFs) who have established the service in the local communities over the last year – Josephine Horrigan in Agnes Water, Trudy McDonald in Kingaroy and Sue Clarke in Stanthorpe. This service has a Team Leader: a senior clinician based in the Warwick office and who travels around the Centres. Services target both identified areas of vulnerability evident in the AEDC data and through local engagement. The Social Work Team Leader also supervises one eKindy facilitator at Proston, Anita Welsch.

A theoretical model of service delivery was developed by the Social Work Team Leader to support and guide practice within the EIF Services. This model sits alongside the BUSHkids practice framework, which incorporates early intervention, family-centred practice, reaching vulnerable families and providing evidence-based services in partnership with local communities. The model is based on empowerment theory as described by Rappaport (1981). This is referred to as the 'three E model' of engagement, empowerment, and education. Education works on the pedagogy principles described by Paulo Freire who worked with the oppressed in Brazil. The model uses the principles of progressive casework as described by the Social Worker, Barber in the 1990s. Barber describes working with individuals, encouraging groups (clinical and social) to form linkages and networks as part of a community. Within Barber's model, eventually individuals become peer supports or community members who actively become involved in social change.

Threefold service provision

1. Community Capacity-building Education has been a key focus in community capacity-building in DSS service provision. Education sessions have included Read and Grow Train-the-Trainer, Fun Friends facilitator training and Mother Goose facilitator training. Other community capacity-building activities have included network mapping and forming local networks to work collaboratively to meet the needs of children and parents in BUSHkids' communities.

2. Parent Education and Support A key focus on parenting groups including 1-2-3 Magic, Triple P, Circle of Security and Mother Goose. Home visiting and parental support in the home is now established across the services areas.

3. Children's Developmental Activities These include developing local supported playgroups and conducting programs such as Fun Friends and PALS in local child care centres. EIFs also contribute to established local playgroups to deliver Read and Grow or support and education for parents.

The DSS funding has also enabled the development of programs such as A Steady Start to School, produced by Beth Cassin in consultation with BUSHkids staff and volunteers. This program is being trialled in November 2016. Beth has also been able to work on a Read and Grow individual home visit program to meet the needs of the vulnerable clients serviced by the EIF Service.

A key focus for the Local Early Intervention Facilitation (LEIF) Service staff during the year has been to gain training and skills in evidence-based and evidence-informed programs for service provision. All DSS-funded staff received training in programs such as 1-2-3 Magic, Triple P (in various formats including primary care), seminar and discussion groups, Mother Goose Parent-Child

Program, Fun Friends and Read and Grow training. Staff have also self-taught programs such as Playing and Learning to Socialise and Fingergym as per self-directed learning manuals.

Regular supervision is provided by video conference by the Social Work Team Leader to EIFs who work as sole practitioners at their locations. The team has also instituted regular team meetings via video conferencing for ongoing support and education. As part of the role of Social Work Team Leader, regular visits are made to the three sites to support staff and for stakeholder engagement. During site visits the Team Leader will role-model skills or present programs as part of staff development.

Under the funding model we are working towards using the DSS outcome measure called SCORE. The Team Leader has developed an appropriate individual SCORE measure and staff use this as a pre-, mid- and post-outcome SCORE. Although not required to use this formally for DSS reporting at this stage it has provided the opportunity to prepare for future requirements under the funding. A group SCORE has been developed and used successfully in all community capacity-building and education groups for parents. Outcome measures to date for groups have been very good, scoring 4 to 5 on skills, knowledge and community linkage (4-5 are very good and excellent). The individual SCOREs for those working singly have shown significant improvement being reported in parenting skills, confidence and community links.

As the service becomes more established referrals to groups and individual support are growing steadily. The Agnes Water and Miriam Vale communities have responded well to 1-2-3 Magic. Supported playgroups in Crawford and Proston have increased in numbers and Kingaroy and Nanango have had high numbers of individual referrals. Read and Grow has been very popular in the Stanthorpe region.

Each of the three service areas are unique in their demographics and needs and we endeavour to meet the needs identified by the communities. EIF staff can be proud of the opportunities and connections they have made in their local communities with programs and services. Firm partnerships have been established in all three locations. Agnes Water and Stanthorpe have formed strong linkages with the local libraries and the First 5 Forever workers. This has allowed partnerships in presenting Read and Grow and also building on story and rhyme times in the local communities. Kingaroy has linked well with child and family connect services and receives a significant number of referrals for parenting programs. Across all three locations staff have keenly engaged in important community events (festivals, fun days, under 8s) to promote the commitment BUSHkids has to rural and remote children and families.

The year ahead for the LEIF team

Early Intervention Facilitators will continue to provide the core programs outlined above during 2017. As an ongoing process the team and the Team Leader will listen to the ideas of the clients we work with and the communities in which we operate to guide service provision. Some programs to be implemented next year include A Steady Start to School, Read and Grow home visit program for vulnerable families, young mum's playgroup in Nanango and some dads-only programs.

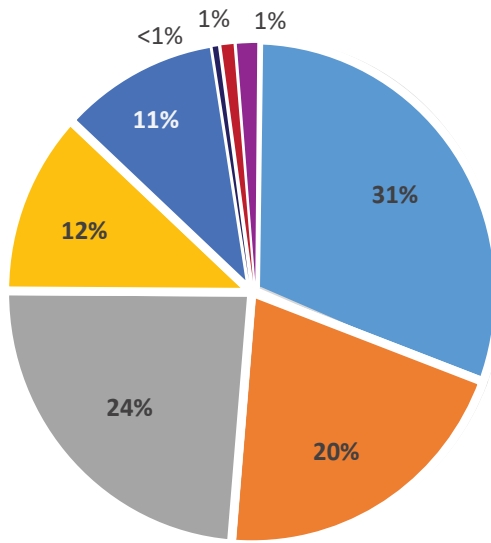
It is hoped a pre-prep program will be implemented in some of the childcare centres in Stanthorpe and Kingaroy using evidence-based approaches. The aim is to assist children's development and to train childcare workers in implementing these programs into their planning to assist preparation for entry into formal education.

In 2017 our EIF workers will have the opportunity to participate in research linked to Read and Grow. Also, a new, formalised assessment process will be introduced into the role of the Early Intervention Facilitator and this will include training in the assessment process. Partnerships with other organisations will remain a focus into the future.

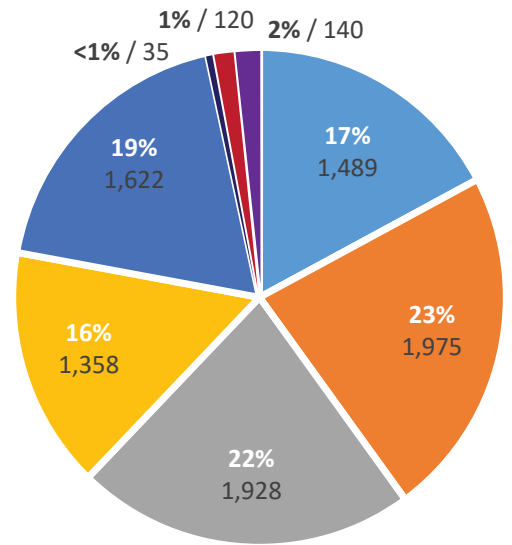
Service statistics

TOTAL INDIVIDUAL CLIENTS

- Agnes Water
- Bundaberg
- Dalby
- Emerald
- Kingaroy
- Mount Isa
- Stanthorpe
- Warwick

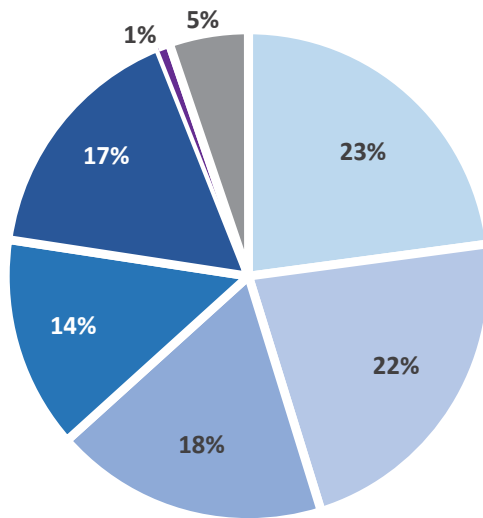


TOTAL NUMBER OF SESSIONS

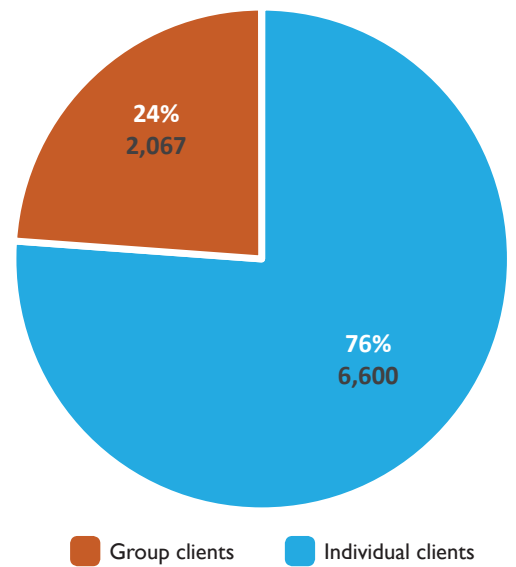


AGE GROUP BREAKDOWN (INDIVIDUAL CLIENTS)

- Pre Prep
- Prep Age
- Grade 1
- Grade 2
- Above Grade 2
- Parent Carer
- Age N/A

