Murdoch University
2018 RAP Impact Measurement Report

Reporting period:
1 July 2017 – 30 June 2018

Murdoch University acknowledges that we are on Noongar Boodjar and pay respects to all Noongar People and Elders, past, present and future.
Executive Summary

The 2018 Murdoch University Reconciliation Action Plan (RAP) Impact Measurement Report is based on the data collected by Murdoch University for Reconciliation Australia (RA) as part of RA’s annual reporting requirements for RAP partner organisations.

The reporting period was 1 July 2017 – 30 June 2018.

Relationships

Murdoch University celebrated National Reconciliation Week by partnering with WesCEF to present the film Occupation: Native.

A screening tool developed by Murdoch University for pregnant Aboriginal women is being praised by its users as providing a culturally safe space to discuss the social and emotional challenges they face.

Respect

32 Murdoch University employees participated in Aboriginal Cultural Awareness training.

Murdoch University celebrated NAIDOC Week by recognising the invaluable contributions that Aboriginal and Torres Strait Islander women have made – and continue to make – in their communities, families; Australia’s rich history and to our nation.

Murdoch University launched an Aboriginal health research centre in April 2018 – the first of its kind in Australia – to address the urgent and complex ‘wicked’ problems affecting Aboriginal and Torres Strait Islander health and social equity.

Opportunities

2% of Murdoch University’s onshore domestic student population identify as Aboriginal and/or Torres Strait Islander.

1.1% of Murdoch University’s employees identify as Aboriginal and/or Torres Strait Islander.

Murdoch University contracted with Aboriginal and Torres Strait Islander businesses and service providers for the provision of goods and services to the value of $23 091.

Murdoch University delivered a total of 8015 hours, with an estimated value of $355 314, of pro bono services to Aboriginal and Torres Strait Islander organisations and communities in Western Australia.
Relationships

This section focuses on the strengthening of relationships between Aboriginal and Torres Strait Islander Australians and other Australians, through areas such as participation in National Reconciliation Week, and the formation and maintenance of partnerships with Aboriginal and Torres Strait Islander organisations and communities.

National Reconciliation Week

During 2018 National Reconciliation Week, Murdoch University partnered with WesCEF for a showing of Occupation: Native.

Bite-sized stories provide a fresh look at the involvement of Aboriginal and Torres Strait Islander people in our country's history. Skits and cartoons are balanced with serious moments of reflection and poignancy, creating an eclectic blend of Australian history that will engage wide audiences.

Partnerships

Murdoch University formed or maintained approximately 49 partnerships with Aboriginal and Torres Strait Islander organisations or communities, during the reporting period.

Young Indigenous Parent to Benefit from Mental Health Screening Tool

A screening tool developed for pregnant Aboriginal women is being praised by its users as providing a culturally safe space to discuss the social and emotional challenges they face.

'Baby Coming – You Ready?' uses illustrations on an iPad, phone or laptop to open up and guide dialogue between expectant parents and doctors and nurses about how they are coping in the lead-up to their child’s birth.

Young parents testing the program, ahead of a roll-out of the pilot in September, are reporting a sense of security and trust being fostered by the two-way assessment tool which screens for perinatal (antenatal) and postnatal depression.

'Baby Coming – You Ready?' is based on a research project conducted at Murdoch University by PhD student Jayne Kotz with Aboriginal mothers and fathers from around the State, called 'Kalyakool Moort – Always Family'.

The tool was designed as an alternative model to the Edinburgh Postnatal Depression Scale (EPDS) and is part of an early intervention strategy for expectant parents.

Research shows that Aboriginal women experience significantly higher levels of anxiety and distress than non-Aboriginal women of the same age during pregnancy.
Ms Kotz said Aboriginal people were traditionally not well screened during the perinatal period, and there was no evidence the Edinburgh Postnatal Depression Scale (EPDS), which was developed in Scotland 40 years ago, was effective or culturally safe for Aboriginal families.

She said Aboriginal mothers and fathers were often younger than their non-Aboriginal counterparts and they faced sometimes complex emotional, financial and relationship issues on top of sleep disturbances, low mood and low energy.

"It’s important that young Aboriginal families get better access to support which makes them feel heard and which involves them in the dialogue," Ms Kotz said. “The feedback we are receiving is that participants in the pilot project feel safer in opening up. They appreciate the plain language adopted and feel more in control and involved in the process.

