

**Rustica
Annual Report
2006**

Contents

RUSTICA EXECUTIVE AND GENERAL COMMITTEE	4
MEMBER DEMOGRAPHICS	5
<i>Gender Distribution</i>	5
<i>Distribution of Members by Course</i>	5
Scholarship Holders	6
Distribution of Scholarship Supported Members	7
Distribution of Member Origin	7
Distribution of Intended Career Location	8
Distribution of Membership by Branch	8
Membership Duration	9
Year of Study for Medical Students	9
Year of Study for Pharmacy Students	10
Year of Study for Nursing Students	10
PROFIT AND LOSS STATEMENT	11
REPORTS	11
Presidents Report	12
Newnham/ Nursing Representative Report	13
Launceston Report	14
Oatlands Trauma Course	14
Wine Tour	14
Skills Night	14
North-West Representative Report	15
Electives Night	15
Health Careers Camp	15
Reconciliation Week Lunch	15
Burnie 10	15
ACTIVITIES SUMMARY SEMESTER 1, 2006	16
Welcome Party	16
Societies Day	16
Scholarships Night Report	16
Opening of Tasman Rural Health Teaching Site	17
Electives night report	17
Clinical Skills Night	17
RHSV Training Session	18
ATSI Portfolio - Semester One 2006	18
Health Careers Camp	18
Newstead Rural High School Visit	19

Semester 2 Activity Reports	20
Launceston Skills Night	20
Quiz Night	20
Mental Health Week	20
Rural High School Visits	20
Also on this trip, information packs was left at other colleges in Burnie; Marist College and Hellyer College.	20
ATSI portfolio Semester 2	20
Bursary Reports	21
Marion Davies	21

RUSTICA Executive and General Committee

President	Alannah Smith
Vice-President	Kaylee Nash-Rawnsley
Treasurer	Andrew Tierney
Secretary	Juliana Ahmad
NRHN Senior Rep	Felix Ho
ATSI Rep	Marion Davies
NRHN Junior Rep	Mathew Van Zetten
Societies Rep	Sandra Zammit
Media and Publications	Simon Vun
RHSV Rep	Rebekah Short
Pharmacy Rep	Anita Thomas
Newnham Rep	Samantha Drake
Launceston Reps	Alice Downie & Caroline Mooney
North-West Rep	Melanie Wuttke
Scholarships Rep	Arella Kier
First Year Reps	Vic Trubody & John Hosford

Member Demographics

Gender Distribution

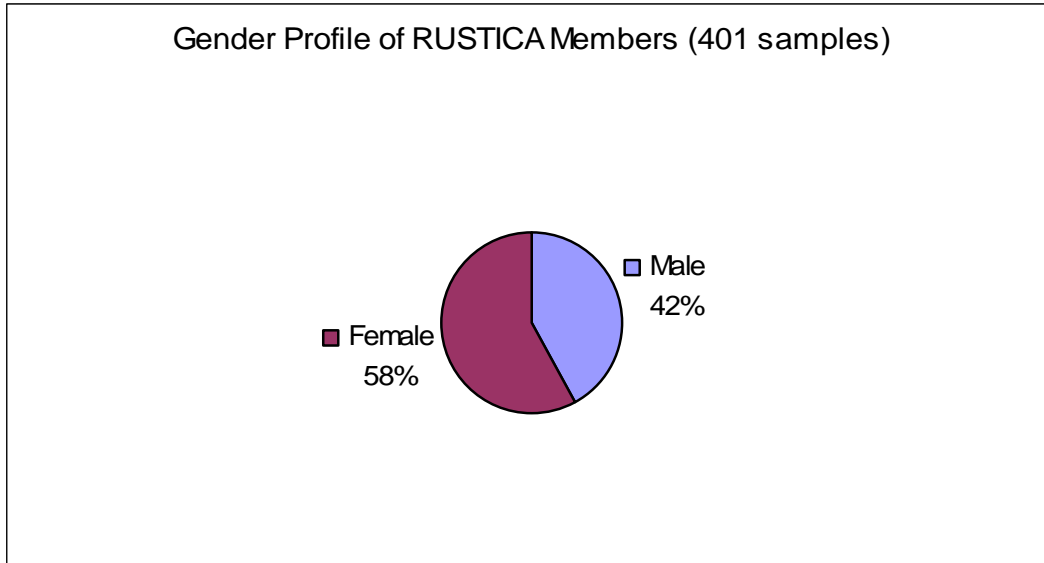


Chart 1: Pie Chart showing the gender distribution (where disclosed) of members in 2006.

Distribution of Members by Course

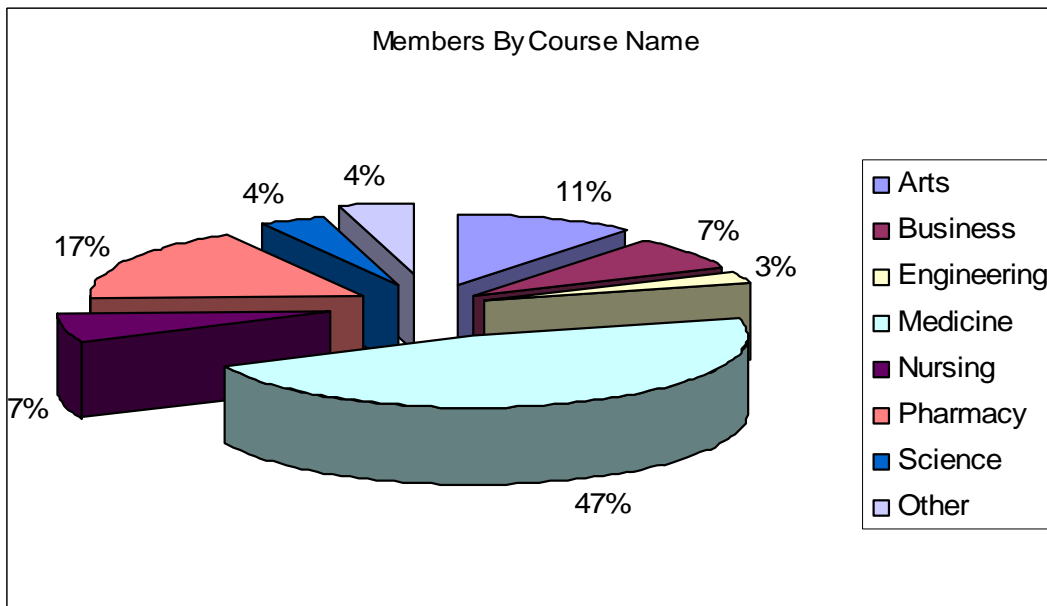


Chart 2: Pie chart showing the faculties RUSTICA members study within, note that almost $\frac{3}{4}$ of members study within Medicine, Nursing and Pharmacy.

