



From The Editor's Desk

This second 2017 edition of VOICES is a bit 'light on' in terms of content, because while it seems everyone is happy to read it, not everyone is offering a submission. So again, please consider making a contribution to VOICES; be it a story, a photo, a poem or an upcoming event.



The 2017 Dorothies Awards

Working It Out is pleased to announce nominations are being taken for this year's The Dorothies. The awards go to individuals and organisations who demonstrate excellence in the provision of mental health services to the Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) community and other gender and sexually diverse Tasmanians.

LGBTI Tasmanians are at heightened risk of experiencing mental ill health due to fear and experiences of discrimination, prejudice, social isolation and family rejection. The aim of Working It Out is to ensure LGBTI people can access mental health services with confidence that their needs will be respected and understood.

The Dorothies were named after the Reverend Dorothy McRae-McMahon, who grew up on Tasmania's west coast and went on to become a leading figure in the Uniting Church, and one of Australia's most respected lesbians.

To nominate an organisation or an individual you can download an information pack from:

www.workingitout.org.au/thedorothies/

Nominations can be returned by post to PO Box 377, North Hobart 7002; via email; exec@workingitout.org.au; or in person to 278 Argyle St, North Hobart. The winners will be announced on 17 May 2017. If you have any queries, please phone 03 6231 1200 or email at: exec@workingitout.org.au

Nominations close 5:00pm 3 April 2017

Seclusion, The Mental Health Act, And Standing Orders



In 2014, when Tasmania's new Mental Health Act (2013) became operational, changes around the practice of seclusion became apparent. These changes have created confusion for many people. The practice of seclusion within approved mental health in-patient

facilities is governed by the Mental Health Act (the Act), with Clinical Guideline (CG No.9) and Standing Order (SO No.9) providing regulatory guidance. Seclusion is an extreme act that often results in patient trauma or retraumatisation. Therefore, seclusion is considered an act of last resort, and is only lawful when other interventions have failed.

A person CANNOT be secluded unless they are an involuntary patient detained under the Act.

A person can only be secluded to: administer medication; to prevent the person from harming self or others; and (controversially) to maintain 'the good order' of the ward (SO9.2).

Seclusion CANNOT be used as a form of punishment (SO9.3).

Any one seclusion event CANNOT exceed three (3) hours without CCP permission (SO9.7).

Where a seclusion extension is required, it CANNOT exceed three (3) hours (SO9.16).

A person in seclusion must be directly checked every 15 minutes (SO9.13/MHA. S56.2).

Suicide gowns (safety smocks) CANNOT be used on a person while in seclusion (SO9.20).

A person at risk of self-harm or suicide CANNOT be secluded. They must be nursed 1:1 (CG9).

A person who is mechanically restrained CANNOT be secluded (SO10A.9).

A person who has been chemically restrained CANNOT be secluded (SO10.9).

A secluded person must be given a copy of their seclusion order and their Statement of Rights.

Seclusion: A Safe Environment V Punishment

CCP Standing Order No 9. Directive 3, explains on what grounds seclusion can be used. The use of seclusion must also be justified by the staff involved. One reason seclusion can be used is to maintain 'the good order' of the ward, which, prima facie, seems reasonable. However, it has been argued that if a person swears at a staff member, or makes aggressive gestures, then staff are justified in secluding that person, because they are disturbing 'the good order' of the ward.

The reason people are detained in psychiatric facilities is because they are unwell, and unacceptable behavior (often unintended) is one symptom among many of being unwell. To seclude someone because they are unwell is essentially punishment, which Directive 2 of SO9 forbids. Given the criteria for seclusion already includes harm to self and others, the requirement of maintaining good order is largely addressed. Furthermore, if risk assessment and management protocols are followed, along with aggression de-escalation strategies', disruptive behavior should not be an issue that results in seclusion.