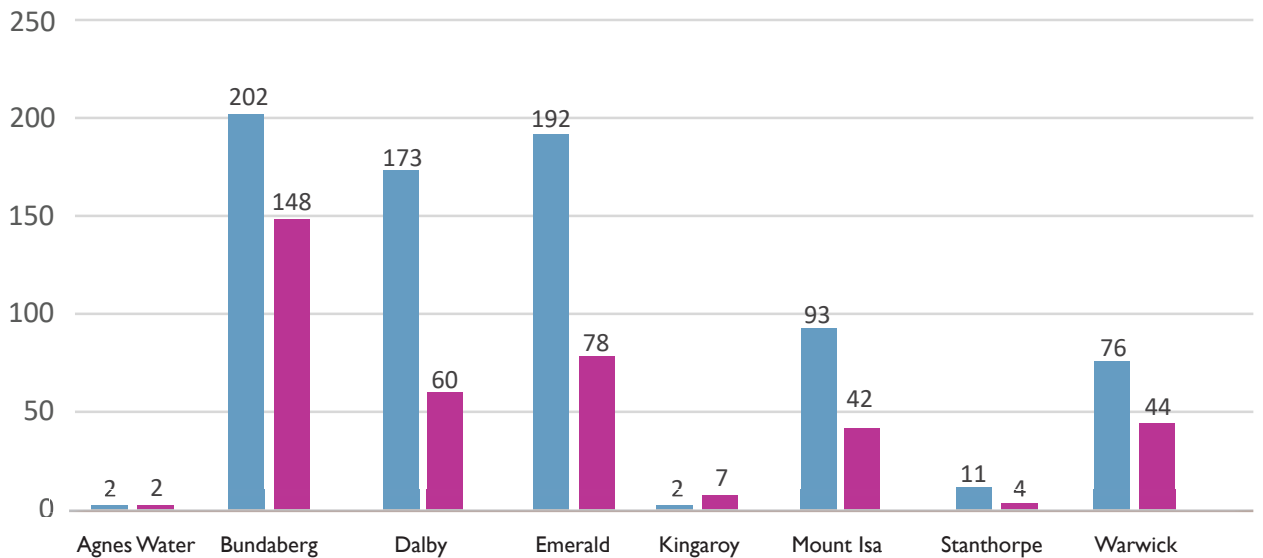


SESSIONS BY CLIENT TYPE



CLIENT GENDER BY CENTRE

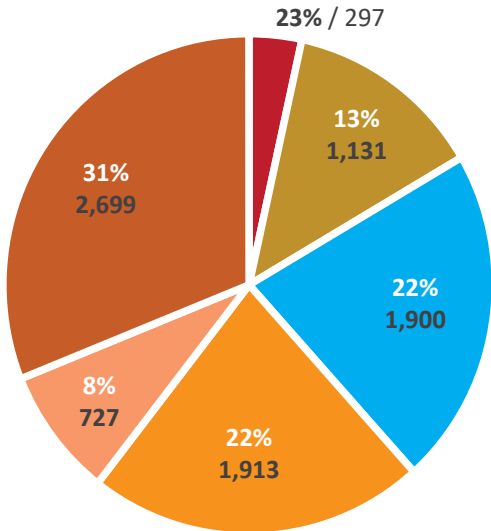
- Male
- Female



22

Service statistics

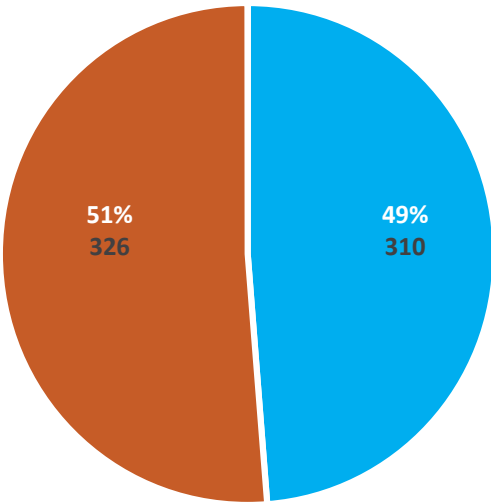
NUMBER OF SESSIONS BY THERAPY TYPE



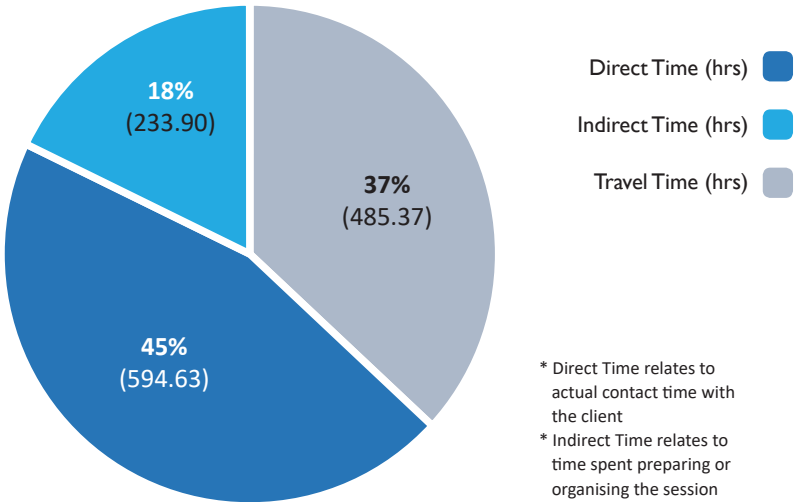
Family Health Support Worker	1,131	FHSW
Occupational Therapy	1,913	OT
Psychology	727	Psychology
Speech-Language Pathology	2,699	SLP
Early Intervention Facilitator	297	EIF
Multidisciplinary	1,900	Multidisciplinary
Total*	8,667*	

* Individual Client Sessions refer to only one client in a session
 * Group Client sessions relate to a group client or group of individual clients containing many individuals

OUTREACH SESSIONS PROVIDED (Same colour key as sessions by client type)

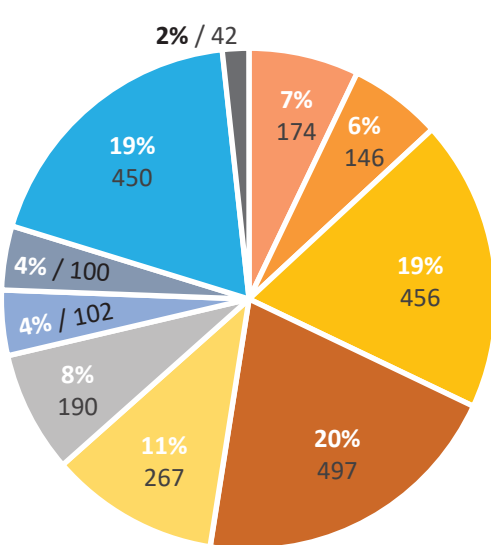


OUTREACH TIME SPENT



* Direct Time relates to actual contact time with the client
 * Indirect Time relates to time spent preparing or organising the session

REFERRAL REASONS



- Attention and Concentration
- Cognition and Learning
- Communication (Speech and Language)
- Emotions and Behaviour
- Motor Skills
- Other
- Self-care / Participation
- Sensory Processing
- Social Skills
- No reason given

Outreach across the regions

During the 2015-2016 Financial Year our regional teams provided **636 outreach sessions to 237 children** in the outlying towns of Burnett, Chinchilla, Jandowae, Millmerran, Gin Gin, Childers, Dysart, Clermont, Anakie, Rubyvale, Killarney and Wallangarra.

Professional Leads

	Family Health Support Workers	Occupational Therapists
THE YEAR IN GENERAL	<p>It's incredible thinking back to this time last year and reflecting upon how much has happened in what feels like such a short space of time! BUSHkids continues to provide its staff with opportunities, challenges, learnings and wisdom.</p> <p>I continue to find the role of FHSW Professional Lead to be one that is exciting yet challenging, inspiring yet testing. The support of my Professional Leadership colleagues and Clinical Services Manager is invaluable as we try our very best to lead, support and guide our staff from afar, and as we take on board and run with the strategic directions of the organisation.</p> <p>I would like to thank all FHSW team members, who, with the experience and skill that exists collectively amongst the team, have assisted me to provide professional leadership to them all. Every FHSW brings to the team a varied background, skill-set, and knowledge base which jointly offers high quality care and support to the children and families of BUSHkids.</p> <p>I would also like to acknowledge how wonderful it has been to have Marianne Taylor join our service as the EIF Professional Lead – her wisdom and experience has made a huge impact for many!</p>	<p>As I reflect on the previous year and commence writing my contribution for the 2015–2016 report, it is not hard to feel a little proud of the number of goals achieved and activities undertaken during this time. It was also encouraging to see the raising of BUSHkids' profile across Queensland, and increased recognition by local, state and federal levels of government of the vital work undertaken by our services in regional and rural areas.</p> <p>This period saw my continued role in BUSHkids' clinical leadership team, supervision of BUSHkids' Occupational Therapists and additional responsibilities – including being the convener for BUSHkids' annual Conference and support to the Clinical Services Manager.</p>
THE TEAM	<p>2015-16 was a very busy year, with successful delivery of multiple group programs. Each FHSW worked particularly hard to meet activity targets and to attribute more of their time to clinical rather than admin activity.</p> <p>FHSWs have continued to receive exceptionally positive feedback post-delivery of group programs, for example: <i>"COS taught me to see my child's needs rather than see his tantrums...which makes me a stronger wiser kinder parent"</i>. We've also made huge progress in employing family-centred principles of care: for example, providing parents with feedback about their child's functioning in the group and raising any concerns noted; encouraging parents to continue with skills learnt in the program to consolidate learning and strive for better outcomes for the child; ensuring that referrals (internal and external) are made after completion of the group program where indicated.</p> <p>Through supervision and team meetings, FHSWs have increased their awareness of social constructs including domestic and family violence; child protection; impacts of chronic disadvantage upon children and families; impacts of trauma upon child and family functioning; social determinants of health; impact of adverse childhood events upon health outcomes; cultural considerations to practice; parental mental health impacts; impacts of grief and loss. This will ultimately lead to a more holistic approach to the child and family's care planning and care management.</p> <p>We continue to meet on a monthly basis, building a new structure around how we use this time together. We are currently trialling a system whereby we rotate through a three-monthly cycle of admin, PD, peer supervision / case presentation meetings. We have also held two planning meetings exploring the strengths, priorities and goals we hold as an FHSW team, particularly as many team members are formulating PADPs. All were readily able to identify how their role makes a real difference to children and families.</p> <p>The last 12 months have seen the development of a stronger sense of professional identity and connectivity rather than working in silos. FHSWs have identified more strongly as a professional team despite having varying qualifications skills and experience. My focus has been on helping everyone see the commonalities of their role and their practice, to help them work out what their core skills, strengths and areas of focus should and do look like, and to constantly be on the lookout for peer mentoring and support opportunities.</p>	<p>The OT team met regularly via Skype for discipline-specific meetings to discuss clinical issues, operational issues and complete in-services around topics including toileting, sensory processing and skill acquisition.</p> <p>A peer support network was established, with newer, less experienced OTs establishing regular phone contact with one another across the state. This fulfilled an important role in providing peer support and reducing feelings of isolation often felt as the sole OT on the team.</p> <p>Occupational Therapy services provided by BUSHkids in this period saw a shift to include more targeted programs for early intervention including Fingergym, The Alert Program, and Sleepwise.</p> <p>Other OT team activities during this period included the successful implementation of a standardised outcome measure – the Canadian Occupational Performance Measure (COPM) – for goal-setting with families and pre- and post-measurement on performance and participation in goal areas. Collation of completed COPMs during this time revealed statistically significant positive change across all goal areas, highlighting the effectiveness of occupational therapy clinical intervention provided by BUSHkids.</p>