Scholarship Holders

Table 1: Current scholarship holding members by scholarship type and frequency. The five most common scholarships are, Medical Rural Bonded, RAMUS, Commonwealth Learning, John Flynn & University of Tas Scholarship (Med) and Commonwealth Accommodation respectively. However there are 24 different scholarships represented by 101 individuals.

Scholarship Type	No. of Members Holding
Aged Care Nursing	3
Australian Education	1
Botswana Scholarship	1
Commonwealth Education Costs	1
Commonwealth Accommodation	5
Commonwealth Learning	11
Defense Force	1
Harold Carroll Memorial	1
John Flynn	6
Local Government Bursary	1
Medical Rural Bonded	25
Medical Rural Bonded and John Flynn	1
Nursing	2
Peg Walsh	1
Premier Of Tasmania	3
Premiers North West	1
Rural Australia Medical Undergraduate Scheme (RAMUS)	20
RAMUS and JFSS	3
RCNA -Rural Aged Care	1
Reece London Pharmacy Bursary	1
Rural & Remote Undergraduate (Pharm)	2
Tas Uni	1
Tasmanian	1
Undergraduate National	1
UTAS Scholarship (Medicine)	6
UTAS Undergraduate	1
Total	101

Distribution of Scholarship Supported Members

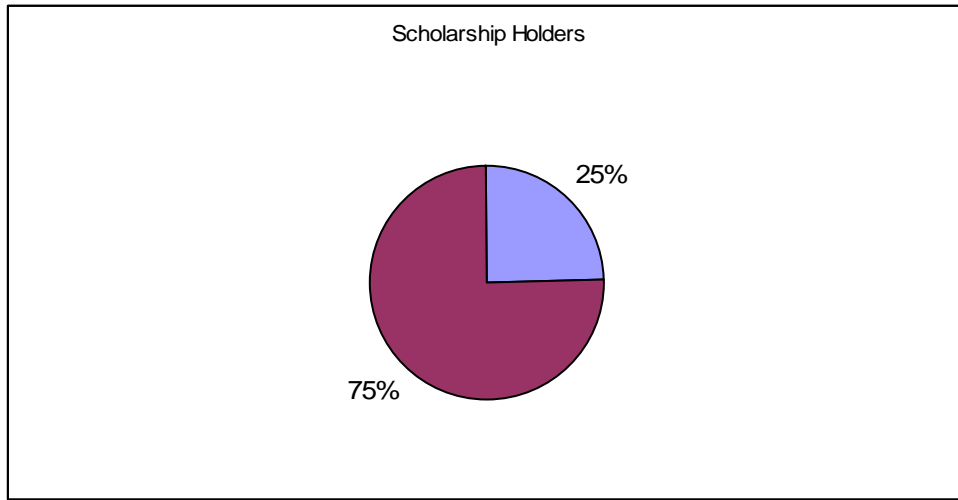


Chart 3: Pie Chart showing 25% are scholarship holders and 75% are non-scholarship holders, a quarter of all Rustica members have successfully obtained a scholarship.

Distribution of Member Origin

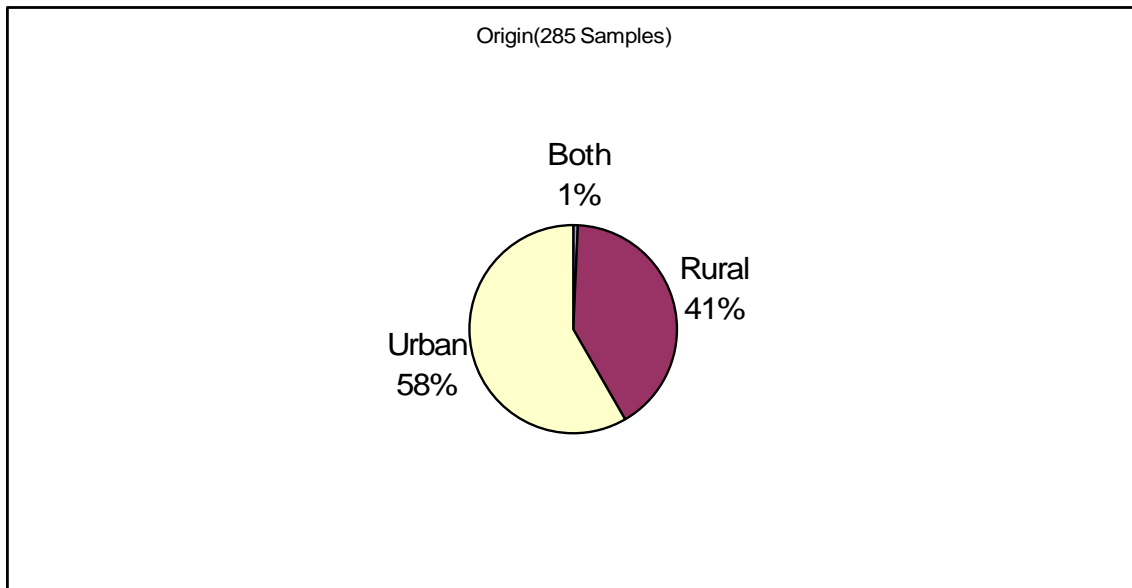


Chart 4: Pie chart showing the distribution of members originating from Rural and Urban background, from the 285 responses 2 members reflected dual origin.