Dannii Lane, Mental Health Advocate

Source: Mental Health Act (2013); CCP Standing Order No. 9; CCP Clinical Guideline No 9; Standing Order 10; Clinical Guideline 10; Standing Order 10A; Clinical Guideline 10A. Image: mibba.com

The Human Library: More Than Just Books

The Hobart Human Library was created to address discrimination and bullying through the power of personal storytelling. It is a library with a difference, because the books are real, living people who have been trained to tell their stories. Human libraries are used around the world as a simple way to challenge stereotypes and build empathy. They do this by providing a comfortable space for people to speak with a 'book' who has encountered discrimination because of their culture, religion, refugee background, gender, sexual orientation, physical or mental ability.

The Hobart Human Library is a project of A Fairer World and community partners, including Hobart Women's Shelter, Amnesty International, Anglicare Tasmania, Working It Out, LINC Tasmania, and the Anti-Discrimination Commissioner. The Human Library provides a diversity education workshop that can be booked for schools, workplaces, public, or private events, including conferences. It is an excellent addition to workplace anti-discrimination and diversity training and for schools is an excellent support for the Respectful Schools and Workplaces Framework.

Our school and workplace human library events are run like a 'speed dating' forum, with groups of 4-6 people 'reading' a 'book' for 12 minutes then moving on to another book. During a 'reading', books tell their story and allow time for questions. Short introduction and debrief sessions ensure that participants have an opportunity to discuss the links between stereotyping and discrimination. Librarians supervise all events and reading is based on mutual respect; all books must be returned in the same condition in which they were borrowed. Feedback is collected at the end of all workshops and is available to the client. Workshops generally run for 90 minutes, but this is negotiable to suit different formats. Please contact us for costs and bookings.

Office hours: Tuesday to Thursday, 9:30am – 5:00pm, or by appointment: Phone 0400 824 261

Address: A Fairer World, Battery Square

4 Battery Point, Hobart, Tasmania, 7004

Phone: 03 6223 1025 BH

Email: admin@afairerworld.org



If any story in this newsletter, causes you distress and you need to talk to someone, please contact any of the following: Lifeline: 131114, Beyondblue: 1300 22 4636, Suicide Call Back Service: 1300 659 467, SANE Helpline: 180018 7263.

Flourish: A History

Next October marks the seventh anniversary of Flourish and the first anniversary of Flourish's move to new office premises. To mark the occasion, a history of Flourish is being written. The author would greatly appreciate any stories, or photos, related to Flourish and its various activities and events. Material can be mailed to our postal address (PO Box 187 Sandy Bay 7006) or emailed to: admin@flourishtas.org.au and should be marked 'Attention: Dannii Lane'.

Flourish Volunteers Wanted

Since Flourish moved into new premises last October (33 Melville St Hobart), significant changes have occurred. Additional work stations have been established and extra computers installed. Flourish now has the capacity, and space, to accept volunteers in a range of positions. Two positions currently available are Assistant Editor for our newsletter, VOICES, and an Assistant Receptionist (2 days per week). The only requirement is that the volunteer must be a member of Flourish. Training/mentoring can be provided. There is also an office induction program.

In terms of a working environment, the new office boasts a well-stocked kitchenette, including a coffee machine. There are informal relaxation areas and a private garden courtyard. Unfortunately, parking is limited to one space for the CEO, but a Metro bus stop and council car park are close by. If you are interested in becoming a Flourish office volunteer, please contact Flourish during business hours. Phone 6223 1952 BH or email admin@flourishtas.org.au

Deadline for position applications is COB Friday 17 March 2017



Desk For Sale



Desk for sale, surplus to requirements. \$40.00 ONO.
Suitable for home office or student. In good condition.
Inspection by appointment. Mon - Fri 10:00am-3:00pm
Phone: 03 6223 1952
Email: admin@flourishtas.org.au
Located at Flourish Office, 33 Melville St, Hobart.
Delivery available.

Forget-Me-Nots from Violent Ward

David, the doctor's son flaps at the walls, like a nervous cockatiel;
Helen misses her confiscated books on electrocution and drowning;
Emily warns us she's going to teach her pain a lesson, and she *will*;
While Valium Val is cocking her leg in the recreation room;
And Jane's voice is ripping the curtains from their rings.
Psycho Paul is almost past the Nurses' station in his Groucho Marx disguise.