“They have also indicated that they are more likely to attend their antenatal appointments if this new model is adopted.”

High Wycombe mother-of-three Tiahna Papertalk, 24, said the illustrations helped her understand her own emotions and were a good way to start a conversation with clinicians.

“It’s good to know that you have that option to talk about things,” Ms Papertalk said. “Sometimes, you don’t really know what you’re feeling, and seeing the pictures helps you understand yourself and your emotions. It makes things a lot clearer.”

Ms Kotz’s PhD research received funding from the Ian Potter Foundation and is expected to be rolled out to antenatal services across the State in September.

The project was led by Professor Rhonda Marriott, Director of the Ngangk Yira Research Centre for Aboriginal Health and Social Equity, part of the School of Psychology and Exercise.

Professor Marriott said the program was expected to achieve good results for mother, baby and clinician and would have a strong impact in closing the gap in perinatal care between Aboriginal people and non-Aboriginal people, while improving birth and development outcomes for future generations.

"It encourages open engagement and self-evaluation, fostering understanding for both users," Professor Marriott said.

**Respect**

This section focusses on the building of respect between Aboriginal and Torres Strait Islander Australians and other Australians through areas such as cultural learning and cultural protocols.
Cultural Learning

During the reporting period, 32 Murdoch University employees participated in Aboriginal Cultural Awareness training.

NAIDOC Week

This year, NAIDOC Week is recognising the invaluable contributions that Aboriginal and Torres Strait Islander women have made – and continue to make – in their communities, families; Australia’s rich history and to our nation.

Yamatji Malgana woman Jacqueline Minney, has come a long way both in geographical and personal terms since her early childhood days in the small coastal community of Shark Bay.

Recently appointed to the new Advisory Board with the Murdoch University School of Business and Governance, Ms Minney is Director of Opportunities Without Boundaries, a Perth-based consultancy she founded to empower Indigenous Australians pursue their career goals through employment.

“Our aim, through Opportunities Without Boundaries (OWB) is to create and maintain mutually-beneficial and sustainable relationships with Aboriginal people and communities in locations where our corporate clients operate,” Ms Minney said.

Through her work with OWB, Ms Minney has worked with a vast range of Aboriginal Communities across Australia, sharing her personal experiences to empower others to achieve their ambitions.

“Aboriginal culture, tradition, history and our future wellbeing is inherently linked with the land and I believe that our land is fundamentally important to progressing Aboriginal affairs in all aspects of life, particularly in relation to economic development, health and education.”

With professional qualifications in childcare, the mining industry, along with a certificate in Indigenous Sector Management, Ms Minney continues to develop her skill set and gain further qualifications, currently undertaking a Bachelor of Arts, majoring in Sustainable Development at Murdoch University.

“Drawing on my own life experiences - both good and not so good - I knew that I wanted to do more,” she said.

“So I enrolled at Murdoch to undertake studies that would put me in good stead in the political arena to be a decision maker pertinent to policy for the betterment of our West Australian community,” she said.
During NAIDOC Week, Ms Minney took the time to reflect on her childhood and the significance of this year’s theme: “Because of her, we can!” acknowledging the women in her life who encouraged her to pursue and achieve her career goals, even when she was faced with adversity.

“There are a number of influential women in my life: my mother, Dolly Minney; my sisters Carole Minney and Kath O’Brien, my aunts Kath Oakley, Rose Wear, Gloria Boddington and Edith White, and my grannies Minnie O’Dene, Topsy Cross and Ellen Naughton - I have the best memories of each of these fiercely determined women,” she said.

Ms Minney recalls her grandmothers as being instrumental in her upbringing, fostering her love of the land and sharing stories about her family history.

“Being the youngest grandchild born in those days, I spent more time with my grannies than I did with other family members. We used to go out Country gathering food and fishing when they would tell me old yarns about family and our Country,” she said.

Ms Minney continues to draw on those fond childhood memories and the teachings of her grandmothers in her professional and personal pursuits.

“This time spent with my grannies is one of the fondest memories that I have, and some of these memories are what urge me to do the work I do today - continually pushing forward to empower all Aboriginal people and encourage a sense of mutual respect and understanding so that we can all work together to protect our children,” she said.