Distribution of Intended Career Location

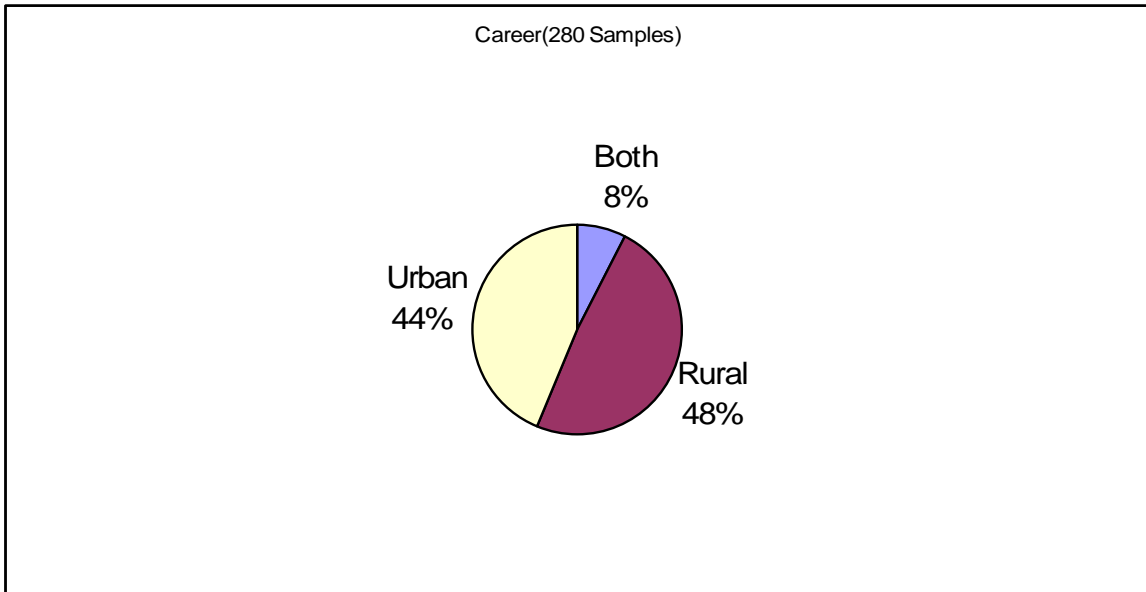


Chart 5: Pie chart showing the distribution of members planning on working in Rural or Urban environments as well as those undecided.

Distribution of Membership by Branch

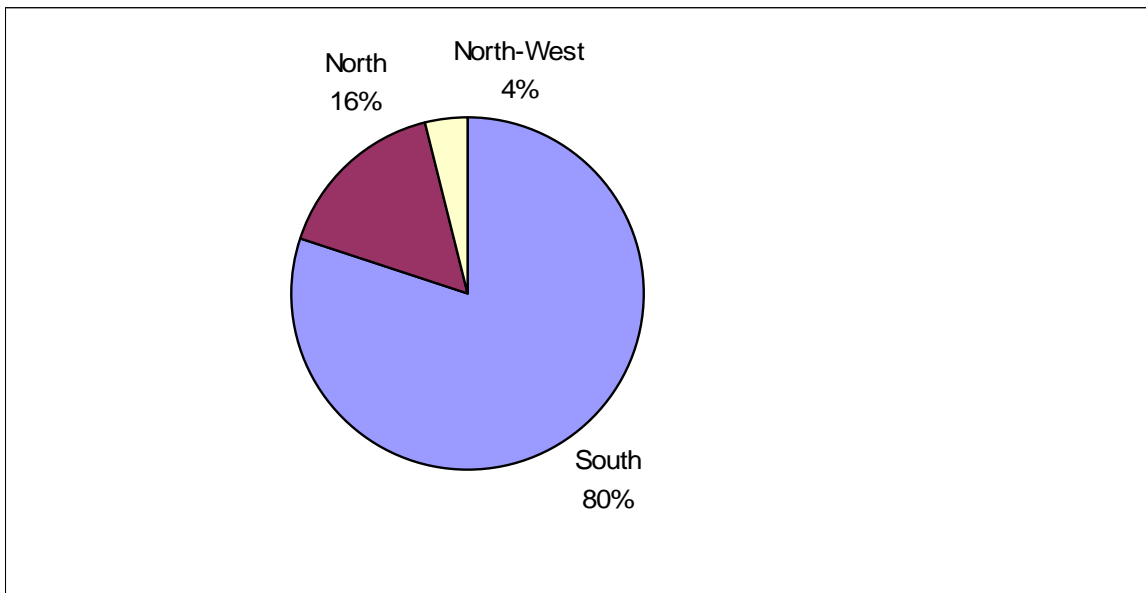
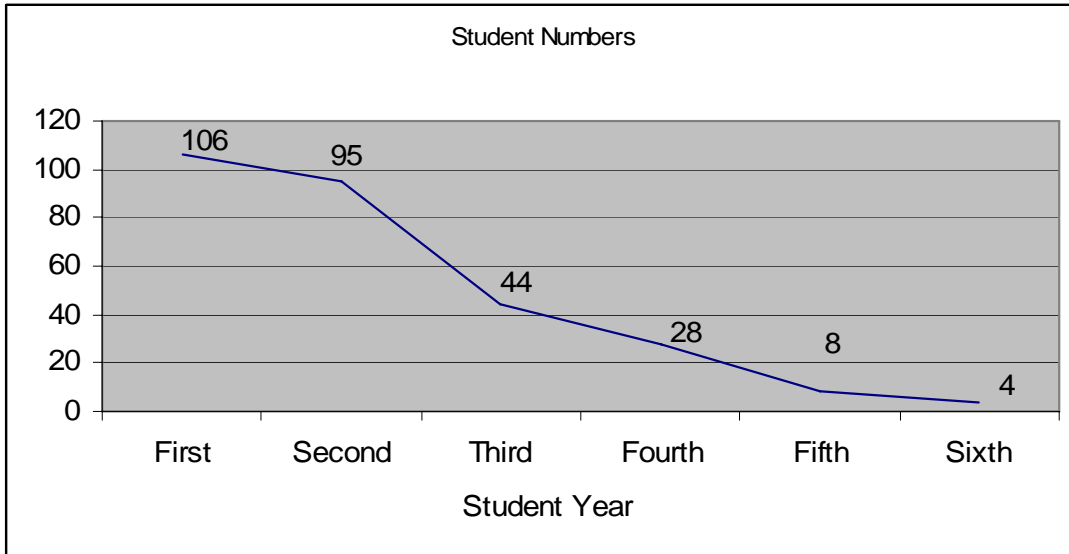