Knight, K 2008, *Postcards From The Asylum*, Pardalote Press, Lauderdale

Safe Wards Update

Safe Wards is a clinical model developed in the United Kingdom to promote safer, less coercive practices in mental health care, and to reduce incidents of conflict involving consumers or staff.

The model attempts to identify and address the causes of behaviours in mental health settings that may result in harm, such as violence, self-harm or absconding, and to reduce the likelihood of these behaviours occurring. The Safe Wards model describes how inherent features of mental health services can create potential ‘flashpoints’, or situations where conflict could arise. It focuses on how staff can act to prevent such flashpoints, and to manage and influence conflict in instances where it does arise.

Introducing the Safe Wards model in Tasmania’s public mental health inpatient units is a key action under the *Rethink Mental Health Plan 2015-2020*. During the consultation process, stakeholders talked about a mental health system that is safe for everyone; consumers, their families, carers, and staff. Internationally, and more recently in Australia, the Safe Wards model has gained momentum as a model that can improve the safety of wards for everyone.

Harmony Week Is Back!

The week provides an excellent opportunity to assist our youth groups or community organisations to build a culture of appreciation and understanding for the diversity in our communities. Youth and community work presents an ideal setting to foster a culture of tolerance, understanding and respect for diversity, and Harmony Week is a great opportunity to do this! The Multicultural Council of Tasmania, in partnership with the Tasmanian Government, is working for the second year to



showcase our rich cultural diversity through Harmony Week celebrations taking place from the 20 - 26 March. There are many ways Tasmanian youth or community groups can participate in Harmony Week:

- Organise group activities or workshops that explore culture and celebrate diversity.
- Hold a multicultural lunch or tea for your group and members of the community;
- Invite a local community member to be involved in a community or centre event;
- Contact the Multicultural Council and ask for a Harmony Week Ambassador to speak to your group;
- Organise a multicultural games day with your group for the community to attend.

For more information visit the our website: www.harmonytasmania.com

We would love you to showcase your activity by registering it on the website, so others are aware of what's happening around the state. You may even inspire other youth groups to organise their own event!

Two Things To Remember in Life

Take care of your thoughts when you are alone, and take care of your words when you are with people.

Invitation: Mental Health Funding Regional Forums

Primary Health Tasmania will be holding regional forums around Tasmania next month to inform the commissioning of low-intensity services and interventions for adults with or at risk of mild mental illness. Forums will be held in:

Blundstone Arena, Hobart, Monday 6 March 10:00am – 2:00 pm

Tramsheds, Launceston, Tuesday 7 March 10:00am – 2:00 pm

Wellers Inn, Burnie, Wednesday 8 March 10:00am – 2:00 pm

Registrations close on Thursday 2 March at 5pm.

The Australian Government has provided guidelines to Primary Health Networks for funding low intensity services for adults with mental illness. Low intensity services are evidence-based interventions that are targeted to meet treatment needs at a particular time, and may be delivered through group, phone, or web options. We are seeking feedback from stakeholders about these proposed models of care.

Who should attend?

Representatives from the following sectors/organisations are invited to attend:

mental health and psycho-social services (including case managers, clinical service providers, allied health professionals, community sector workers, volunteers)

General practitioners

Aboriginal health providers

Peak bodies, not-for-profit and welfare organisations

Policy and advocacy organisation

Housing and employment services workers

Police, law enforcement and justice workers

Carers, family members, and consumers.

When will services be commissioned?

It is anticipated that tenders for these services will be advertised in April for commencement in July this year. If you or your organisation would like to talk further about commissioning, please contact us by phone 1300 653 169 or email mentalhealth@primaryhealthtas.com.au

DHHS Employee Selection Panel Training

Flourish is hosting a training session for mental health consumers and carers, which when completed, will enable successful participants to sit on Department of Health and Human Services (DHHS) employee selection panels. A light luncheon will be provided.

When: Tuesday 4 April, 11:30am - 3:30pm.