Professional Leads

Psychologists	Speech-Language Pathologists	
<p>This year has seen exciting changes for Psychology, with the recruitment of new staff and the establishment of new practice guidelines to ensure consistency of psychology practice across the organisation. A number of shared Professional Development opportunities and events in Brisbane has strengthened the team's identity and passion for advancing psychology practice within BUSHkids.</p>	<p>BUSHkids has provided a clear framework in the last 12 months to guide the development of intervention services in our communities and many changes have occurred to streamline processes.</p>	<p>THE YEAR IN GENERAL</p>
<p>With hard work and commitment, the Psychology team has successfully achieved a number of team goals over the past year, including:</p> <ul style="list-style-type: none"> • Re-orientation of service to provide a family-centred approach that prioritises early intervention • Service provision to older children that is tailored, time-limited and based on evidence-based programs • A review of cognitive assessments and the development of a standardised assessment package. This has included the ordering of new tools to ensure we offer a comprehensive range of testing • Identifying and establishing a consistent psychology role within multidisciplinary assessment and intervention • Identifying possible group programs for psychology • Linking in with local stakeholders and establishing good referral linkages • Increasing activity levels 	<p>It has been a year of innovation for our Speech-Language Pathology team in terms of service delivery. We have explored options for clinical intervention, targeted groups and capacity-building suitable to incorporate into our range of practice.</p>	<p>THE TEAM</p>

Professional Leads

	Family Health Support Workers	Occupational Therapists
SUPERVISION AND PROFESSIONAL DEVELOPMENT	<p>All team members have engaged in the supervisory process in a productive and meaningful way, attending supervision regularly with minimal cancellations, and using their supervision time in a targeted and focused direction.</p> <p>Thanks to BUSHkids for supporting me to attend two Professional Development activities over the past 12 months:</p> <ol style="list-style-type: none"> 1. Excellence in Supervisory Practice through Amovita Consultancy 2. Effective Team Management; Appraisal Systems; Performance Management through Pathways Australia <p>Both PD training events have provided me with further skills and strategies to add to my Professional Lead tool kit.</p>	<p>Supervision conducted over this period focused on settling probationary staff into their new roles, caseload management, cases for review (including discussion around assessment, goal setting, intervention planning and discharge), and supporting clinical development in relation to Professional Development goals.</p> <p>The Occupational Therapy team were fortunate to access a number of PD activities including webinars, online learning programs/packages, in-servicing, workshops, work shadowing and conferences.</p> <p>Topics covered in external Professional Development activities included:</p> <ul style="list-style-type: none"> • Autism Spectrum Disorders / Neurodevelopmental Disorders • Toileting • Evidence-based practice and contemporary practice within Occupational Therapy • Sensory Processing
STAFFING AND RECRUITMENT	<p>The FHSW team has maintained stability throughout 2015-16 with no departures from the team. Lynette Stenhouse has taken a three-month period of leave without pay to complete her first Social Work placement at Mount Isa Headspace as part of her degree. Lynette was due to return to the Mount Isa team in late October and I have every confidence that she will return with an even broader repertoire of skills and techniques to apply to her BUSHkids work.</p>	<p>Over this reporting period, a number of changes occurred across staffing within the OT team with changes to Warwick, Dalby, Mount Isa and Emerald Centres.</p> <p>It proved to be a busy time for recruitment with staff leaving for maternity leave and new roles in new locations. At the time of writing this report, recruitment for a full-time position in Mount Isa and part-time position in Warwick is underway.</p>
CONFERENCE	<p>Feedback indicated the value all team members found in spending one full day together, focusing on relevant practice areas for growth and development. Particularly worth noting was the session spent with Dr Elisabeth Hoen from the Queensland Centre for Perinatal and Infant Mental Health – <i>The Importance of the Early Years</i>.</p> <p>The feedback from this session was outstanding, with all FSHWs coming away with practical ideas around promoting healthy attachment and relationships between parents and children. The session provided a beautiful mix of theory and practical information, giving us applicable practice principles to keep in mind when working with vulnerable children and families who present with challenging backgrounds and who are experiencing chronic social stress and disadvantage.</p>	<p>The 2016 Conference 'Making Connections' saw OTs (past and present) presenting with their Centre teams throughout Conference week and attendance at presentations provided by partners and supporters of BUSHkids including Act for Kids and Save the Children.</p> <p>This year's Conference focused on supporting informed practice in the work BUSHkids does with vulnerable families. Discipline-specific activities during Conference week included a workshop presented by myself on Occupational Performance Coaching (an approach supporting parents to enable children's participation in everyday activities), and training in 'Parents Play', a course developed and researched by a Deakin University PhD student.</p>
REGIONAL VISITS	<p>Unfortunately my capacity to undertake regional visits has been exceptionally limited, however I certainly do recognise the value this would add to my role as a Professional Lead.</p>	<p>Regional visits included Emerald and Bundaberg. These were conducted with the CSM and the Psychology Professional Lead respectively. Activities included:</p> <ul style="list-style-type: none"> • team goal-setting activities and in-servicing • meetings with local stakeholders • observations of clinical intervention and group sessions • face-to-face supervision (including demonstration of therapy approaches)
THE YEAR AHEAD	<p>A priority is to finalise and implement our new FHSW / EIF Assessment and Screening Tool to provide a flexible and meaningful structure for conducting family-centred assessments. Additional goals include:</p> <ul style="list-style-type: none"> • exploring the 'Rumbles Quest' app which generates data on child wellbeing (including attachment to school; self-control, social / emotional confidence; and supportive family relationships) • training in 'The Common Approach' and possible applicability of this model to BUSHkids • updating the BUSHkids child protection policies and implementing the role of a Child Safety Focal Point Person 	<p>In the year ahead, I look forward to continuing my role as Conference convener for 2017 and supporting the clinical leadership team and the CSM with a focus on the changing environment of health services, and investigating and establishing new programs. There will be continued focus on consolidating OT practice guidelines in line with best practice, strengthening links and networks with universities through supporting undergraduate clinical education and contributing to research being undertaken in PhD studies, and supporting occupational therapy contribution within multidisciplinary teamwork.</p>

Professional Leads

Psychologists	Speech-Language Pathologists	
<p>Supervision has been provided to the psychology team via individual and group formats. As all current Psychologists within BUSHkids are provisionally registered, weekly supervision is required by APHRA to ensure they receive a high level of training and support. Each team member also receives external supervision to contribute to a varied knowledge and skill-base. Staff have also provided recordings of their sessions and received constructive feedback on their sessions with families.</p> <p>A number of PD activities have been completed during the last year, including training in:</p> <ul style="list-style-type: none"> • Triple P • Bullying • Motivational Interviewing • Acceptance and Commitment Therapy 	<p>Individually and as a team, we have addressed issues around best practice for intervention, resource development, productivity and training needs.</p> <p>Several team members are new to the profession and are building basic competency skills for clinical practice. Other more experienced team members are participating in clinical research and project development, extending their expertise into specific evidence-based practice such as emergent literacy approaches, narrative and play, telehealth and parent-child relationships for learning.</p>	SUPERVISION AND PROFESSIONAL DEVELOPMENT
<p>During 2015-16, we said farewell to Psychologists from the Dalby and Warwick Centres. Liaison with the University of Southern Queensland contributed to the successful recruitment of two Provisional Psychologists for our Dalby and Bundaberg Centres, while in Warwick our temporary Provisional Psychologist was appointed permanently.</p> <p>Although the remaining Mount Isa psychology position continues to be vacant, a number of active recruitment strategies are in place to achieve a full psychology team.</p>	<p>Warwick, Dalby and Bundaberg Centres have experienced some changes to their staffing during the year. Recruitment has been successful.</p>	STAFFING AND RECRUITMENT
<p>The 2016 Conference was an outstanding Professional Development opportunity, particularly for the discipline-specific day. The psychology team had identified a key learning need of understanding and supporting children with ASD. Autism Queensland provided a half-day workshop focusing on younger children, while Dr Michelle Garnett from Minds and Hearts provided a half-day workshop on supporting older children.</p> <p>Both presentations provided staff with a range of strategies and techniques to fill our 'toolkits' to better support families. Our two newly appointed Provisional Psychologists were able to attend which has ensured that the team has a consistent evidence-based understanding of working with families with ASD.</p> <p>Both presentations were recorded and are available for all BUSHkids staff.</p>	<p>Conference was a great opportunity for the Speech-Language Pathology team to showcase novel service delivery approaches, celebrate successes and to welcome several new members to the team.</p> <p>Topics included Telehealth, Read and Grow, Outreach, Playgroups, Narrative and Play.</p>	CONFERENCE
<p>This year I was able to visit Warwick, Emerald and Bundaberg. Key outcomes include:</p> <ul style="list-style-type: none"> • 1:1 supervision and whole-of-team meeting • review of services for last 12 months • goals and planning ahead for service • in-service presentation • observation of clinical practice • meetings with key stakeholders 	<p>The Speech-Language Pathology Lead visited Warwick and Dalby Centres during the year for supervision and to co-present Read and Grow.</p>	REGIONAL VISITS
<p>The psychology team is looking forward to providing more groups in future with a focus on ADHD, Cool Kids Anxiety Disorder Group, A Steady Start to School and a seminar relating to Fatherhood. Triple P continues to be part of our core business and parents will be able to access 1:1 programs or seminars.</p>	<p>In 2017, our preliminary work in these evidence-based practice fields will be extended to program development, resource sharing and training.</p>	THE YEAR AHEAD