As a mother herself, and through her continued work with Opportunities Without Boundaries, Ms Minney is now driven to inspire the next generation of Indigenous people - a responsibility she takes on with the same level of passion she has applied to achieving her own success.

“I have a reciprocal relationship with my passions and this is what also keeps my spirit strong. They are my family, my people and my country,” she said.

“My advice on how we can all continue towards closing the opportunity gap between Indigenous and Non-Indigenous Australians is this: You can never make change from the outside! Sustainable change comes from within.”

**New Research Centre to Improve Health Outcomes for Aboriginal Families**

Murdoch University launched an Aboriginal health research centre in April 2018 – the first of its kind in Australia – to address the urgent and complex ‘wicked’ problems affecting Aboriginal and Torres Strait Islander health and social equity.
The Ngangk Yira Research Centre for Aboriginal Health and Social Equity will focus on translational research that provides practical solutions to improve health, educational and social outcomes for Aboriginal families and their communities.

Led by Aboriginal maternal and child health academic, Professor Rhonda Marriott, the Centre has as patrons, eminent child and Aboriginal health advocate Professor Fiona Stanley AC and Federal Minister for Indigenous Health Hon Ken Wyatt, MP.

Research is conducted by Aboriginal researchers in partnership with leading WA and international, maternal health, youth resilience and mental health experts and services and with the close involvement of community elders and stakeholders.

Taking a connected life course approach from pregnancy, to young adulthood, and parenthood, the Centre’s research recognises that a strong start in life is fundamental for healthy and resilient children, families and communities, Professor Marriott said.

“To grow strong Aboriginal communities, we must start at the beginning by supporting mothers and families every step of the journey from pregnancy. Even before a baby is born, the environment has a big impact on lifelong social, physical and emotional health,” Professor Marriott said.

Murdoch University Vice Chancellor Professor Eeva Leinonen said Ngangk Yira’s work had the potential to transform the real-life experiences of Aboriginal families and their communities.

“We will be pioneering the practical changes that will change the life course of the next generation of Aboriginal youth, and informing key changes to state and national policy, practice and education to support these outcomes,” Professor Leinonen said.

Indigenous Health Minister Ken Wyatt said: “The work of this centre will help to push out life expectancy and is likely to reduce the prevalence rates of renal disease and many of the later chronic conditions because children will grow up healthy and resilient. Like a house, a solid foundation gives strength to the structure and, equally, the foundation of life and being born healthy and well means that your life’s journey will be stronger and longer.”

A recently completed four-year NHMRC-funded Ngangk Yira project, Birthing on Noongar Boodjar, highlighted a shortage of high-quality, culturally secure maternity care in WA hospitals that was critical to improved maternity care and childbirth outcomes for Aboriginal mothers and their babies.

Other projects underway include the Baby Coming – You Ready program that provides a mental health screening tool for postnatal depression to assist young parents during pregnancy and their babies first year. This is expected to bolster the social and emotional wellbeing of new parents and support improved birth and developmental outcomes for their babies.
The Indigenous Young People’s Resilience and Wellbeing project is a long-term study of Aboriginal youth aged 15 to 18 to better understand factors affecting their resilience and wellbeing and to improve youth services and community programs to address these.

Parental mental health and its impact on children’s mental health will also be examined through a population-based Linked Data Project that will study the type, scale and timing of mental health problems in young Aboriginal people and their families. Data will be used to address some critical gaps in support for mental health development in “the critical first 1001 days” of a child’s life.

This research is expected to improve knowledge of the mental and physical health of Aboriginal children in Western Australia, pregnancy outcomes, child abuse and neglect, disability, contact with the juvenile justice system and education.

The Centre’s work to identify ways to make Aboriginal families healthier and more resilient is also supported by strong partnerships with academics and experts in NSW, Canada and the UK, along with the Telethons Kids’ Institute, the University of Notre Dame and international universities.

Opportunities

This section focusses on the facilitation of opportunities for Aboriginal and Torres Strait Islander people and communities in the areas of education, employment, procurement and pro bono services.

Education

In 2018, Murdoch University had a total of 14,464 onshore domestic students, with 288, or 2% of the onshore domestic student population identifying as Aboriginal and/or Torres Strait Islander.

The total value of scholarships available to Aboriginal and Torres Strait Islander students at Murdoch University is approximately $100,000.