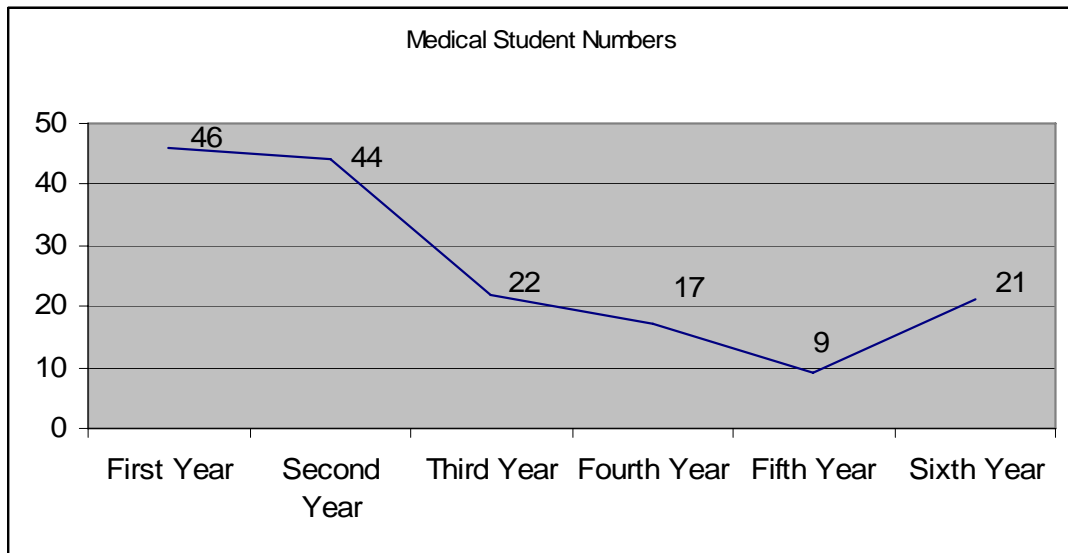
Chart 6: This graph shows that 1/5th of Rustica members are not based at the Hobart branch.

Membership Duration



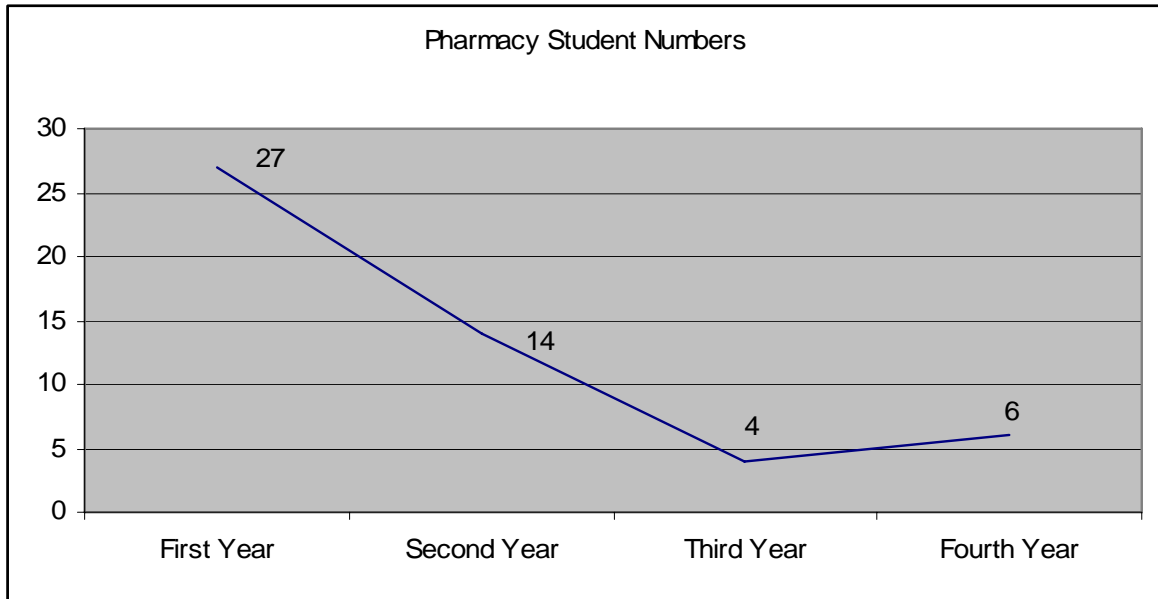
Graph 1: Line graph shows that for 106 students who originally joined, 4 are now current members, the trend indicating that a student is significantly less likely to join from the third year onwards.

Year of Study for Medical Students



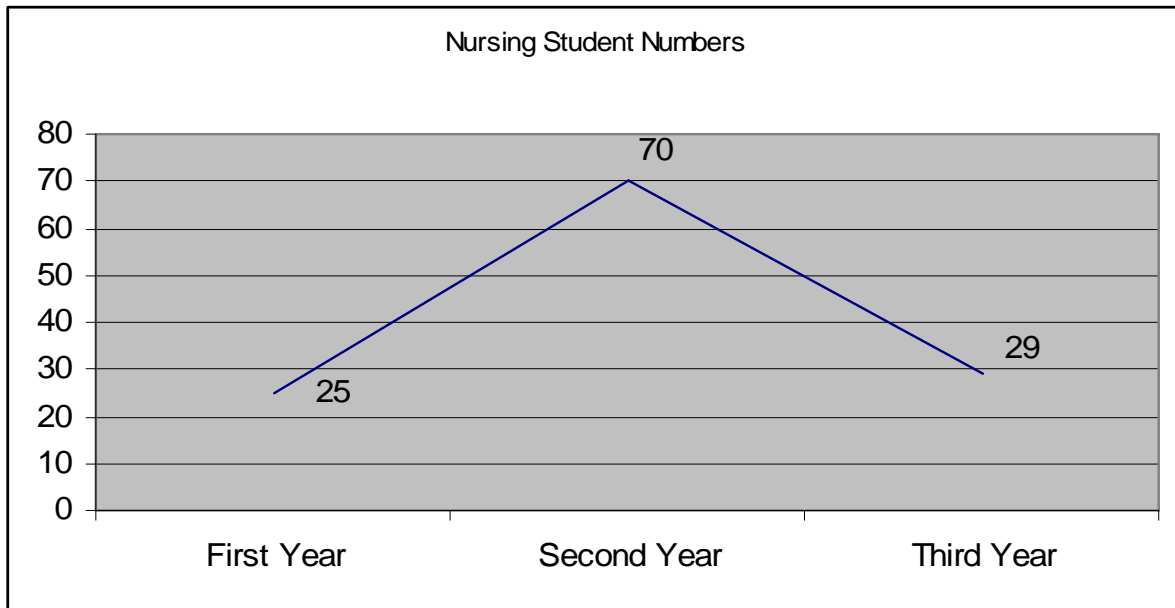
Graph 2: Line graph showing the decline in medical student member numbers with increasing years of study, with a trend-breaking spike in first time 6th year members.