Centre reports

	Bundaberg	Dalby	Emerald
THE YEAR IN GENERAL	<p>This year, we welcomed Elise and Amy, completing our full team while farewelling Tara and Georgie from the Bundy team.</p> <p>We have continued our support this year to our Outreach areas and families (Gin Gin, Childers and Burnett Heads) which has been very positive and appreciated.</p>	<p>A strong team offers a wide range of services to the local community and outreach towns that we visit. We were able to offer many Prep readiness talks and combined therapy programs that were conducted for clients and families in their homes and in kindergartens. The Triple P programs were offered here at the Centre and to the Indigenous community at Goondir Medical Centre. Our relationships with the schools has grown and saw us offering many class group intervention services. Read and Grow training was provided by BUSHkids at the Dalby Library for the community to attend. Our FHSW has been able to offer many group programs in the community around social skills and resilience groups for children, as well as parenting groups. This successful year has now ended with staff moving on to new careers and now a new strong team is evolving.</p>	<p>Another busy year in Emerald: we have continued outreach to The Gemfields community and have taken a soft entry approach to help community capacity-building in the local area. Prioritisation of referrals has been well received in the community, as children have been able to access the services they need in a more timely fashion.</p> <p>In September 2015, we welcomed our new Provisional Psychologist, Myles, and in February 2016 we farewelled Occupational Therapist (OT) Sarah, and welcomed OT Jess to the team.</p>
AROUND OUR AREA	<p>Again this year, Bundaberg and the surrounding communities hosted a range of community events. Some of the events that the Bundy team contributed to included: Under-8s days, Literacy days, Rainbow day and Aboriginal and Torres Strait Islander Children's day.</p> <p>We have also completed a number of community education sessions and presentations for both parents/carers and teachers. The presentations include information for families/teachers on BUSHkids services, who we are, available groups and therapy, how to refer, red flags and milestones and strategies to support development.</p>	<p>The Dalby community and surrounds is settling again after a downturn in the mining industry, but this resilient community continues to grow and BUSHkids is a strong presence offering a wide range of specialised services and early intervention programs in the area.</p>	<p>Emerald continues to feel the effect of the downturn in the mining communities. Our waitlists continued to grow, and as a result, the Emerald team was required to set some parameters for outreach services. This has resulted in some of our outreach being put on hold with therapists providing assessment and recommendations only to some of our outreach towns.</p> <p>Therapists continue to work closely with Education Queensland, Community Health, and private therapists to fill the gap in the community and ensure there is no duplication of services.</p>
IN OUR COMMUNITY	<p>This year the team has attended a range of forums, meetings and events within our community to continue to build partnerships and work collaboratively with local organisations and key stakeholders to enable us to work effectively and address identified needs.</p>	<p>BUSHkids has a great profile in the town – we are well recognised and find ourselves in the local newspaper many times in relation to the work we do. We are asked to talk at many networking events and Mother's groups. <i>Friends of BUSHkids Dalby</i> is a support to the work we do.</p>	<p>The Emerald team continues to develop networks with local agencies, with several members also attending discipline-specific networking meetings with clinicians in the local area.</p> <p>Charlie Wilson (grandson of Sir Leslie) has reestablished the <i>Friends of BUSHkids Emerald</i> committee, and we look forward to working together with them.</p> <p>The Gemfields RSL continued to support BUSHkids during the past year.</p> <p>We also assisted with the Enwise-organised fundraising Golf Day in November 2015: it was a great turn-out from the community with many people asking questions about the BUSHkids service in a fun and relaxed setting. This annual event repeated on 7 October 2016, where we intended to build our support network and further engage with the local community.</p>

Centre reports

Inglewood	Mount Isa	Warwick	
<p>A time of growth, development and consolidation in the area. Two conferences in the past 12 months has been quite different with a new venue and training paths to follow. Challenges with delivering new programs (why do I stress so much before I do them – once I start things just seem to flow!). Working with others on a daily basis is also very different for me and at times is challenging, however flexibility is the key.</p> <p>The staff in Brisbane continue to be so very supportive and I would like to thank each and every one of them for every plea for help I send – there is always a helpful voice on the other end – Ken seems to get most of these calls so thanks heaps, Ken!</p> <p>I would also like to thank Carlton and the Council for their continued enthusiasm and support for our rural services.</p>	<p>This year has brought many changes to our Centre: OT Rebecca Maxwell and second SLP Jessica Allen left the team at the close of 2015. We continue to be short-staffed in 2016, with only SLP and FHSW support available.</p> <p>Nonetheless, the services we are able to offer continue to be recognised in the community, and service delivery has remained consistent. FHSW Lynette commenced study leave in July 2016 and we have welcomed Carol Costello to the team in her stead.</p>	<p>It's been a very busy and exciting year for Warwick. The move to our new Centre in 2015 was quite a change from our cosy small centre in Guy St to such a spacious environment, but it hasn't taken long for the team to settle in and make good use of the new centre.</p> <p>We welcomed SLP Georgie Devine to the team in March, as we bid a sad farewell to Alison Dowdle and Lauren Fitzpatrick. It's lovely to have Helen O'Connell back from maternity leave and we look forward to an additional OT on the team when the advertised part-time vacancy is filled.</p> <p>We are continuing to implement new procedures (for example, in Case Management Meetings) which are working well. Management is very supportive and much focused on the growth of the organisation and the direction it's going. We continue to strengthen community awareness.</p>	<p>THE YEAR IN GENERAL</p>
<p>A huge year in the area with many changes. The development of our service to Yelarbon has been so incredibly well received in that school community. In a meeting with the principal we discussed delivering a fortnightly service to the under-fives of Yelarbon and were generously offered the school as a venue and also school resources were put at our disposal. We began with a great attendance and numbers continued to be consistent throughout the year. We offer Read and Grow and activities to the children and the parents seem to derive a great enjoyment from the colouring-in activities. It is great to see dads turning up with their kids and getting involved. Inglewood remains my home base (although it seems I'm not here very often!) and I continue to have my monthly playgroup here with many of the clients being in the toddler and under-two age range, plus a young special needs lad coming along also and delighting in the activities.</p>	<p>The local election saw long-standing mayor Tony McGrady replaced by Mount Isa's first female mayor, Joyce McCulloch. In other news, James Cook University (JCU) had six fourth-year Speech Pathology students placed in Mount Isa for eight weeks.</p> <p>The students and Clinical Education Co-ordinator Louise Brown provided speech pathology services within recognised community service gaps. JCU aims to establish ongoing services in Mount Isa based at the Mount Isa Centre for Rural and Remote Health (MICRRH). This is fantastic news as our community will certainly benefit from additional services!</p>	<p>The start of the year was more positive than previous times for the community with no significant events influencing the region.</p> <p>Moving and setting up in the new premises impacted slightly our ability to provide client sessions, however this soon picked up again once we settled in.</p> <p>We have noticed an increase in foster families within the region wanting to access the service.</p>	<p>AROUND OUR AREA</p>
<p>Networking with local community agencies has continued over the year with continued positive outlooks and outcomes.</p>	<p>BUSHkids has continued to engage in community events to maintain and expand our local profile. We attended network meetings, Mega Playgroup, and local library events. We have continued to receive positive feedback regarding the Karen Stagnitti workshop from community members who have put her learning into practice.</p>	<p><i>Friends of BUSHkids</i> has continued to grow over the past 12 months, going from strength to strengths. Sandra Head is volunteering three days per week and has been a huge help in supporting the staff. Our clients appreciate her friendliness and warmth on their arrival to our centre.</p> <p><i>Friends of BUSHkids</i> continues to be instrumental in planning and organising events such as the BUSHkids Golf Day and Bush Dance.</p>	<p>IN OUR COMMUNITY</p>