During the reporting period, Murdoch University commenced the process of refreshing its Aboriginal and Torres Strait Islander Students and Education Strategy. It is anticipated that the Strategy will be finalised within the next year.

Bush Schools Bolster Wellbeing in Aboriginal Students

An education project developed by two Murdoch University researchers has shown that Aboriginal children are more motivated to learn when they spend time with Elders in an ‘On Country’ school setting.
Associate Professor Libby Lee-Hammond and Elizabeth Jackson-Barrett worked for 18 months with a remote community school to investigate whether ‘On Country’ learning could improve educational and wellbeing outcomes for Aboriginal children.

Their research revealed that children who participated in ‘On Country’ learning increased confidence and wellbeing, along with improvements in literacy and numeracy in the classroom setting.

The researchers’ analysis compared a group of children in a classroom setting against the same group in an ‘On Country’ setting. When children were immersed in the bush setting, they took what they learned into their mainstream classroom, and improved their overall learning along the way.

Originally inspired by European forest schools – where young children regularly learn in outdoor environments – the project was developed to encourage schools and educators to recognise and incorporate Aboriginal perspectives across the curriculum.

In turn, this enables Aboriginal children to deepen their cultural connections to the land and foster a robust sense of cultural identity and wellbeing.

A team of local Aboriginal people, including Elders and Traditional Owners, were consulted at all stages of the project and contributed their time to ensure the project was successful.

Children were taken on field trips with Elders and classroom teachers around the remote Burringurrah community in the Gascoyne region.

Associate Professor Lee-Hammond said successive decades of ‘interventions’ had not transformed the way Australian education systems thought about education for Aboriginal children at a fundamental level.

“On Country learning projects like the project at Burringurrah have the potential to re-imagine education for Indigenous students in line with cultural practices and knowledge systems and the aspirations of Aboriginal people themselves,” Associate Professor Lee-Hammond said.

“Presently, schooling in Australia tends towards separating Aboriginal children’s academic learning from their identity as Aboriginal children. The curriculum operates in a way that fundamentally overlooks the Aboriginal child’s identity. We seek to enable Aboriginal cultures to occupy a central position in the curriculum.”

The Federal Government’s Australian Early Development Index (2015) showed that Indigenous children are developmentally vulnerable on one or more domains is 42.1 per cent – just over twice the figure for non-Indigenous children. Developmental vulnerability on two or more domains widens the gap between Indigenous and non-Indigenous children by two and a half times.
Fellow Murdoch researcher Elizabeth Jackson-Barrett said children involved in ‘On Country’ learning improved their understanding about science, the arts and sustainability.

“We looked at quite a number of things that you do in a traditional classroom,” Ms Jackson-Barrett said. “Not only did the bush classroom increase their connection to country and identity, but they grew in confidence, self-esteem and wellbeing.

“They were so engaged, which they actually took back to their classroom. They’ve taught their peers about Country, because they’ve become the knowledge holders.” Ms Jackson-Barrett added that the ‘On Country’ learning project had untapped potential and presented a compelling case for rethinking the Australian curriculum.

Associate Professor Lee-Hammond said Country was a space where children experienced freedom of exploration and where risk taking was encouraged, with the long-term wellbeing for Aboriginal children being the impetus for their work.

**Employment**

In 2018, the total number of continuous and fixed term contract employees at Murdoch University was 1575, with 17 employees identifying as Aboriginal and/or Torres Strait Islander. This is the equivalent to 1.1% of the employee population.

The RAP establishes a target for Aboriginal and Torres Strait Islander employment at Murdoch University of 2%. This figure is parity with Aboriginal and Torres Strait Islander working age demographics in Western Australia.

When the 2% target for Aboriginal and Torres Strait Islander employment is expressed as a target number, it is the equivalent of 32 employees.

During the reporting period, Murdoch University commenced the development of an Aboriginal and Torres Strait Islander Workforce Strategy. It is anticipated that the Strategy will be finalised within the next year.

**Procurement**

During the reporting period, Murdoch University contracted with Aboriginal and Torres Strait Islander businesses and service providers for the provision of goods and services to the value of $23 091.