Year of Study for Pharmacy Students



Graph 3: Line graph showing that membership among Pharmacy students declines as year of study progresses.

Year of Study for Nursing Students



Graph 4: Showing membership among nursing members is currently stronger in their second year.

Profit and Loss Statement

<i>Between 1/01/2006 and 31/12/2006</i>	
Category	Total (\$)
Income Categories	
Crocfest Income	266.1
Electives Night Income	511.75
First Aid Course Income	520
Funding	25500
Investment Income	12.32
Mental Health Week Income	110
Miscellaneous Income	2225
Miscellaneous Memberships	33
Office Supplies Sale	1
Quiz Night Income	71.05
Scholarships Night Income	40.5
Skills Night 2 Incomes	38.05
Skills Night Incomes	51
Societies Council Funding	1100
Societies Day Income	1448.95
TAPS/Rustica Barrell	480
Welcome Income	148
Total Income Categories	32556.72

Expense Categories	
Administrator Pay	3741
Africa Night	200
AGM	134.55
Albury Conference	500
ATSI	525.54
ATSI Camp	200
Audit	200
Bank Charges	15
BBQ	186.55
Bills	120
Burnie Ten	237
Bursary	4820
Computer	1059.98
Conferences	400
CPD Weekend	820.88
Crocfest Expenses	3612.48
Electives Night Expenses	741.18
Equipment	1570.45
First Aid Course Expenses	2220
Handover	344
Launceston	580
Med Camp Expense	268.33
Meeting Food	262.97
Mental Health Week	759.3
Miscellaneous Expense	600
NAIDOC Week	215.25
Office Supplies	636.45
Orientation Day Expense	122.85
Phone Charges	139.15
Photo Comp Prizes	23
Photocopy Charges	160.1
Postage	4.1
Promotion	2149.13
Publications	276.85
Quiz Night Expenses	250
Reconciliation Week	358.82
RSV	387.62
Scholarships Night Expenses	364.78
Skills Night 2 Expenses	332.92
Skills Night Expenses	269.55
Societies Day Expenses	802.2
Sponsorship	950
TAPS/Rustica Barrell Expenses	102
Taxi	6
Welcome Expenses	604.9
Total Expense Categories	32274.88
Grand Total	281.84

Reports

Presidents Report

The year of 2006 has been a busy and exciting year for the RUSTICA committee. We have continued to have high member numbers, approximately 500, from across the state, from nursing, pharmacy and medical schools. This is a terrific achievement for RUSTICA and something that we should be striving to achieve and maintain each year.

Looking back, I remember one of the biggest goals that I wanted to achieve was to improve the understanding of how Rural Health Clubs (RHC) work in Australia and also to ensure that RUSTICA ran as smoothly as possible as a RHC. At the end of my term, I feel like I have achieved both those tasks. We now have a well set up rural high school visits program, our Aboriginal and Torres Strait Islander portfolio has improved dramatically and the role of the Administrator has been well defined and has proven to be a positive asset in the smooth running of the organisation. In addition to this, RUSTICA also held all of its usual activities, such as skills nights, CPD weekends, first aid course sponsorship and a welcome party. RUSTICA also became unincorporated this year following advice from the Tasmanian University Union.

RUSTICA has allocated funds for bursaries for rural health students at UTAS. The aim of these funds was to assist students attend Australian Conferences of National Significance or conferences with rural themes, or to attend a rural placement within Australia. This money has assisted several students from pharmacy, nursing and medicine in understanding and improving rural issues. This is a positive experience for our students as experiencing rural health is important as it can encourage them to become more involved in a rural health career.

Unfortunately there was no National Undergraduate Rural Health Conference this year (a conference run by the National Rural Health Network, NRHN), but there is opportunity for RHC to network next year at the National Rural Health Conference which RUSTICA will be sending students to. I believe it is of great importance that the NRHN continues to grow and gain support from all of the RHC and the Department of Health and Ageing as we need a strong voice for all of the RHC and we need someone to offer ideas and advice to the RHC.

I'd like to take this opportunity to thank my Executive, the rest of their committee and our administrator, Chris for their tireless efforts in helping RUSTICA achieve its aims and goals. I know it has been difficult while I have been away on my pracs so I would like to thank them for all their hard work. I wish the new committee for 2007 all the best!

Alannah Smith
RUSTICA President 2007

Newnham/ Nursing Representative Report

I am pleased to announce that so far to date there has not been anymore suicides or attempted suicides of nursing students this year. I have been in constant contact with the students and student services allowing the students to identify the needs to seek help before it gets too late. Beyond blue has gotten on board and has sent myself flyers and help lists so that the students can access these on campus.

Skills nights were a good hit with a few students complaining that I didn't allow people to know prior to conducting these skills nights. A lesson learnt and which one won't be repeated. I have developed a handbook for first year students and which will be distributed in the students first week at uni next year, the handbook is on depression.

Lessons from this year

Maybe we could combine more of the nursing student's activities with the medical students and allied health as, when we are in the work force we all have to work together. I echo Katie's thoughts that more support is very much needed with the nursing rep. The younger students do not wish to help out as much as the older students. Why? I don't know.

Other than that, Not much. Now I have been appointed the nursing senior for the NRHN I am sure that we will be able to do a lot more next year.

Samantha Hardy
Newnham/ Nursing Rep 2006

Launceston Report

Rustica has been thriving up in Launceston. In 2006 we again supported the Oatlands Trauma course; we had a welcome, sign up wine tour; a skills night; and a selective/rural GP placement presentation evening.

Oatlands Trauma Course

The Oatlands trauma course is a course designed to teach 5th year students about primary survey. The course is organised by a dedicated group of doctors and staff at the LGH clinical school. It is a hands on, adventure and action packed weekend. First of all a few short talks are given on the theories behind the primary survey and some examples given. Then students are thrown in at the deep end and are put into groups. They are then asked to select a group leader and carry out the primary survey in simulated emergency scenarios. We were also taught practical skills of chest drain insertion; venous cut downs; and suturing.

Wine Tour

The wine tour was held in the Tamar valley and was enjoyed by all. This was the first Rustica event for 2006. We decided to have a tour of the Tamar Valley Vineyards. We hired a bus and visited six vineyards. These included Strathlyn, Rosevears Estate, Bay of Fires, Dalrymple, Janz, and the Providence. We had lunch at the Bay of Fires. Great fun was had by all. There were about 20 new members who signed up, and about 18 people came on the tour.