Centre reports

	Bundaberg	Dalby	Emerald
ACTIVITY AND OUTPUTS	<p>The change in our model of care has seen an increase in community education and community engagement activities from the Bundaberg team.</p> <p>Targeted programs being run have also increased and programs currently provided to our community include: PALS, Fun friends, Stop Think Do, Alert program, and Fingergym; the team has goals for the year ahead to take on new programs and community capacity-building courses, e.g. parent play.</p> <p>We aim to provide ongoing support to the Bundaberg and outreach communities in the areas of community capacity-building and targeted programs.</p>	<p>We are running more groups than ever!</p> <p>Our Psychologist offered ADHD education groups and small groups in schools, with the Psychologist and FHSW trained to run Triple P and keenly providing the programs to the communities.</p> <p>PALs is offered far and wide by the FHSW in the majority of kindergartens in Dalby, and this is now expanding to Millmerran, Cecil Plains, and Chinchilla.</p> <p>Prep readiness talks were provided in Millmerran, Jandowae and Kingaroy, helping children with school readiness; as well, the Speech Pathologist and OT offered school readiness programs here at the Centre early in 2016.</p> <p>The Occupational Therapists ran many programs to schools in Dalby and at Moonie State School for handwriting, as well as the Alert Programs.</p> <p>Our Speech Pathologist helped provide training to professionals and parents in the Read and Grow program.</p>	<p>SLP Felicity continued her busy caseload in local and outreach communities, as well as initiating recruitment of a volunteer, with the assistance of Rachel in the Brisbane office, to support resource preparation and administration for the clinicians' busy caseloads. The aim of this support is to reduce preparation time and increase the number of clients on active caseloads.</p> <p>FHSW Rhianna and SLP Felicity have been working closely with The Gemfields playgroup families, conducting Read and Grow sessions where there is limited access to early education services. The FHSW and SLP have also supported the playgroup's efforts in improving the facilities, creating community links such as The Gemfields RSL members volunteering to mow the lawn.</p> <p>Psychologist Myles has provided multiple seminar sessions of Triple P at the start of the year and more are planned. Myles has also provided outreach to Clermont and Dysart, as well as beginning to engage in telephone sessions to outlying communities where appropriate to do so.</p> <p>New graduate OT Jess is busy establishing her caseload, and planning to commence a Fingergym group with our FHSW. Jess enjoyed outreach to Clermont earlier in the year.</p>
IN OUR CENTRE	<p>We have had a few visits from the clinical leadership team for building audits and professional support through in-services, observations, face-to-face supervisions and team planning.</p> <p>During this time with the professional leads, the team identified goals for the coming year, including: re-establishing psychology services, continuing multi-disciplinary work, continue providing outreach support in priority areas, and establishing new programs/courses (parent play, PALS/ Alert, ADHD parent workshop, A Steady Start to School) in addition to current targeted programs.</p> <p>One of our key achievements this year has been our multidisciplinary teamwork approach. During this time, the team had effective open communication and collaboration which positively impacted on clinical outcomes and family-centred practice. We hope to continue this with our new full team.</p> <p>Although our Centre building has been identified as less than ideal, in attempt to make the building more family-friendly, we have identified some areas of the building that could be improved, such as with new paint and rearranging some of the spaces.</p>	<p>Our Centre is a lovely welcoming place for families to access and is well resourced. The team is very positive in supporting each other in providing the best possible services to as many families as possible.</p> <p>Dalby Centre now begins a new era with a new team for the coming year – which is exciting to continue with the great work we are doing.</p>	<p>The Emerald Centre has nice grassy areas around the building, but there are often bindii and prickles, making it difficult to make the best use of this resource, as lots of our children love to take their shoes off.</p> <p>If we could get the prickles permanently removed, we could make better use of this outdoor space.</p>

Centre reports

Inglewood	Mount Isa	Warwick	
<p>Read and Grow has become a large part of all of the playgroup sessions that I have offered, with the children really enjoying their story time and activities of making and creating, colouring and singing. Triple P seminar was offered in Stanthorpe. as was 1-2-3 Magic with positive feedback received.</p>	<p>BUSHkids acquired a tender for workforce support through <i>Communities for Children North Queensland</i>. The roll-out of the program has delivered an increasing number of community capacity-building sessions in the Mount Isa community, including Triple P Seminars, Play Seminars, Developmental Milestones presentations and supported playgroups.</p> <p>At the start of 2016 the first BUSHkids-developed Ready Set Prep program was delivered at our Centre, a great opportunity to showcase this inhouse program!</p> <p>Fun Friends, Friends for Life and Triple P seminars have also been offered at kindergartens and schools in the region and Speech Pathology services have been provided at schools, kindergartens and the Mount Isa Centre.</p>	<p>Fun Friends, Friends for Life, PALS and Triple P and 123 Magic continue to be very popular programs.</p> <p>We have seen an increase in community capacity-building opportunities being offered by BUSHkids, including:</p> <ul style="list-style-type: none"> • Prep Readiness programs • Get Set for Prep talks • Read and Grow – community training • Professional Development for early childhood educators on supporting communication development <p>and clinical support to:</p> <ul style="list-style-type: none"> • outreach to Yelarbon (SLP and OT) • outreach to Allora (SLP) 	<p>ACTIVITY AND OUTPUTS</p>
<p>I am so enjoying being back working full time and it would be great if there were more hours in the day to get done what I see in my head as being possible.</p> <p>The versatility that we have to offer our services to the Yelarbon, Inglewood and the extended Stanthorpe community is there to grow on.</p>	<p>We had the opportunity to purchase new clinical resources, toys and games from <i>Community Development</i> funding. We are very grateful to be able to replace older items that were in disrepair as well as expand our pretend play toolbox!</p> <p>Our Centre has experienced challenges in the provision of multidisciplinary support due to short staffing. We have addressed this issue by referring to other services in Mount Isa where possible.</p> <p>Identifying another appropriate service was often challenging due to individual service models and staff turnover. This is an ongoing issue.</p>	<p>The new Centre is an open office space which comes with many positives (such as learning about each other's discipline and easier related clinical discussions) and some negatives (noise levels and interruptions can at times be an issue), but we have effectively managed to avoid this by utilising other spare spaces within the Centre (for report writing, for instance) and by being conscious of the impact each has on another.</p> <p>There are several multidisciplinary therapy rooms in the Centre each being utilised efficiently for individual therapy, group therapy and community workshops.</p> <p>Additional spare 'floating' laptops to take into therapy rooms would be beneficial for therapists and admin staff while in the Centre.</p>	<p>IN OUR CENTRE</p>

Case studies (Names and details have been amended to maintain confidentiality)

1 Proston

Proston is a small agricultural town with a population of just under 500 people located 190km northwest of Brisbane and 50km northwest of Kingaroy.

Australian Early Development Census Data for 2015 indicated that 42.1% of children in their first year of school were developmentally vulnerable in two or more domains — a very high number of children starting school with developmental vulnerability. In Queensland overall, the percentage of children vulnerable in two or more domains was 14.0%.

During the past year, BUSHkids has worked in Proston to boost childrens' chances of success when they begin formal schooling in the prep program. When establishing new services from Kingaroy, BUSHkids team met with the local primary school principal and other stakeholders in the community to identify how we could work together to get great results for local children.

One of the concerns for the community was the distance to the nearest kindergarten (46km) and very few children starting school had the benefit of attending a kindergarten program. The principal reported that an 'eKindy pod' was established at the school, however it was unable to run as a true kindy program as parents were required to stay with their children due to changes in education legislation.

In Queensland, more than 97% of children access a kindergarten program and this equips them with more skills and experience to support their transition into formal schooling. There were no playgroups running in the local community and no day care centres were available.

BUSHkids started by working with local parents to re-establish the playgroup in the community. Unfortunately the local hall had fallen into disrepair and required some work, which the local council undertook. The community playgroup now meets every Thursday in the playgroup hall, facilitated by the BUSHkids Early Intervention Facilitator.

This year BUSHkids has taken the role of being a sponsor organisation for the eKindy pod in Proston. This was a first for BUSHkids and the Department of Education and Training in partnering in this type of program.

BUSHkids employs the eKindy facilitator and this has meant that children have had the opportunity to attend a true kindy experience in the school in which they will continue into prep next year. This program provides play-based learning including tele-linked sessions with a qualified kindy teacher from the Brisbane School of Distance Education.

eKindy offers a comprehensive 'at home' kindergarten program for children in the year before Prep. The program is designed so that children living in rural and remote areas, travelling or medically unable to attend a local early childhood service can engage in quality kindergarten experiences and maximise their learning as they play, create, imagine and discover.

The eKindy program is teacher-supported and covers 15 hours of Kindergarten for 40 weeks of the year (school terms only), which is equivalent to a centre-based kindergarten program.

eKindy provides a flexible program that families are able to work through in ways that meet the needs of their child and family.

A local state school may set up an eKindy pod or hub where children can attend sessions.

Source: Brisbane School of Distance Education
<https://brisbanesde.eq.edu.au/Curriculum/eKindy/Pages/ekindy.aspx>

2 Wallangarra

Wallangarra is a small town with a population of about 400, located some 41km south of Stanthorpe on the Queensland / New South Wales border. Wallangarra was founded in 1885 and historically was famous for being the changeover station for trains travelling interstate due to the different gauges of interstate railways. Wallangarra is frequented by tourists seeking natural beauty and regional foods and wines.

When establishing services in Stanthorpe and the Stanthorpe region, BUSHkids undertook community consultation and reviewed early childhood data. Whilst some areas in and around Stanthorpe were doing as well or better than the Queensland average on the early development data, Wallangarra was identified as an area requiring more focused support, more than 21.1% of children presenting as developmentally vulnerable in two or more areas in their first year at school. Consultation with the local school principal identified establishment of a playgroup as a key local priority.

This supported playgroup is now well established and has been running successfully for over a year and is held once per week at the school facilitated by a BUSHkids Early Intervention Facilitator.

There are two aims for this playgroup. The first is to provide play-based developmental opportunities to prepare children for formal education. Second, the playgroup provides a vehicle for providing information, education strategies for parents to support their children's development, in addition to strengthening the support network for local parents and carers.

The playgroup also caters for children who attend the kindergarten program at the local daycare centre, accompanied by early educators from that centre. This allows more children the opportunity to attend the playgroup within the school which they will be attending in the coming year.

With the local daycare staff attending, the BUSHkids team also contributes to building the capacity of the local workforce to meet the needs of children. All staff at the local daycare centre attended the BUSHkids Read and Grow Training and are now implementing this approach in the work setting. The Wallangarra playgroup is based around Read and Grow and reinforces this approach to emergent literacy.

In addition to the playgroup, the BUSHkids Early Intervention Facilitator has also boosted prep readiness activities for children in the local child care centre – with Playing and Learning to Socialise Groups (PALS) and The Fingergym Fine Motor Skills School Readiness Program.

The Australian Early Development Census (AEDC) is a nationwide data collection of early childhood development at the time children commence their first year of full-time school. The AEDC highlights what is working well and what needs to be improved or developed to support children and their families by providing evidence to support health, education and community policy and planning. The AEDC is held every three years, with the census involving teachers of children in their first year of full-time school completing a research tool, the Australian version of the Early Development Instrument. The Instrument collects data relating to five key areas of early childhood development referred to as 'domains', including:

- Physical health and wellbeing
- Social competence
- Emotional maturity
- Language and cognitive skills
- Communication skills and general knowledge

The AEDC domains have been shown to predict later health, wellbeing and academic success

Source: Australian Early Development Census
<https://www.aedc.gov.au/about-the-aedc>

(Names and details have been amended to maintain confidentiality) **Case studies**

3 The Gemfields

The Gemfields are located west of Emerald and comprise Anakie, Rubyvale, Sapphire and The Willows. The population is approximately 1,700 with 1,300 people living in the four towns in the 900km² area and the remainder living in the rural surrounds.

