

A JOURNEY TOWARDS PARTNERSHIP

**THE PARTICIPATORY PROCESS FOR
DEVELOPING A TRAINING PROGRAM**

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DECLARATION

I certify that the substance of this thesis has not already been submitted for any degree and is not currently being submitted for any other degree.

I certify that any help received in preparing this thesis, and all sources used, have been acknowledged in this thesis.

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Signature

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ACRONYMS AND ABBREVIATIONS

AHPO	Aboriginal
AHW	Aboriginal Health Worker
HPO	Health Promotion Officer
NBHP	National Better Health Program
NT / Territory	Northern Territory
THS	Territory Health Services

GLOSSARY

Primary health care Primary health care is essential health care based upon practical, scientifically sound and socially acceptable methods that are easily accessible to all individuals and families in the community through their full participation, at a cost they can afford to maintain and which promotes self-reliance and self-determination. It brings health care as close as possible to where people live and work and provides the first level of contact with the total health system (WHO 1978).

Aboriginal primary health care workers is a collective term for all Aboriginal workers who have a primary health care focus to their work; eg Environmental Health Workers, Aboriginal Health Workers, Aboriginal Health Promotion Officers, Aboriginal Mental Health Workers.

Primary health care workers / providers are workers who have a primary health care focus to their work; eg Environmental Health Officers, Nurses, Health Promotion Officers, Nutritionists, Welfare workers.

Community/ communities. The terms refer to Aboriginal communities in the NT. They vary considerably within the NT, some are located on Aboriginal land, some within pastoral leases, and some are based on the outskirts of towns. Whether they are 1 km from the centre of a town or 1000 kms from the nearest urban centre they share similar characteristics of low standard and overcrowded living conditions; high cost and often poor quality food, particularly in remote communities; and very few employment opportunities.

Community members refers to Aboriginal people living in remote and urban Aboriginal communities in the NT.

Community Development

Community Development was defined by the AHPO's in 1991 and has been accepted by the current AHPO's as;

When a community uses a process through which people; get together, communicate, identify priority needs, plan, and take action to resolve problems and achieve outcomes which are desired by the community. Community development cannot happen unless the majority of the community becomes involved (1991)

Service providers are defined as people working within the Territory Health Services and other NT or Commonwealth Government Departments; community groups or Non Government Organisations; who provide services to community members.

ABSTRACT

This thesis examines the participatory process I undertook in partnership with the members of the Aboriginal Health Promotion team working within the Territory Health Services to develop a training program that would build on and develop the health promotion skills and knowledge of the Aboriginal Health Promotion Officers to enable them to support primary health providers and Aboriginal people incorporate health promotion principles into their own work and community activities. As researcher I explore the participatory process; analyse the key issues resulting from the process; and extract from the data a set of principles to guide our practice. The training process was guided by the principles and practice of adult education, participatory research, health promotion and primary health care; all of which place a high value on the priorities and culture of the learner, and necessitate mutual respect, ongoing dialogue, and reflection within the learning and work environments. During the training development process we moved through three key stages: building relationships; analysing skills; and formal recognition of skills. The data shows that before we could begin to develop a meaningful training process we needed time to develop strong relationships within the team and to clarify roles within the workplace and the community; and to provide a high level of support for the participants skill development and way of working. Finally the research provides a set of principles for providing support within the workplace and guidelines for developing working partnerships.