Skills Night

The 2006 skills night was a great success with the following stations;

1. Eye station
2. Ear Station
3. Imaging
4. Arterial Blood gases
5. Surgical ties
6. Monitoring the patient.

Students were able to choose 3/6 stations and these were on a half an hour rotation system. There were four students per group.

It has been a great two years being Rustica rep in Launceston. I have enjoyed organising and running the events and hope that Rustica is continued in Launceston for the years to come.

Alice Downie
Launceston Rep 2006

North-West Representative Report

Electives Night

Fifth and sixth year medical students gathered to hear tales of students travelling to faraway lands to take part in the local medicine. Jen Shoobridge spoke of her time in South America, Shannon McCarthy presented her time in the UK and Anita Harris shared her experience in Vietnam as part of the Hoc Mai Bursary. The evening was finished off with some light refreshments & nibbles. – 26/4/06

Health Careers Camp

A group of year 9 students based on the North West Coast took part in a series of workshops aimed at promoting careers in a variety of health disciplines. Rustica members assisted in activities, tours and presentations to the group. – 1-2/5/06

Reconciliation Week Lunch

Rustica students took part in a lunch raising the awareness off Indigenous issues. – 2/6/06

Burnie 10

Rustica sponsored a team of 13 students from the North West Rural Clinical School to enter the Burnie 10 providing them with a team health promoting t-shirt (see below for design). The race drew the biggest number of competitors ever in its 22 year history – over 3700 people! The Rustica/clinical school team put in an awesome effort with top runner Dani Buchanan completing the event in 47 minutes!! The race was then followed by a BBQ.

Melanie Wuttke
North-West Rep 2006

Activities Summary Semester 1, 2006

Welcome Party

The annual Welcome Party was held at the Hobart Clinical School in Club Med on the 10th March. Approximately 50 people showed up and all had a good time. It was a mixed disciplinary event, with the medicine and pharmacy students all socializing with each other and getting along well. Dinner and nibbles were provided as well as cheap beverages. – 10/03/06

Societies Day

The annual Tasmanian University Union society's day was held on Wednesday 1st of March. Rustica had a perfectly positioned stall, right near the refectory steps, and hundreds of people walked past and checked out what we had to offer. 4th/5th/6th year members were entitled to a free RUSTICA T-shirt, and for an extra \$1, students could have a RUSTICA drink cooler. We had showbags and a calendar of events, so students could see what events were coming up over the next year. We had lots of interest from people and it ended in a fun successful day. – 10/03/06

Scholarships Night Report

On Thursday 23rd of March 2006, RUSTICA held its annual Scholarships Night at the Clinical School presenting a wealth of information on scholarships currently available to students studying in the health science areas. From 6.30 – 8.00pm attending members heard from the following speakers:

- RUSTICA Bursaries: Alannah Smith
- Tasmania University Scholarships: Owen Green
- Australian Defence Force: Ryan & Paul
- MRBS Support Services: Naomi Jeram
- RAMUS: Kaylee Nash-Rawnsley
- JFSS: Wendy Henderson & Chris Garwood
- RAHUS & HECS Re-imburement Scheme: Wendy Henderson
- QLD Health Scholarship: Lenore Van Der Merwe
- ATSI Scholarships: Marion Davies

Following the presentations, everyone gathered in Club Med upstairs to have some quality Subway tucker, a few drinks and browse the extensive brochure collection RUSTICA has acquired. About 20 people attended and we would like to thank all those who came, our inspiring speakers and helpers for giving up their time. Rustica now has a designated Scholarships Representative; Arella Keir (1st Yr Med) whose portfolio will cover administering information on rural health scholarships and developing ways RUSTICA can better support these scholar's support and exposure to rural health. – 23/03/06

Opening of Tasman Rural Health Teaching Site

On 17th May Alannah Smith was invited to attend the opening of the new rural health teaching site at Nubeena. This was a site that is designed to accommodate health science students (medicine, nursing and pharmacy) whilst they are on placement in the Tasman Peninsula. The house was very well decorated, practical and had a comfortable, homely feel to it – a very important feature for any student on placement. It was found to be a very positive development by the University Department of Rural Health, not only for students whilst on placement, but also for the Tasman Peninsula community. The opening of the accommodation was followed by some light lunch. - 23/05/06

Electives night report

Rustica had their electives night on Thursday 27 April. The electives night provided an opportunity for students to talk about their experiences whilst on elective placements; also for pre-clinical students to start thinking and exploring ideas for their future placements as well as providing for an opportunity to establish contacts. Featured were a wide variety of speakers on various placement and opportunities, including Guatemala, Vietnam, India, Fiji, Kenya, nursing in a prison and a presentation by the IFMSA. We were also pleased to have been sponsored by MDA National, which presented on the important issues of Medical indemnity insurance and MDA National's The Electives Network (TEN). There was a good turnout on the night with around 35 people, with mainly third year medical students. The nibbles and the sushi were a huge hit too! A huge thank you for all the speakers and MDA National for sponsoring the night. – 27/04/06

Clinical Skills Night

The first Clinical skills night held in 2006 was held on the 4th of May at the Clinical School on Collins Street. 55 members attended Skills Night. There were 9 new signups. The activities that were held included Resuscitation and Intubation, Venepuncture, Strapping, Suturing and a talk by Aboriginal Health Workers.

A general raffle was held for all those people who attended skills night. Thanks to our wonderful sponsor Boags for giving us all our prizes which were given away for the raffle. Another raffle was held just for those who attended the talk by the Aboriginal Health Workers. The prize for this was an Aboriginal music CD. Gifts in the form of chocolates and wine were given out to those who volunteered their time and effort to teach these activities. One of the most popular events of the year. – 04/05/06

RHSV Training Session

The 2006 Rural High School visit training was held on the 27th April. Rosalie Maynard from UDRH conducted the session which included a mix of both pharmacy and medical students from a variety of years. The evening was filled with enthusiastic discussions reflecting the days of career choices, university applications, scholarships and early Uni life. Students revealed personal challenges they faced as they embarked on entering Uni life and ways that they can help other students with information and the transition.

Rustica are now proudly working along side Student Recruitment in visiting schools and talking with students. The first visit for the year is was held at Newstead College in Launceston.