BUSHkids has been working in this community for nearly three years. An initial meeting between the Anakie school principal, BUSHkids team and Clinical Services Manager identified a high level of need among children and families in the local area, with only 30% attendance at kindergarten programs (approximately 40 minutes away) prior to school commencing. This was due to the distance, time and associated expense of accessing programs in Emerald. There were no daycare facilities available and limited support for children's development and parenting. The principal noted that one of the strengths of the community was the existence of an informal playgroup run by two local mums.

This playgroup provided a starting point and the BUSHkids team took a 'soft entry,' community capacity-building approach, with the FHSW and Psychologist attending the group in 2014-15. Initial aims were to establish rapport, identify strengths and explore how BUSHkids could contribute to children's development. The team assisted the playgroup with school readiness activities, modelling strategies and supporting relationships between mothers with young children. In 2015, 50% of the children starting prep had informally accessed prep readiness support from the FHSW and Psychologist at playgroup.

A need for speech and language therapy was identified and the team worked with the playgroup mums to arrange a screening day through the local Facebook page. Eighteen children between the ages of 18 months and four years attended the first session. In the later monthly attendance by the Speech Pathologist, three or four children presented for screening each week for four months.

Many of these children went on to receive speech and language therapy and/or multidisciplinary team intervention as well referral and linking to other services. BUSHkids sessions took place at playgroup, at the school and in the BUSHkids Centre, with our Speech-Language Pathologist and FHSW providing weekly outreach to playgroup and the school. Read and Grow sessions were incorporated into playgroup and attendance rates increased.

In 2016, the playgroup venue for The Gemfields was in need of repairs to ensure it met health and safety requirements for a safe place for children. With the playgroup parents, the BUSHkids team compiled a list of repairs required and facilitated links with The Gemfields RSL. A father who was attending the playgroup contacted council and created a running sheet of tasks to be completed and, together, council and community took on the job of bringing the venue back to good condition. The playgroup father took charge and with donations from local businesses and support from volunteers, the playgroup hall is now serviceable and BUSHkids has been able to continue its work in this community.

BUSHkids is committed to working to build the capacity of communities and families to support all children to reach their potential. Our teams engage in a range of community capacity-building activities depending on the needs and resources available locally. We work collaboratively with other agencies, services and organisations to ensure needs are prioritised according to local requirements and strengths, services are not duplicated and that the greatest benefit is achieved with limited resources. This is aimed at three key areas:

1. Building the capacity of families, parents or carers to support their children's developmental needs through the provision of information, education and support for parents and carers.
2. Building the capacity of the local workforce to support children's developmental needs through the provision of high-quality Professional Development activities in regional locations in Queensland.
3. Working collaboratively with other organisations to ensure a holistic approach to meeting the needs of children within local communities (e.g. addressing other issues which impact on child development – adult mental health, disaster management, etc.)

Source: BUSHkids Client Services Handbook

4 The 'Jones family'

The Jones family has received support from its local BUSHkids team at several points during the past few years. When first referred to BUSHkids, the family was struggling with life in a new town and experiencing difficulty finding employment with a very limited support network. The mother presented to the Centre and indicated she was clinically depressed, expecting her fourth child and experiencing pregnancy complications. She also reported parental conflict and previous contact with Child Safety when living interstate.

The mother was concerned about her older son's (aged four) speech as his two year-old brother appeared to be catching him up. Initial Centre-based appointments were not attended and it soon became apparent that being pregnant and having three young children, with no car in a rural area was limiting this mum's ability to access our service. Although Centre-based parenting group and speech and language therapy intervention were initially considered, an alternate strategy was required to provide a service which would meet the needs of the family.

Initial links to informal supports in the community were made and some routine-based interviewing and problem-solving was undertaken with mum in the family home. As baby four was due to arrive, informal family support (mother) arrived from interstate and input with BUSHkids was deferred until a time more suitable for the family.

A few months after the birth of the fourth child, contact was made with the family and a FHSW visit was arranged. Due to complexities in the family, the family was not at home at the arranged time of the visit. Following further telephone discussions with mum, a home visit was arranged on a day that both the mother and father could be home to be involved.

This provided the opportunity for both mum and dad to contribute to planning and prioritising intervention. Sessions were then arranged at the Centre on a fortnightly basis to coincide with the father's RDOs. These initial sessions focused on shared parenting strategies and toileting approaches. Flexibility and involving both father and mother were keys to success in achieving good results for this family.

Since then, the three older children have received therapy intervention at BUSHkids. Assessment for one child supported a diagnosis of autism spectrum disorder and this has enabled the family to access ongoing therapeutic support through a private therapist. Two other children received Speech and Occupational Therapy services and this has contributed to successful transition into formal schooling.

Parenting and communication strategies have enabled the parents to support their youngest child's development and she is now meeting all of her milestones as a happy toddler and has not required any clinical intervention services.

Family-centred service is made up of a set of values, attitudes, and approaches to services for children and families. Family-centred service recognises that each family is unique; that the family is the constant in the child's life; and that they are the experts on the child's abilities and needs.

The family works with service providers to make informed decisions about the services and supports the child and family receive. In family-centred service, the strengths and needs of all family members are considered.

<https://www.canchild.ca/en/research-in-practice/family-centred-service>

CAN Child definition from website

Events



Brisbane City Hall and Story Bridge illuminated in BUSHkids colours on 6 December 2015 to celebrate the 80th anniversary of the founding meeting. Inside City Hall, the AGM was held around the same oak table in the Lord Mayor's Reception Rooms as the inaugural 1935 public meeting. Arthur Rosbrook received a commemorative plaque in memory of his late wife Betty and her Red Cross volunteer colleagues who safely escorted Bush kids to the coast for 50 years.



Rendering of the larger of two sizes of portable marquee which were deployed across all BUSHkids Centres in 2016 and which are proving very popular.
Sir Leslie's great-granddaughter Rachel with Charlie Wilson at the 2015 AGM.
A class photo with a difference, from Warwick's 2016 'dress like a Bushie day' in support of the organisation.



Events

Scenes from one of the first Read and Grow workshops facilitated by BUSHkids; this one was held in our Warwick Centre and the popularity and efficacy of the program is leading to its rollout across the organisation.



This prizewinning pair of pretty pink fairies provided a gorgeous splash of colour at Warwick's Bush Dance.

Kids also donned their Bush clobber for 'dress like a Bushie day' to support BUSHkids.

ACKNOWLEDGEMENTS

ESTATES, LEGACIES AND TRUSTS YEAR ENDED 30 JUNE 2016

	\$
Nellie Muriel Ivers Foundation	50,739.75
Estate of Phyllis Jean Cartmill	2,500.00
Estate [anonymity requested]	724,645.04
Estate of Marjory Geeves	11,169.31
Russell McKimmin Charitable Trust	16,215.59
Mavis Douglas Winter Fund	15,110.71
CH Boden Memorial Trust	9,388.13
Olive NS White Foundation	3,069.24
Queensland Community Foundation Perpetual Trust	694.74
N & M Hurll Charitable Trust	3,562.49
Hart Family Perpetual Trust	2,969.75
Estate of Cornelius Rote	390.62
Estate of Lindsay Robert James	23,211.01
Estate of Beres Fay Stephenson	160,000.00
F&I Clewett Memorial Charitable Trust	1,169.92
TOTAL	1,024,836.30

The Royal Queensland Bush Children's Health Scheme gratefully acknowledges the kindness of everyone who has supported the works of BUSHkids in the past year. In consideration of the *Privacy Amendment (Private Sector) Act 2000*, the full list of donations has not been published.

Our heartfelt thanks and great admiration go out to all those who, in whatever way, have supported our rural, remote and regional children and families this year. We would be pleased to receive your written advice when you send your next gift if you wish that it be acknowledged in our 2016–2017 Annual Report.

BUSHkids sincerely expresses the appreciation of our many clients, volunteers and staff for the assistance and encouragement given by our fellow Queenslanders, community groups, service clubs, media, health, welfare and education personnel throughout the state.

The financial assistance given by the Queensland Government through the departments of Health and Education is gratefully acknowledged, as is the valuable support of our many corporate partners, sponsors and suppliers (please see 'CONNECTIONS' on pages 4-5).

Funding provided by the Commonwealth Department of Social Services 'Families and Children Program' enables BUSHkids to extend our early intervention services to new regional areas and will be very much appreciated.

Among the range of other grant funding and donations received, we also acknowledge with much gratitude the \$5,000 donation received from the Emerald Co-operative Society Limited.

HOW YOU CAN HELP

DONATE

Phone: 07 3870 7288
 Post: Royal Queensland Bush Children's Health Scheme (BUSHkids)
 PO Box 1017, Milton Q 4064
 Online: Visit our website for options:
www.bushkids.org.au/support/help
 Email: info@bushkids.org.au

Donations to BUSHkids help us to:

- provide services at each of our Centres for children and their families;
- provide staff with the resources required to most effectively deliver those services;
- provide programs and groups to assist children, families and carers be the best they can be.

BEQUEST

A gift in your Will is an investment in the future of BUSHkids and the futures of all the children we help.

Remembering our Queensland children in your Will is a special way to pledge your continuing support for BUSHkids' service and will remain a living legacy of your love and compassion for children.

The following wording may be used:

"I bequeath free of all duties and charges the sum of \$ to the Royal Queensland Bush Children's Health Scheme for the general charitable purpose thereof and I declare that the receipt of the Secretary or the Honorary Treasurer of the said Scheme shall be sufficient discharge to my executors."

Your Solicitor or Trustee Company will alter the form of wording when the bequest is for a share or residue of your estate.

SPONSORSHIP

Corporate, club or individual sponsorship of specific projects or equipment and resources is an excellent way to ensure a continuity of service for country children. Please contact our Brisbane office or your nearest Centre (details inside back cover) for more information on current projects.

TREASURER'S REPORT FOR THE YEAR ENDED 30 JUNE 2016

Dear Members and Friends

Set out below is a Statement of Assets & Liabilities and some Notes relating to the Accounts.