**Pro Bono Services**

Pro bono service is described by Reconciliation Australia as professional work undertaken voluntarily and without pay.
Murdoch University delivered a total of 8015 hours, with an estimated value of $355,314, of pro bono services to Aboriginal and Torres Strait Islander organisations and communities in Western Australia.

The information in this section was reported by Murdoch University staff members as pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities, during the reporting period of 1 July 2017 – 30 June 2018.

**NGANGK YIRA RESEARCH CENTRE FOR ABORIGINAL HEALTH AND SOCIAL EQUITY**

Professor Rhonda Marriott, Director of the Ngangk Yira Aboriginal Health Research Centre delivered the following pro bono services to Aboriginal and Torres Strait Islander communities and organisations:

- 20 hours of workshop facilitation in relation to the development of an Aboriginal Child Protection and Family Services Strategic Design;
- 20 hours Board membership contribution to the WA Primary Health Alliance;
- 14 hours Board membership contribution to Ngala;
- 10 hours contribution to the Nursing and Midwifery Office;
- 5 hours of meeting facilitation for the Women's and Family Services Aboriginal perinatal care program; and
- 3 hours of delivering presentations to Marr Mooditj on perinatal mental health screening.

The estimated amount of pro bono hours contributed by Professor Marriott was approximately 72, with the value of the pro bono services estimated at approximately $8,893.

**PROVOST – PROFESSOR ANDREW TAGGART**

The Provost, Professor Andrew Taggart, continued his role on the Board of Coodanup College, a local high school with a 17% Aboriginal and Torres Strait Islander student population. The Board focusses on issues including raising the aspiration levels of students, and anti-bullying. The Board meets four times per year. Murdoch University’s MAP4U project also partners with this school.

It is estimated that the amount of time contributed to this pro bono service, during the reporting period, was 20 hours. The value placed on the hourly rate of this work is $90. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level E pay rate).

The total value of pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities by Murdoch University’s Provost was $1800.
ASSOCIATE PROFESSOR JOSKO PETKOVIC

Associate Professor Josko Petkovic has continued to hold the elected position of Chair of Barque Stefano Yinikurtira Foundation (BSYF), a not-for-profit organisation which is closely linked to the North West Cape Exmouth Aboriginal Corporation. The objectives of the BSYF focus on the history and wellbeing of the Yinikurtira people of the North West Cape.

In addition to attending committee meetings, Associate Professor Petkovic has been involved in activities including organising and convening events and conferences.

Associate Professor Petkovic is also undertaking research for the National Academy of Screen and Sound (NASS) Research Centre.

It is estimated that the pro bono amount of hours contributed to this work was approximately 390. The value placed on the hourly rate of this work is $67. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level C pay rate). The value of pro bono services delivered by Associate Professor Petkovic was $26,130.

MR CAMERON TERO (ASSOCIATE LECTURER)

Mr Cameron Tero, Associate Lecturer, continued to Chair the board that manages the Wyemando Aboriginal Bequest and the Jimmy Pike Scholarship. Wyemando partners with Aboriginal community organisations to preserve and foster the use of Aboriginal languages in Western Australia, and the Jimmy Pike Trust sponsors emerging Kimberley and Pilbara artists to undertake a short-term placement within the Creative Arts Department of Edith Cowan University.

It is estimated that the amount of pro bono hours contributed to this work was approximately 50. The value placed on the hourly rate of this work is $45. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level A pay rate). The value of pro bono services delivered by Mr Tero was $2,250.

SCHOOL OF EDUCATION

Associate Professor Libby Lee-Hammond and Mrs Libby Jackson-Barrett from the School of Education have been undertaking educational activities at the remote location of Burringurrah Community School, and within the WANSLEA early childhood setting.

It is estimated that the amount of pro bono hours contributed to this work was approximately 50. The value placed on the hourly rate of this work is $45. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level A pay rate). The value of pro bono services delivered by Mrs Jackson-Barrett was $2,250.
Level A pay rate). The value of pro bono services delivered by Associate Professor Lee-Hammond and Mrs Jackson-Barrett was $2250.

SCHOOL OF HEALTH PROFESSIONS (DISCIPLINE OF CHIROPRACTIC)

The Discipline of Chiropractic, located within the Murdoch University School of Health Professions, has a distinguished history of delivering pro bono services to Aboriginal and Torres Strait Islander organisations and communities, dating back to 2006. During the reporting period, pro bono chiropractic services were delivered in the form of weekly outreach clinics, and annual rural and remote clinical placements. All services were provided by Murdoch University staff and students, and included free health screenings and chiropractic services for disadvantaged members of the community.