Thanks to all that attended and UDRH for providing the evening. We look forward to many school/student visits throughout the year. A perfect chance to enlighten students on the opportunities that lie ahead of them.

ATSI Portfolio - Semester One 2006

- Rustica Website- inclusion of databases of grants and scholarships for indigenous students and indigenous projects.
- Scholarships Night Presentation – information presented on 3 scholarships available for ATSI students.
- Skills night 4th May- TAC: Dr Maureen Davey (GP) and Mrs June Sculthorpe (AHW).
- Meetings with Robin Bowden (Indigenous Coordination Centre) and Debra Reid (OATSIH).
- >20% Rustica Bursaries committed to ATSI projects.
- Reconciliation Week 27th May- lunches at Collins St, Sandy Bay and Burnie Campuses (total of 150 students attended). Information posters about Reconciliation Week and ATSI placed around all campuses.
- New ATSI resources for library purchased- “The Aboriginal Tasmanians”, “When Warriors Lay Down and Die”, Lonely Planet’s “Aboriginal Australia”.
- Koori Mail subscription continued and distributed fortnightly to the student common rooms at Hobart (Medicine), Sandy Bay (Medicine, Pharmacy), Launceston (Medicine), Newnham (Nursing) and Burnie (Medicine) campuses.
- ATSI Issues poster-board set up at Collins St Clinical School- monthly change of recent relevant newspaper articles, scholarships, cultural events...

Health Careers Camp

During semester break and early July the 2006 Health Careers camp was held for year ten students across the state. The students came, from rural high

schools in particular, to learn more about the health courses offered at the University of Tasmania and general university life.

Rustica was fortunate enough to be able to send 10 of its members to help in the organisation and running of the camps. Members from a range of disciplines including medicine, pharmacy and nursing were also involved as team leaders. These team leaders were role models and many had come from rural high schools themselves. This gave the students the chance to ask questions and get first hand information with open and informal discussions. A perfect opportunity for students to relate their situation and seek some inspiration. Feedback has indicated that the camp was very successful and many students have opened their minds to a health career possibility. They are also now equipped with the right information to help guide them in them in the right direction.

Not only did the students benefit from this informative and fun camp but the leaders themselves had a fantastic time sharing the highs and lows of the transition between school and university. A very worthwhile experience for all. Students and Rustica members alike are looking forward to the 2007 Health Careers Camp. – 10/07/06

Newstead Rural High School Visit

During first Semester 2006, Kaylee Nash and Rebekah Short were invited to talk to year 11 and 12 students at Newstead College. Our presentation was focused on scholarships available to all areas of the health field as well as including some information on general life at university. It is vital for students who are considering going to university to hear others talk about their experiences as this allows them to gain insight into how the University works due to common misperceptions in relation to scholarships many students who would be eligible fail to apply. Our presentation was aimed at encouraging them to apply and to be proactive. Feedback from the careers counsellor at Newstead said that students thoroughly enjoyed the presentation and are now far more enthusiastic about pursuing a university degree. – 18/05/06

Semester 2 Activity Reports

Launceston Skills Night

Last night was the start of our skills nights; attendance was brilliant as students from a variety of backgrounds refreshed on cannulations, venepuncture and injections, with nasal gastro tubes as an added bonus. A big thank you to Deb and Mark, lecturers who gave up 2 hours to run the skills night. With more skills nights planned, I am hopeful that we are able to identify the student's needs for added tuition.

Quiz Night

The Rustica/TUMSS Quiz night was held at the Black Prince on the 20th of September with a crowd of over 50 students taking part. The right mix of questions on politics, geography, current affairs and sex made the evening competitive.

Mental Health Week

The Rustica/TAPS barrel was held on the 15th of September at the University Rugby Clubrooms. Approximately 50 or 60 people attended and a great day was had by all. The barrel ran from approximately 3pm till 7pm, and was a good place for pre-drinks before people headed onto the Beyond Blue concert at the Mayfair. Fairy floss was also available, with all proceeds going to Beyond Blue.

Rural High School Visits

A lunch was organised for Burnie High School where approximately 25 students from both grade 9 and 10 attended. The informal, information session was targeted at grade 9 and 10 students. Students were able to ask questions, make their own packs up of uni paraphernalia and hear the experiences of the student ambassadors. Two medical students and one pharmacy student led the discussion which from all accounts was a complete success. Feedback from the careers coordinator was extremely positive and they wish to continue such an event annually.

Also on this trip, information packs were left at other colleges in Burnie; Marist College and Hellyer College.

On the same day at Sorell High School there was a Health Careers Expo in which Jade Woon and Kaspar Wilson performed a plastering session in front of 12 students also provided information on health careers and promoted rural health, in the expo and through out the school grounds.

ATSI portfolio Semester 2

- NAIDOC Week: On-line Quiz and Ten Canoes Movie Tickets x24 given away
- Reconciliation Week: "Spirit" Bangarra Dance Theatre performance, Theatre Royal, 5th August x5 tickets given away
- Launceston Clinical School NAIDOC lunch event (by Caz and Alice- Thanks)
- Skills Night- Ms Jeanette James, Aboriginal Health Liaison Service Royal Hobart Hospital

- ATSI Information Poster Wall near door to caf at Collins Street Clinical School regularly updated
- CrocFest to Port Augusta and Swan Hill (by Felix-Thanks)
- Tasmanian Indigenous Electives Opportunities Database (RACGP funding obtained- to be active on website 2007)
- Meetings with Kaye (Tasmanian Aboriginals), re: cultural training for Rustica members
- Books purchased for library (reviews on website, posters made)- "Balanda-My Year in Arnhem Land", "Very Big Journey", CARPA - Women's Business Manual, CARPA- Standard Treatment Model Manual, Top End Division General Practice-Tropical Health Manual.
- DVDs purchased for library (reviews on website, posters made)- "RAN: Remote Area Nurse", "Going Bush"
- Requests to Med IV and V for ASU/Electives ATSI-related photos for website
- E-mails with Alison Miles (UTAS) re: Theme 3 Community Health and Disease of the new UTAS medical curriculum, and possible future trips to Cape Barren Island for Rustica members (ongoing).

ATSI Portfolio 2006 Summary

- Achieved aim of promoting indigenous Australian culture and health by creating opportunities for Rustica members.
- Increased funding directed to ATSI projects (>20% Rustica funding)

Bursary Reports

Marion Davies

Race, Culture, Indigeneity and the Politics of Public Health, 23-25 August 2006, Menzies School of Health Research Darwin.