STATEMENT OF ASSETS AND LIABILITIES AT 30 JUNE 2016

ASSETS	TOTAL	BRISBANE	BUNDABERG	DALBY	MOUNT ISA	EMERALD	WARWICK	INGLEWOOD
FIXED ASSETS								
Management and Therapy								
Land & Buildings	3,449,694	1,010,595	277,327	489,480	245,173	421,967	1,005,152	–
Motor Vehicles	68,255	41,448	4,212	3,807	4,244	5,932	3,966	4,646
Plant & Equipment	235,382	125,156	23,220	14,833	14,983	29,750	26,133	1,307
Fixed Assets used for Therapy Purposes	3,753,331	1,177,199	304,759	508,120	264,400	457,649	1,035,251	5,953
Rental								
Land & Buildings	993,575	571,640	–	–	–	–	421,935	–
Plant & Equipment	7,727	2,999	–	–	–	–	4,728	–
Fixed Assets used for Rental Properties	1,001,302	574,639	–	–	–	–	426,663	–
TOTAL FIXED ASSETS	4,754,633	1,751,838	304,759	508,120	264,400	457,649	1,461,914	5,953
CURRENT & INVESTMENT ASSETS								
Cash on Hand and at Bank	4,296,081	4,296,081	–	–	–	–	–	–
Prepayments and Deposits	44,735	44,735	–	–	–	–	–	–
Debtors	136,119	136,119	–	–	–	–	–	–
Accrued Income	30,323	30,323	–	–	–	–	–	–
Interest Bearing Securities	1,222,234	1,222,234	–	–	–	–	–	–
Shares in Companies	6,492,326	6,492,326	–	–	–	–	–	–
TOTAL CURRENT & INVESTMENT ASSETS	12,221,818	12,221,818	–	–	–	–	–	–
TOTAL ASSETS	16,976,451	13,973,656	304,759	508,120	264,400	457,649	1,461,914	5,953
LESS LIABILITIES								
Tax Office	20,017	20,017	–	–	–	–	–	–
Other Creditors & Accruals	122,742	122,742	–	–	–	–	–	–
Employees Entitlements	197,263	197,263	–	–	–	–	–	–
TOTAL LIABILITIES	340,022	340,022	–	–	–	–	–	–
NET ASSETS	16,636,429	13,633,634	304,759	508,120	264,400	457,649	1,461,914	5,953

NOTES TO THE ACCOUNTS

1. Assets comprise:										
Cash at Bank	4,296,081									
Investments	7,714,560									
Debtors	211,177									
Real Estate	4,443,269									
Motor Vehicles	68,255									
Plant and Equipment	243,109									
	16,976,451									
and our liabilities:										
Sundry Creditors	142,759									
Employees Entitlements	197,263									
	340,022									
NET ASSETS	16,636,429									

- Land is shown at Valuer General rate assessment values.
- Buildings, Vehicles and Equipment are shown at cost less depreciation.
- Investments are shown at Stock Exchange Values at 30 June 2016.
- Items of Plant purchased for \$300 or less are written off but are recorded in our Asset Register.
- The Queensland Government continues to support BUSHkids and we are extremely grateful for their financial assistance.
- We also thank our valued friends who support us by gifts and bequests; your support is vital.
- The John Villiers Trust has contributed \$300,000, with a further \$200,000 pledged, towards our new Warwick Centre and we are extremely appreciative for their continued support.
- The Department of Social Services continues to support BUSHkids and we acknowledge their important contribution.

On behalf of the Chairman and the Council

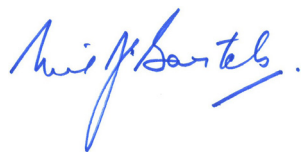


A J McLean B.Bus. GDPA CA Honorary Treasurer



STATEMENT BY THE COUNCIL

The attached special purpose financial statements of Royal Queensland Bush Children's Health Scheme for year ended 30 June 2016 are, in our opinion, properly drawn up so as to present fairly the financial position of the Royal Queensland Bush Children's Health Scheme as at 30 June 2016 and the result of its operations for the year then ended and are in accordance with the provisions of the constitution. Signed in accordance with resolution of the Council.



N J Bartels
Chairman



A J McLean
Honorary Treasurer

Dated at Brisbane this 16th day of September, 2016

OPERATING STATEMENT FOR THE YEAR ENDED 30 JUNE 2016	Notes	2016	2015
Operating Surplus (Loss) before Income Tax	2	848,791	53,566
Income Tax Expense		–	–
Operating Surplus (Loss) after Income Tax		848,791	53,566
Retained Surplus at the beginning of financial year		14,864,540	14,810,974
Retained Surplus at the end of the financial year		15,713,331	14,864,540

The above Operating Statement is to be read in conjunction with the attached Notes.

ASSETS AND LIABILITIES AS AT 30 JUNE 2016	Notes	2016	2015
CURRENT ASSETS		\$	\$
Cash	10(a)	4,296,081	3,296,297
Receivables	3	166,442	272,036
Prepayments		44,735	33,177
Investments	4	7,714,560	8,609,390
TOTAL CURRENT ASSETS		12,221,818	12,210,900
NON-CURRENT ASSETS			
Property, Plant, Equipment and Vehicles	5	4,754,633	4,816,791
TOTAL NON-CURRENT ASSETS		4,754,633	4,816,791
TOTAL ASSETS		16,976,451	17,027,691
CURRENT LIABILITIES			
Creditors and Accrued Expenses		60,794	136,182
Grants Received in Advance		81,965	39,051
Provision for Employee Entitlements		186,046	169,733
TOTAL CURRENT LIABILITIES		328,805	344,966
NON-CURRENT LIABILITIES			
Provision for Employee Entitlements		11,217	21,575
TOTAL NON-CURRENT LIABILITIES		11,217	21,575
TOTAL LIABILITIES		340,022	366,541
NET ASSETS		16,636,429	16,661,150
ACCUMULATED FUNDS			
Retained Surplus		15,713,331	14,864,540
Asset Revaluation Reserve	6	923,098	1,796,610
TOTAL ACCUMULATED FUNDS		16,636,429	16,661,150

The accompanying notes form part of these financial statements.

INCOME & EXPENDITURE FOR THE YEAR ENDED 30 JUNE 2016

		2016	2015
INCOME			
	Government Grants	1,742,596	1,417,469
	Dividends Received	447,091	525,730
	Interest Income	110,045	118,786
	Profit-Sale Fixed Assets/Investments	330,587	405,371
	Rent Received	37,260	34,149
	Estates and Legacies	1,024,836	189,608
	Donations	114,565	125,146
	Fundraising	23,249	12,600
	Other Grants	263,449	295,151
	Sundry Income	145	802
	TOTAL INCOME	4,093,823	3,124,812
EXPENDITURE			
Employment Expenses	Employee Entitlement Provision	5,955	62,163
	Superannuation	200,355	178,543
	Wages	2,116,669	1,876,906
	WorkCover	47,938	29,514
	Staff Recruitment	4,159	9,800
	Staff Training	21,596	54,601
	Other Staff Expenses	7,503	8,477
	Fringe Benefits Tax	4,710	5,309
	Total Employment Expenses	2,408,885	2,225,313
Other Admin Expenses	Advertising & Marketing	23,088	52,375
	Audit Fees	4,750	4,500
	Bank Charges	1,508	1,210
	Brokerage & Commission	6,797	34,248
	Commissions – Rentals	–	700
	Cleaning	35,580	29,393
	Computer Expenses	9,982	10,178
	Community Training Programs	32,603	–
	Conference Expenses	27,071	27,172
	Consulting Fees	248	3,765
	Depreciation	188,240	158,260
	Electricity	19,795	20,341
	Entertainment	1,817	125
	Fire and Security	3,405	1,264
	Freight Expenses	676	1,447
	Fundraising / Function Expenses	26,735	12,001
	Insurance	27,841	28,828
	Interest Paid	–	1
	Land Tax	4,170	5,445
	Legal Fees	735	–
	Letting Fee	3,960	73
	Meeting Expenses	1,995	4,590
	Motor Vehicle Expenses	63,895	34,921
	Moving Expenses	3,525	–
	Network Disposable Expenses	137,556	123,527
	Office Rental	1,885	–
	Outreach Expenses	1,091	–
	Postage	6,669	28,901
	Printing & Stationery	28,026	–
	Rates	35,548	41,682
	Repairs & Maintenance	18,443	44,938
	Research Expenses	25,849	–
	Resources	46,964	106,094
	Strategic Planning	–	7,875
	Submission Preparation	891	25,998
	Subscriptions	2,363	2,046
	Sundry Expenses	484	788
	Telephone & Communications	23,780	19,320
	Therapy Forms & Consumables	3,386	–
	Travel	14,796	13,928
	Total Other Admin Expenses	836,147	845,932
	TOTAL EXPENDITURE	3,245,032	3,071,246
	OPERATING SURPLUS (LOSS) BEFORE INCOME TAX	848,791	53,566

STATEMENT OF CASH FLOWS

	Notes	2016 Inflows (Outflows)	2015 Inflows (Outflows)
Cash Flows from Operating Activities			
Receipts from Subsidies, Donations and Rent		3,319,402	1,847,037
Payments to Suppliers and Employees		(3,137,783)	(2,830,869)
Dividends Received		465,448	525,730
Interest Received		126,894	137,022
NET CASH USED IN OPERATING ACTIVITIES	10(b)	773,961	(321,079)
Cash Flows from Investing Activities			
Property, Plant and Equipment		(126,081)	(343,412)
Investments		351,904	(20,818)
NET CASH USED IN INVESTING ACTIVITIES		225,823	(364,230)
Net increase/(decrease) in cash held		999,784	(685,309)
Cash at beginning of the financial year	10(a)	3,296,297	3,981,606
Cash at end of the financial year	10(a)	4,296,081	3,296,297

The above Statement of Cash Flows is to be read in conjunction with the attached Notes

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016

1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Scheme's constitution and relevant legislation. The council has determined that the entity is not a reporting entity. The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, unless where specifically stated, current valuations of non-current assets. The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

Income Tax

No income tax liability exists, as the Scheme is exempt from income tax in accordance with Section 50-5 of the Income Tax Assessment Act 1997.

