

PLWHA
VICTORIA
BUSINESS PLAN
MID-YEAR
AMMENDMENTS
DEC. 2012

Our mission is to educate, support and advocate on behalf of all people living with HIV in Victoria, as part of a society-wide response that seeks an end to the HIV epidemic.

2012-2013

14 December 2013

Dear Members and Supporters

I am delighted to present the mid-year organisation review of the Business Plan 2012-2013 for Living Positive Victoria.

We are committed to transparency and accountability in all of our service provision and as you can see, the status report on activities provides an update on all key programs and services. This mid-year review describes:

- 54 unique activities over the 5 strategic goal areas
- 8 new activities (15%)
- 14 activities currently completed (26%)
- 17 activities currently ongoing and underway (31%)
- 13 activities not yet completed (24%)
- 2 activities deleted (4%)

We are excited about some of the new activities including a Generation Y Group, Positive Leadership Development Institute, Candlelight Memorial Day event and some possible expansions of the Positive Speakers Bureau reach and profile.

We certainly feel that the organisation is on track to complete the current business plan including the new activities that have been added.

If you have any questions, or would like any further information about the programs and services offered through Living Positive Victoria, please contact our Executive Officer, Brent Allan on (03) 9863 8733 or ballan@livingpositivevictoria.org.au

Sincerely



Sam Venning



Readers note: the status of all activities has either COMPLETED, NOT YET COMPLETED, ONGOING or DELETED. 'Ongoing' refers to activities which have commenced but not yet completed whereas 'Not yet completed' refers to activities which have yet to commence.

Strategic goal one: Health education to promote wellbeing

The World Health Organisation defines health as “a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”

People living in HIV in Australia represent a diverse population, in gender, sexuality, age, disability, language, ethnicity, culture, religion and physical location. They may also be at different clinical stages of HIV, or have other medical or social issues.

Living Positive Victoria has a major role to provide health education which improves the knowledge and life skills of people with HIV to manage their health and maintain wellbeing. Health education provides a prime opportunity to engage with and represent the broader positive population.

1. Health education	
Action	Status @ Dec 2012
<p>1.1 Joint Health Promotion Plan <i>Adoption of joint planning document with PWV and SA as per the ‘Strengthening Positive Voices’ project.</i></p>	<ul style="list-style-type: none"> • COMPLETED • Report submitted to DH Oct 2012 • Forward plan needs to be submitted to DH by 15/4/13
<p>1.2 Sexually Adventurous Men <i>Reduce the incidence of onward transmission of HIV within sexually adventurous PLHIV networks;</i> <i>Increase and extend the existing sexual health literacy of HIV positive sexually adventurous men.</i> <i>Target health literacy on HCV/HIV co- infection amongst the SAM community;</i> <i>Increase the capacity of Living Positive Victoria to develop appropriate and effective strategies to work with HIV positive sexually adventurous men.</i></p>	<ul style="list-style-type: none"> • ONGOING • STI Knowledge update – Community Forum – Nov 2012 • Practice Guidelines for working with PLHIV SAMS - Dec 2012 • Advanced SM Practices and Play workshop - Jan/Feb 2013 • Negotiation Skills – Workshop – Feb 2013 • HIV/HCV co-infection – Community Forum – April 2013 • Dealing with Disclosure – Community Forum – May 2013 • Four new video stories with two featuring PLHIV SAMS – June 2013 • Safer Play Packs (fisting, electro-play and sharps-play are currently being considered as new additions to the packs)
<p>1.3 Treatment Interactive Events <i>Provide information to support PLHIV in managing health and wellbeing.</i></p>	<ul style="list-style-type: none"> • ONGOING • One delivered in Aug 2012 • Next Feb and June 2013
<p>1.4 Positive Speakers Bureau <i>Key messages delivered on prevention, education, harm reduction and the promotion of safer behavior.</i></p>	<ul style="list-style-type: none"> • ONGOING • >90% positive feedback • 111 individual talks to an audience of 3287
<p>1.5 Connect Line <i>Information and referral service for those with questions or concerns about HIV and other STIs.</i></p>	<ul style="list-style-type: none"> • ONGOING • Service trialed a 3 month sole provision and has now been moved from a joint service with VAC/GMHC to a sole service of Living Positive Victoria
<p>1.6 Connected Workshop <i>Support and information workshop for family, friends, and partners of PLHIV.</i></p>	<ul style="list-style-type: none"> • ONGOING • Recruiting and expected to have 2 workshops completed within timeframe
<p>1.7 HIV/HCV co-infection <i>This project aims to address issues of the sexual transmission of HCV among MSM PLHIV</i></p>	<ul style="list-style-type: none"> • NOT YET COMPLETED • Project announced as funded Oct 2012 • Partner meeting scheduled for Dec 2012 • Work to begin Jan 2013