Where: Pressland House, 33 Melville St, Hobart (Training Room 2).

RSVP: 3:00 pm, Thursday 30 March 2017, crs@flourishtas.org.au

Enquiries: Hermione, phone 0456 978 106

Comments And Submissions

Feedback is always welcome. This can be done via SharePoint, e-mail, phone, or mail. Newsletter content does not necessarily reflect the views of the Flourish Board or staff. Flourish is not responsible for, and refutes all liability for, damages of any kind arising out of use, reference to, or reliance on any information contained within the newsletter. There is no guarantee the information provided in the newsletter is correct, complete, or up-to-date. Although links may be provided to Internet resources, including websites, Flourish is not responsible for the accuracy or content of information contained in these sites.

Newsletter guidelines

Submissions should be neatly written or typed articles. A maximum of 500 words per story applies. More than one article per person is welcome, but dependent on space and other restrictions, publication is at the editor's discretion. The editor reserves the right to edit spelling, punctuation, and if needed, grammar. Contributors may be anonymous, use only their first name, or use their entire name. If reporting on Flourish project/policy committee involvement, it is the responsibility of the author to check with the relevant organisation and/or the Flourish CEO, to ensure confidentiality is not being breached.

Deadline for submissions for Vol. 2 No. 3 April 2017 is 27 March

Flourish Membership

Membership of Flourish is free and open to all Tasmanian's who have a lived experience of mental illness and/or have experience in and an understanding of mental health issues. Being a member of Flourish can provide you with information about mental health through our newsletter, website, and forums where people with an interest in mental health can meet and share their experiences and ideas. Flourish has four Regional Advisory Groups in the North West, the West Coast, the North, and the South, which provide a forum for consumers to have input into the way mental health services are delivered. To apply for membership, complete the attached form, and agree to the Flourish Code of Conduct. If you would like to discuss Flourish membership in more detail, please phone our office on 03 6223 1952 or email admin@flourishtas.org.au

Flourish Code of Conduct

The Code of Conduct guides Flourish members. The term 'member' refers to employees, Board members, volunteers, Regional Advisory Group members, and work-experience students of Flourish. Flourish seeks best practice in management and governance. Flourish expects a high standard of behaviour from members and there is an expectation that members will conduct themselves in a professional manner. This code underpins other policies, e.g., Anti-Discrimination Act. The following principles form the Code of Conduct:

Members work in a professional manner, adhering to relevant professional and organization codes' of ethics and working with respect, fairness and integrity at all times.

Workplace Health and Safety and the Anti- Discrimination Act are adhered to.

Flourish policy and procedures are adhered to, such as Anti-Discrimination and Harassment, Complaints, Privacy and Confidentiality.

Members are respectful of colleagues and work to resolve conflict in an appropriate manner.

Members conduct themselves professionally at all times and do not act in a manner that might jeopardise the safety of others or themselves or bring the name of Flourish into disrepute.

Members show due care when using all assets and property belonging to Flourish.

Members are aware of diversity in the workplace and are respectful of others.

Members are aware of harassment and bullying issues, discrimination and sexual harassment.

The Code of Conduct mandates the need for appropriate working relationships and the resolution of conflict in a safe and respectful manner. Where conflict is not resolvable members should refer to the Grievance Policy or the Bullying and Harassment policy.

I understand and agree to abide by the Flourish Code of Conduct.

Member's name:

Signature:

Date:

Flourish Membership Application Form

First Name:

Last Name:

Gender (circle): Male / Female / Other

Age (circle): 18-25, 26-35, 36-45, 46-55, 56-65, 66+

Address:

Phone:

Mobile:

Email:

Preferred method of contact:

Do you have any special needs, e.g. mobility?

I agree to Flourish disclosing my contact details to other members for the purposes of contacting me about relevant matters. YES / NO

By signing this application for membership, you have read and agree to abide by the Flourish Code of Conduct

Signature of applicant:

OFFICE USE ONLY

Application processed (date)

Information on register (date)

Letter sent to applicant (date)