Property, Plant and Equipment

Plant and equipment is depreciated so that the assets are written off over their estimated useful lives using reducing or straight line methods as appropriate. Land is carried at council valuation which is in accordance with the State Valuation Service annual valuation as at 30 June 2016. Buildings, Motor Vehicles & Plant and Equipment are carried at cost less any accumulated depreciation and impairment losses.

Employee Entitlements

Provision is made for the entity's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled. Provision for Long Service Leave is made after five years service.

Provisions

Provision as recognised when the entity has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST). The net amount of GST recoverable from, or payable to, the taxation authority is included as part of the payables.

Revenue and Other Income

During the year, significant revenue was obtained from government grants. At the date of this report, the council has no reason to believe that this funding will not continue. Interest revenue is recognised using the effective interest rate method which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established. Grant and donation income is recognised when the entity obtains control over the funds which is generally at the time of receipt. All revenue is stated net of the amount of GST.

Investments

Investments held are initially recognised at cost, which includes transaction costs. They are subsequently measured at fair value which is equivalent to their market bid price at the end of the reporting period. Movements in fair value are recognised through an asset revaluation reserve.

NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2016

	2016	2015
2 – OPERATING SURPLUS		
Operating Surplus (Loss) before Income Tax has been determined after:		
(i) Crediting as Revenue		
Dividends	447,091	525,730
Interest	110,045	118,786
Net gain (loss) on disposal of other non-current assets	330,587	405,371
(ii) Charging as Expense		
Depreciation	188,240	158,260
Provision for employee entitlements	5,955	62,163
3 – RECEIVABLES		
Interest Receivable	30,323	47,172
Sundry Debtors	136,119	224,864
	166,442	272,036
4 – INVESTMENTS		
Shares - at Market Value	6,492,326	7,365,259
Interest Bearing Securities - at Market Value	1,222,234	1,244,130
Investment in Perpetuity	1	1
	7,714,561	8,609,390
5 – PROPERTY, PLANT, EQUIPMENT AND VEHICLES		
Land at cost	–	–
Land at Council's valuation (ie SVS values) at 30 June 2016	2,681,500	2,766,500
Buildings at Cost	2,759,217	2,667,389
Disposals at cost	–	–
Less Accumulated Depreciation and Amortisation	997,448	924,083
	1,761,769	1,743,307
Plant and Equipment at cost	1,012,547	949,588
Less Accumulated Depreciation	855,961	769,416
	156,586	180,173
Intangible Assets at cost	86,522	53,703
Less Accumulated Amortisation	–	–
	86,522	53,703
Motor Vehicles at cost	208,763	204,993
Less Accumulated Depreciation	140,507	131,885
	68,256	73,108
	4,754,633	4,816,791
6 – ASSET REVALUATION RESERVE		
Balance at 1 July 2015	1,796,610	2,060,315
Add Revaluation of Investments sold during year	(442,739)	(427,866)
Add Revaluation of Land during year	(85,000)	(65,000)
Add Revaluation of Investments at 30 June 2016	(345,773)	229,160
Balance at 30 June 2016	923,098	1,796,610

	2016	2015
7 – REMUNERATION OF COUNCILLORS		
No Councillor of Royal Queensland Bush Children’s Health Scheme received or is due to receive any remuneration for the year ended 30 June 2016.		
8 – REMUNERATION OF AUDITORS		
Auditing the Financial Statements	4,750	4,500
9 – CONTINGENT ASSETS & LIABILITIES		
Nothing has occurred since 30 June 2016 which would have a material effect on these financial statements.		
10 – STATEMENT OF CASHFLOWS		
a) Reconciliation of Cash		
For the purposes of the Statement of Cash Flows, cash includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts. Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the balance sheet as follows:		
Cash on Hand	950	850
Cash at Bank – Current Account	22,629	61,936
– Short Term Call	4,272,501	3,233,511
	4,296,080	3,296,297
b) Reconciliation of Operating Surplus (Loss) after Income Tax to Net Cash used by Operating Activities		
Operating Surplus	848,791	53,566
Depreciation	188,240	158,260
Employee Entitlements	5,955	62,163
Profit (Loss) on Sale of Property, Plant & Equipment and Investments	(330,587)	(405,371)
Changes in Assets and Liabilities		
Decrease (increase) in prepayments	(11,558)	13,478
Decrease (increase) in receivables	105,594	(85,103)
Increase (decrease) in creditors and accrued expenses	(75,388)	42,616
Increase (decrease) in Grants received in advance	42,914	(160,689)
Net cash used in operating activities	773,961	(321,079)
11 – CAPITAL EXPENDITURE COMMITMENTS		
There are no major capital expenditure commitments at 30 June 2016.		
12 – SUBSEQUENT EVENTS		
Nothing has occurred since 30 June 2016 which would have a material effect on these financial statements.		

ROYAL QUEENSLAND BUSH CHILDREN'S HEALTH SCHEME

INDEPENDENT AUDITOR'S REPORT TO THE COUNCIL OF ROYAL QUEENSLAND BUSH CHILDREN'S HEALTH SCHEME

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Royal Queensland Bush Children's Health Scheme, which comprises the assets and liabilities statement as at 30 June 2016, the income and expenditure statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the statement by the council.

Council's Responsibility for the Financial Report

The council of the entity is responsible for the preparation of the financial report and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of Royal Queensland Bush Children's Health Scheme and is appropriate to meet the needs of the council. The council's responsibility also includes such internal control as the council determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those Auditing Standards require that we comply with the relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the council, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditor's Opinion

In our opinion, the financial report of Royal Queensland Bush Children's Health Scheme presents fairly, in all material respects, the financial position of Royal Queensland Bush Children's Health Scheme as at 30 June 2016 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Royal Queensland Bush Children's Health Scheme to meet the requirements of its constitution and relevant legislation. As a result, the financial report may not be suitable for another purpose.



MORRIS & BATZLOFF
Norm Hoare
96 Lytton Road, East Brisbane

Dated this 16th day of September 2016



Conference 2016

BUSHkids' 'Making Connections' Conference began with a welcome from Carlton, and an opening address by Chairman Dr Neil Bartels. Guest speaker Professor Ben Matthews (Australian Centre for Health Law Research, Faculty of Law, QUT) presented a plenary session on selected medico-legal issues relating to the work BUSHkids does with children and families.

Later in the day was an update of current and planned BUSHkids projects including:

- the rollout of the Read and Grow program and future plans;
- an overview of the 'Steady Start to School' project's status;
- a review of the service-wide implementation of Triple P;
- a proposed research project on a play narrative development program;
- an update on the implementation of the Telehealth Project, including a visit to the UQ Telerehabilitation Clinic.



Day two opened with presentations on BUSHkids' community capacity-building work, including the rollout of DSS-funded services with case studies / examples from the Early Intervention Facilitators and an overview of workforce mentoring and support activities in the Mount Isa region.

Guest presenters from the Department of Education and Training and Proston State School gave a briefing about establishing an eKindy program on school grounds with BUSHkids support.

Past and present Dalby team members presented a 'Day in the life of the Dalby Centre' and the Warwick team shared their experiences in community capacity-building and clinical services, reflecting on the local characteristics of the Warwick community.

Other sessions included recent developments with *BUSHbase* and future ICT plans, an update and review of the Clinical Services Handbook, and a practical, brainstorming period looking at identifying needs for further capacity-building activities and programs.

Act for Kids then presented on trauma in children, including understanding trauma, theories underpinning practice, the impact of trauma, making a differential diagnosis and strategies to support children affected by trauma.

The morning session on day three included Pathways to Resilience Trust speaking on contemporary neuroscience issues and the implications these have for educators and parents in helping kids build better brains.

The Bundaberg team gave an overview of a project focused on activities and support provided to the Childers community. The Mount Isa team presented a case study which highlighted the multi-disciplinary team approaches used to support a family accessing BUSHkids' services.



The final session of the day, presented by Save the Children, covered child protection and child safeguarding issues.

In the evening, staff, Council members, *Friends of BUSHKids* members, supporters, partners and representatives from local, state and federal government gathered at Hillstone St Lucia for the annual dinner.

On day four, the teams regrouped into discipline-specific streams for workshops.

The FHSWs and EIFs looked at practical and evidence-based play skills, the development of a new assessment framework using a case study and a number of other topics.

OTs focused on 'Occupational Performance Coaching' (working with parents to achieve goals for themselves and their children) and training in the 'Parents Play' course.

The Psychologists explored multidisciplinary assessment of ASD in younger children and identifying and supporting older children with ASD, as well as an ADHD psycho-education program for parents

And the 'Speechies' furthered their training with 'Read and Grow Plus' and the 'Parents Play' course.

The final day of conference reviewed the year's achievements against the Strategic Plan and future priorities, with time for a Q&A session. Time for collating and prioritising ideas from the week's earlier brainstorming session was also set aside and yielded a number of potential project ideas.

A Work Health and Safety update and review was also held. The Emerald team gave the final presentation of the week on the outreach services and a two-year pilot outreach project to The Gemfields.

The 2016 Conference was indeed one where many 'connections' internally and externally were made, and feedback confirmed the invaluable learning opportunities of this vital annual event – all of which spoke directly to the work of the BUSHkids teams with children, families and communities on a daily basis.

A big 'thank you' to Carlton, the Council and leadership teams, and all the expert speakers and guest presenters for a great Conference!






Queensland
Government



Australian Government
Department of Social Services

BUSHKIDS

Royal Queensland Bush Children's Health Scheme
Serving children and families across Queensland for 80 years

 Former Homes

 CENTRES

 Service
Locations

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 Cloncurry

MOUNT ISA

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Rowes Bay

Dysart

Clermont

EMERALD

Springsure

Blackwater

Yeppoon

Emu Park

Agnes Water

Miriam Vale

Kingaroy

Nanango

BUNDABERG

Torquay

Chinchilla

Tara

DALBY

Redcliffe

WARWICK

INGLEWOOD

Goondiwindi

BRISBANE

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