<p>1.8 Health education resource review <i>Conduct a review of currently available health education resources; identify gaps and priorities for new work.</i></p>	<ul style="list-style-type: none"> • NOT YET COMPLETED • Due to the departure of the incumbent for maternity leave the interim review is unable to be achieved • A final review will be prepared before June 2013
<p>1.9 Revise and update of 2 fact sheets <i>Health education resources revised, printed, distributed appropriately and evaluated.</i></p>	<ul style="list-style-type: none"> • NOT YET COMPLETED • On track for completion
<p>1.10 Priority resources designed and developed <i>Includes collateral for festivals and other materials for fundraising and campaign deployment.</i></p>	<ul style="list-style-type: none"> • ONGOING • Festival collateral developed and produced • Evaluation of materials; to occur after festival period
<p>1.11 PSB DVD production <i>Produce 6 new stories for the Changing Voices project.</i></p>	<ul style="list-style-type: none"> • NOT YET COMPLETED • To commence March 2013
<p>1.12 Positive Speakers Bureau- Rural Road show <i>Increase our reach into rural and regional Victoria with a focus upon schools and community based health care settings.</i></p>	<ul style="list-style-type: none"> • COMPLETED • 9 outreach PSB sessions to date in rural and regional Victoria
<p>1.13 **NEW** Senior Voices Project <i>Establish a project within the PSB to skill up speakers to target aged care service providers.</i></p>	<ul style="list-style-type: none"> • Currently this project is only proposed and would only proceed upon the securing of funding.
<p>1.14 **NEW** Youth Voices Project <i>Establish a project within the PSB to skill up speakers to target youth service providers.</i></p>	<ul style="list-style-type: none"> • Currently this project is only proposed and would only proceed upon the securing of funding.

Strategic goal two: Care and support services to build social inclusion

Social exclusion occurs when a range of linked problems which can affect people with HIV impede their participation in society. Problems such as HIV stigma, unemployment, poverty, welfare dependency, poor social skills and social marginalisation may combine with poor physical and mental health to negatively impact the lives of PLHIV.

People living with HIV have the right to participate in society as full and valued members.

Providing peer support, social support and skills development to PLHIV will create positive health outcomes for PLHIV in Victoria by increasing social, civil and economic participation.

2. Care and Support	
Action	Status @ Dec 2012
2.1 Phoenix <i>Workshop for newly diagnosed PLHIV.</i>	<ul style="list-style-type: none"> • ONGOING • One completed in Nov 2012 • Scoping of PLDI project to replace Phoenix scoping of CALD and rural scope
2.2 Quit Smoking workshop <i>Promote wellbeing by providing smoking cessation programs.</i>	<ul style="list-style-type: none"> • ONGOING • One completed in Nov 2012 • Other set to be completed by June 2013
2.3 Planet Positive <i>Deliver quarterly social events to support PLHIV in managing a wide range of barriers to social inclusion.</i>	<ul style="list-style-type: none"> • ONGOING • Two completed in Sept and Dec 2012 • Final two scheduled for March and June 2013
2.4 FLIP – Finance learning and Independence program <i>Provide grants to members seeking to study or return to work</i>	<ul style="list-style-type: none"> • NOT YET COMPLETED • Now assigned to the Senior Programs and Policy officer to manage • Two Directors assigned to panel to launch 1 Jan 2013
2.5 HOPE <i>Return to work for those with mental health issues</i>	<ul style="list-style-type: none"> • NOT YET COMPLETED • On track to be delivered in 4th quarter
2.6 Healthy Living program <i>Health and wellbeing program</i>	<ul style="list-style-type: none"> • DELETED • Unable to be achieved due to lack of access to program materials interstate
2.7 HCV/HIV support group <i>To be run in conjunction with Hepatitis Vic and VAC/GMHC.</i>	<ul style="list-style-type: none"> • NOT YET COMPLETED • Difficulty in recruitment • Program model has been redesigned
2.8 Xmas hampers <i>Fundraise for the production of Xmas hampers for members and their families who are in need.</i>	<ul style="list-style-type: none"> • COMPLETED • 80 hampers produced and delivered with the assistance of numerous donors
2.9 **NEW** Generation Y Group This project aims to provide social/educational space for younger PLHIV.	<ul style="list-style-type: none"> • To commence in Jan 2013
2.10 **NEW** Positive Leadership Development Institute To provide advanced leadership development to PLHIV through a peer-led model.	<ul style="list-style-type: none"> • Scoping aspect to occur in Feb 2013 • Pilot course proposed for May/June 2013
2.13 **NEW** 1-1 Coaching Pilot To provide members with 1-1 life coaching.	<ul style="list-style-type: none"> • To commence in Feb 2013