Weekly Outreach Clinics

In the weekly outreach clinics, final year chiropractic students, under the supervision of registered chiropractors, provide clinical evaluations and treatments. Two of the weekly outreach clinics have an Aboriginal and Torres Strait Islander focus, South Lake Ottey Family and Neighbourhood Centre, and Palmerston Farm.

The below table is a summary of the pro bono hours delivered at the weekly outreach clinics, during the reporting period.

<table>
<thead>
<tr>
<th></th>
<th>Staff Hours</th>
<th>Student Hours</th>
<th>Total Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>South Lake Ottey Family and Neighbourhood Centre</td>
<td>192</td>
<td>960</td>
<td>1152</td>
</tr>
<tr>
<td>Palmerston Farm</td>
<td>192</td>
<td>960</td>
<td>1152</td>
</tr>
<tr>
<td>Total Hours</td>
<td>384</td>
<td>1920</td>
<td>2304</td>
</tr>
</tbody>
</table>

Annual Rural and Remote Placements

The Discipline of Chiropractic also participates in delivering pro bono services to rural and remote Western Australia on a once off annual basis, predominantly in the areas of Tom Price, Geraldton, and Karratha.

The School of Health Professions organises chiropractic student placements at Tom Price Hospital. These placements include the delivery of services to remote Aboriginal communities in the Pilbara (Wakathuni and Bellary Springs).

The Western Australian Centre for Rural Health (WACRH) facilitates placements for Murdoch University chiropractic students and staff in Geraldton. These placements include the provision of chiropractic services to Aboriginal communities in the Murchison region and through the Geraldton Regional Aboriginal Medical Services (GRAMS).
The below table is a summary of the pro bono hours delivered at the annual rural and remote placements, during the twelve month period.

<table>
<thead>
<tr>
<th></th>
<th>Staff Hours</th>
<th>Student Hours</th>
<th>Total Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tom Price</td>
<td>216</td>
<td>648</td>
<td>864</td>
</tr>
<tr>
<td>Geraldton</td>
<td>200</td>
<td>720</td>
<td>920</td>
</tr>
<tr>
<td>Karratha</td>
<td>80</td>
<td>320</td>
<td>400</td>
</tr>
<tr>
<td>Total Hours</td>
<td>496</td>
<td>1688</td>
<td>2184</td>
</tr>
</tbody>
</table>

**Discipline of Chiropractic Summary**

The value placed on the hourly rate of the work contributed by Murdoch University staff members is $56. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level B pay rate). The value of pro bono services delivered by staff members is $x.

The value placed on the hourly rate of the work contributed by Murdoch University students is $22. This figure is derived from the Health Professionals and Support Services Award 2010 (2016 Level 1 pay rate). The value of pro bono services delivered by students is $x.

The total amount of pro bono hours for services delivered to Aboriginal and Torres Strait Islander organisations and communities by Murdoch University’s School of Health Professions (Discipline of Chiropractic) is 4488, with an estimated value of $128 656.

The below table is a summary of the total hours and total value of pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities by Murdoch University’s School of Health Professions (Discipline of Chiropractic).

<table>
<thead>
<tr>
<th></th>
<th>Hours</th>
<th>Value ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>880</td>
<td>49280</td>
</tr>
<tr>
<td>Students</td>
<td>3608</td>
<td>79376</td>
</tr>
<tr>
<td>Total</td>
<td>4488</td>
<td>128656</td>
</tr>
</tbody>
</table>

**SCHOOL OF HEALTH PROFESSIONS (DISCIPLINE OF NURSING)**

Dr Caroline Nilson continues her collaboration with the Murray Districts Aboriginal Association in Pinjarra, which was first established in 2011. This partnership has resulted in the ongoing delivery of the Deadly Koolinga Chef Program (DKCP) and the Bindjareb Yorgas Health Program cooking classes. Dr Nilson also continues to be involved in mentoring and community up-skilling and training. More recently Dr Nilson has collaborated with the Winjan Aboriginal Corporation in Mandurah to discuss the extension of the DKCP to also be delivered to their community. It is anticipated that this program will commence in October 2018 and will also incorporate a research initiative.
that will be conducted under the umbrella of the Murdoch University Ngangk Yira Research Centre for Aboriginal Health and Social Equity.

The pro bono work contributed to this was approximately 125 hours.

The value placed on the hourly rate of this work is $67. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level C pay rate). The value of pro bono services delivered by Dr Nilson was $8375.

SCHOOL OF LAW

The Southern Communities Advocacy Legal and Education Service Inc. (SCALES) is a community legal centre which was established by Murdoch University, in partnership with the local community, in 1997. SCALES operates a Clinical Legal Education unit and an Advanced Clinical Legal Education unit for students. SCALES provides free legal advice, information and representation to low income people living in the Kwinana and Rockingham areas of Perth.

Most of the pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities, by Murdoch University, is undertaken through the human rights clinic at SCALES. In the reporting period, the clinic represented Aboriginal and Torres Strait Islander clients, assisting in areas of prison conditions, police practices, police complaints, coronial inquests, deaths in custody and discrimination generally. This work was predominantly undertaken by the Supervising Solicitor at SCALES, with some assistance from both postgraduate and undergraduate law students, as well as pro bono volunteers.

It is estimated that the amount of time contributed to these pro bono services, during the reporting period, was 120 hours. The value placed on the hourly rate of this work is $484. This figure is derived from the Legal Profession (Solicitor’s Costs) Report 2017.

The total value of the pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities by Murdoch University’s School of Law was $67 760.

SCHOOL OF VETERINARY AND LIFE SCIENCES (COLLEGE OF VETERINARY MEDICINE)

Dr Nicole Laing from the College of Veterinary Medicine in the School of Veterinary and Life Sciences delivered pro bono services to regional and remote Aboriginal communities through the continuation of a program of the surgical de-sexing of dogs and cats in the Kimberley, Pilbara, Gascoyne and Eastern Goldfield regions.

Activities undertaken during the reporting period as part of this program included:
- Two week trip to de-sex 73 dogs, 2 cats, perform 3 euthanasias and treat 73 dogs for intestinal parasites in the communities of Warman/Turkey Creek and Halls Creek by two vets, one vet assistant and six final year veterinary students;
- Two week trip to de-sex 42 dogs, 2 cats, perform 2 euthanasias and treat 42 dogs for intestinal parasites in the communities of Bidyadanga, Lombadina, Djarindjin and Beagle Bay by two vets, one vet assistant and six final year veterinary students;
- Two week trip to de-sex 68 dogs, 49 cats, and perform 4 euthanasias in the Shires of Murchison, Gascoyne, Yalgoo, Mt Magnet, Cue and Morawa by two vets, one vet assistant and six final year veterinary students; and
- Two week trip to de-sex 56 dogs, 18 cats and 7 rabbits in the Shires of Leonora and Laverton and in the communities of Sandstone and Burringurrah by two vets, one vet assistant and six final year veterinary students.

The value placed on the hourly rate of this work is as follows:
- **Veterinarians** is $77. This figure is derived from the Murdoch University Enterprise Agreement 2014, Academic Staff (2016 Level D pay rate).
- **Veterinary Assistants** is $30. This figure is derived from the Murdoch University Enterprise Agreement 2014, Professional Staff (2016 Level 4 pay rate).
- **Veterinary students** is $30. This figure is derived from the Murdoch University Enterprise Agreement 2014, Professional Staff (2016 Level 4 pay rate).

The estimated amount of pro bono hours contributed to this program was approximately 2700, with the value of the pro bono services estimated at approximately $109 200.

The below table is a summary of the total hours and total value of pro bono services delivered to Aboriginal and Torres Strait Islander organisations and communities by Murdoch University’s School of Veterinary and Life Sciences (College of Veterinary Medicine).

<table>
<thead>
<tr>
<th></th>
<th>Hours</th>
<th>Value ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Veterinarians</strong></td>
<td>600</td>
<td>46200</td>
</tr>
<tr>
<td><strong>Veterinary Assistants</strong></td>
<td>300</td>
<td>9000</td>
</tr>
<tr>
<td><strong>Veterinary Students</strong></td>
<td>1800</td>
<td>54000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2700</td>
<td>109200</td>
</tr>
</tbody>
</table>