Strategic goal three: Sustained advocacy to combat social disadvantage

As advocates for people living with HIV we seek to challenge social and policy structures that place positive people at disadvantage, through systemic advocacy on behalf of the broader positive population, and direct advocacy on behalf of individual positive people.

Combating discrimination and stigma, breaking down barriers within our communities and building alliances with like-minded advocates are all central to what we do. We seek to contribute constructively to a public policy environment that protects and enhances the rights of PLHIV, to work with corporate and NGO sector service providers to improve interactions with PLHIV, and to build self-advocacy skills among our members.

3. Advocacy	
Action	Status @ Dec 2012
<p>3.1 Direct client advocacy <i>Direct client advocacy & referral.</i></p>	<ul style="list-style-type: none"> • ONGOING • Significant advocacy with a current case before the courts
<p>3.2 Representation <i>Represent Living Positive Victoria on advisory and regulatory structures as appropriate.</i></p>	<ul style="list-style-type: none"> • ONGOING • NAPWA • IAC 2014 • VAC/GMHC
<p>3.3 Policy officer <i>Develop funding proposal and supporting arguments for establishment of a policy officer position.</i></p>	<ul style="list-style-type: none"> • COMPLETED • New Senior Policy and programs Officer position established by reconfiguring current resources

Strategic goal four: Effective communications to engage and inform

Effective communication is central to every aspect of our work, and represents a fundamental core capacity for achieving our organisational mission.

This strategy recognises the centrality of communication as a tool to facilitate interaction between the organisation, its members, partner organisations, service providers and the community; to build awareness of and support for the organisation's activities; and to support our efforts to combat stigma and build awareness of HIV.

4. Communications	
Action	Status @ Dec 2012
4.1 Online presence <i>Review and expand out online presence through consideration of new technologies.</i>	<ul style="list-style-type: none"> • ONGOING • New website launched Oct 2012 • Social media policy developed
4.2 PosLink <i>Quarterly news magazine</i>	<ul style="list-style-type: none"> • ONGOING • 2 editions produced Aug/Sept 2012 and Dec/Jan 2012/13 • Others set for Mar/Apr 2013 and Jun/Jul 2013
4.3 Festival/community events presence <i>Provide a Living Positive Victoria presence at nominated community festivals/events, and provide information to event attendees.</i>	<ul style="list-style-type: none"> • NOT YET COMPLETED • On track to be completed as scheduled
4.4 Dance party management <i>Provide volunteers for dance parties to assist with operations and fundraise for the organisation.</i>	<ul style="list-style-type: none"> • ONGOING • On track to be completed as scheduled
4.5 Basics of Public speaking <i>Host a workshop for our trainee and senior speakers' professional development.</i>	<ul style="list-style-type: none"> • COMPLETED • Completed in July 2012
4.6 Advanced communication workshop <i>Host a workshop for our trainee and senior</i>	<ul style="list-style-type: none"> • COMPLETED • Completed in August 2012
4.7 Positive Speakers' Bureau media workshop <i>Host a workshop for our trainee and senior speakers' professional development.</i>	<ul style="list-style-type: none"> • NOT YET COMPLETED • To be completed in March 2013
4.8 Brand development <i>Develop and launch a new brand.</i>	<ul style="list-style-type: none"> • COMPLETED • Rebrand launched Oct 2012
4.9 Membership campaign <i>Update our membership activities including a "Strength in Numbers" campaign.</i>	<ul style="list-style-type: none"> • COMPLETED • New membership form designed • Membership database in review • Further activities as directed by a new Board working group
4.10 Stigma Campaign <i>ENUF social media and communications campaign designed and launched.</i>	<ul style="list-style-type: none"> • COMPLETED • Resources developed • New funds and partners secured • High media participation • Further partners still being sought
4.11 Annual report	<ul style="list-style-type: none"> • COMPLETED • Launched at AGM Oct 2012



<p>4.12 World AIDS Day <i>Coordinate World AIDS Day activities in conjunction with other partners.</i></p>	<ul style="list-style-type: none">• COMPLETED
<p>4.13 **NEW** Candlelight Memorial Event <i>Host an event on 20 May 2013</i></p>	<ul style="list-style-type: none">• To be completed in May 2013

Strategic goal five: Organisational development and governance to deliver quality work

Living Positive Victoria strives for the highest standards of professionalism, accountability and excellence in its management and governance.

Improving our structures and processes will enable the organisation to purposefully deal with future growth, identify change opportunities and act effectively in response to the changing issues affecting the lives of people living with HIV.

5. Organisation Development	
Action	Status @ Dec 2012
5.1 Governance capacity building <i>Continue to work on skills building with regard to best practice in community based governance.</i>	<ul style="list-style-type: none"> • ONGOING • Governance training provided in August 2013 to all three Coventry house partners • Attended Board Builder conference in Nov 2012
5.2 Enterprise Bargaining Agreement <i>Develop and work with a staff consultative committee on negotiations towards an EBA.</i>	<ul style="list-style-type: none"> • ONGOING • Establishment of a Staff Consultative Committee • New position descriptions under award conditions
5.3 Policy and procedures manual <i>Review and update agency policies and procedures in conjunction with staff and Board.</i>	<ul style="list-style-type: none"> • ONGOING • Currently 14 policies reviewed
5.4 Business mentor program <i>Investigate opportunities for expanded business mentor partnerships.</i>	<ul style="list-style-type: none"> • DELETED • No work done to date – deleting this item
5.5 Board performance review <i>Ensure that all Board Directors participate in both collective and self-assessment mechanisms.</i>	<ul style="list-style-type: none"> • NOT YET COMPLETED • Evaluation format designed (survey monkey) • Policy to be developed
5.6 Staff professional development <i>Ensure that all staff have access to both formal and informal learning and development opportunities.</i>	<ul style="list-style-type: none"> • COMPLETED • All staff have accessed PD opportunities
5.7 NGO code of good practice <i>Achieve Code Champion status and complete 6-9 agency self-assessments.</i>	<ul style="list-style-type: none"> • NOT YET COMPLETED • Currently 3 self-assessments have been done. • Reduce to 6 and consider scoping a QIC program
5.8 Positive Ambassadors Program <i>Establish program for previous Directors to elicit their ongoing support and expert insights.</i>	<ul style="list-style-type: none"> • COMPLETED • First session held in Sept 2012
5.9 AGM	<ul style="list-style-type: none"> • COMPLETED
5.10 Volunteer Program <i>Scope the develop of a coordinated volunteer program among Coventry House partners</i>	<ul style="list-style-type: none"> • NOT YET COMPLETED • With appointment of new SPP position – expected to have Coventry House scoping completed by June 2013
5.11 IAC 2014 <i>Continue to participate in coordination and planning activities for the International AIDS Conference 2014.</i>	<ul style="list-style-type: none"> • ONGOING • EO appointed co-chair of community program • Appointed contractor to assist with cultural programs
5.12 **NEW** Grant Writing Contract <i>Engage a contractor on a commission basis.</i>	<ul style="list-style-type: none"> • Contractor appointed to work on a commission basis
5.13 **NEW** Strategic planning <i>Review current strategic plan and plan approach for future.</i>	<ul style="list-style-type: none"> • Review of current strategic plan and business plan to occur before June 2013