Attended by Marion Davies (Med IV).

This course was presented by Mr. Yin Paradies (social epidemiologist, NHMRC PhD scholar) and Dr Emma Kowal (medical doctor, cultural anthropologist, public health researcher, NHMRC PhD scholar).

The program was delivered with a self-reflexive, participant focused approach in which participants reached their own conclusions through critiquing appropriate materials and their own worldviews. Sessions consisted of an explanation of an exercise, completion of the exercise in small groups and then plenary discussion. No answers or moral judgements were given- participants were given the tools to come to their own conclusions (not necessarily within the 3 day program).

Day One:

Session One- Introduction to the concepts of identity, race/ethnicity and culture and debate about the meaning of these terms.

Appreciate the various definitions of race and the differences between them.
Understand the concepts of critique, construction, discourse and post colonialism and where they derived from.

Session Two- Privilege and oppression social theories that apply to the notion of health inequalities. Concept of Whiteness and theories of racism.

Understand the concepts of privilege and oppression, and appreciate the different theories of power relations including Whiteness theory and the concept of racialisation. Critically analyse instances of racialisation and assess their impact on different societal groups.

Session Three- Exploration of explanations given for health inequalities- looking at assumptions and their implications for Indigenous health.

Appreciate the breadth of reasons given for poor Indigenous health and analyse the categories of reasons commonly used and extend this analysis to existing multi-level diagrams explaining health inequalities.

Analyse the principle of health inequalities and appreciate the theoretical issues involved in discourses of inequality.

Day Two:

Session Four- Critiquing the burden of history and politics on Indigenous health research.

Understand the major aspects of the history of Indigenous health research.

Appreciate the similarities and differences between past and present practices of Indigenous health research.

Analyse the way that understandings of history are shaped by and shape the attitudes of those working in contemporary Indigenous health.

Session Five-The culture of Indigenous public health (analysis of anthropological research on public health professionals working in the NT).

Appreciate the culture of Indigenous public health as seen from an anthropological perspective and the impact of this culture on public health practice.

Session Six- White racial identity theory- psychology.

Appreciate the variety of White responses to perceived racial and cultural difference.

Understand White racial identity theory and analyse its impact on Indigenous public health practice.

Day Three:

Session Seven- Constructions of “culture” in Indigenous public health.

Analyse the different ways that culture is used in indigenous public health.

Understand the main cultural discourses utilised in public health texts and their impacts on public health practice.

Session Eight- Ethics in Indigenous health research.

Understand the major Western ethical paradigms and the emerging Indigenous ethical paradigm.

Understand the major tensions between Western and Indigenous ethical paradigms and their impact on public health practice.

Analyse ethics texts from the perspective of political theories of universal and special rights.

Session Nine- A debate on approaches to Indigenous Public Health.

Formulate and present an argument for one of the major perspectives on the causes of and solutions to Indigenous ill-health.

Analyse similarities and differences between the major perspectives on Indigenous ill-health and articulate these.

Session Ten- Where to from here?

Understand the contradictions and complexities inherent to Indigenous public health.

Articulate their opinions on a range of issues in Indigenous health and analyse how they relate to alternative opinions.

The program was ambitiously full- but with a solid 3 days of work we managed to cover the material. The course provided a safe environment to honestly articulate opinions regarding Indigenous healthcare delivery in Australia. The participants (about 25) were all health professionals- doctors, midwives, psychologists, counsellors, nurses, researchers, bureaucrats- from all states of Australia, working in the area of Indigenous health. I was the only student! My limited experience with remote Indigenous communities was not a deficit for participation in the course- in fact, my fresh eyes and lack of personal involvement (and therefore levels of defensiveness) meant that I had some unique and equally valid contributions to the discussions.

The objective of the course was to take social science theory (cultural anthropology, social psychology, sociology, political science, research theory) and make it practically applicable to understanding and possibly solving public health problems within Indigenous communities. We examined the progression of eras of Indigenous political policy in Australia- from marginalisation (1788-1900), protectionism (1900-1940), assimilation (1940-1970), self-determination (1970-2005) and partnership/mutual obligation (2005-).

This “arts” approach to the delivery of science (medicine) is an approach that we don’t use often enough- we are not trained as doctors and scientists to think in this way. I found this new approach very helpful and extremely interesting. It is a shame that our curriculum is not more holistic- if it were I believe that we would be better able to effectively serve the communities that we work with.

The approach of this course was unique in that it studied the culture of the course participants -White health service providers- more than the culture of the Indigenous people that we work for. At times it was uncomfortable and disconcerting to have your own culture picked apart and to try to work out how we form certain opinions- both implicit and explicit. But this approach was very successful and very clever on the part of the course facilitators.

Articulating opinions on reasons for the state of Indigenous health in Australia is not easy. Not only is it such a complex area but acknowledging tensions, desires and fears is a very personal and brave thing to do in this era of political correctness and blame shifting.

The reason that I wanted to attend this course is that I am very interested in Aboriginal health- but I wanted to know;

-why I am so interested? (What compels me towards this area of work?) And

-why the current system is not working?

So that when I join the workforce (and even now as a student) that I don't make things worse in my hurried effort "to make things better".

I recommend this course highly. I believe that if policy makers and all people working in service industries- not just health- to Indigenous communities had this sort of training that they would be happier and more effective workers. The course was difficult- emotionally and academically- but I am so glad that I did it, and I thank Rustica very much for the funding that made it possible (through a Rustica Bursary). After completing this course I feel better equipped to make a positive impact as a doctor to all cultural groups.

The Menzies School of Health Research

www.menzies.edu.au

MSHR is recognised as a national leader in Indigenous, tropical and remote health research, and as an innovative centre for public health training and research education.

Based in Darwin, with a smaller unit in Alice Springs, they are uniquely positioned to conduct research combining laboratory, clinical, public health and community based lifestyle studies to tackle complex health problems facing northern and central Australia, and neighbouring countries to Australia's north.

MSHR research spans:-

[Tropical and emerging infectious](#) conditions such as melioidosis, skin health, malaria, ear and respiratory health.

[Chronic diseases](#) including diabetes, heart and renal disease, with a focus on causal pathways of chronic illness.

[Population health](#) encompassing social, physical and environmental influences on health, and the effectiveness of health services particularly on small, isolated and Indigenous communities.

MSHR offers lunchtime lectures (good to go to if doing an elective/selective at the Royal Darwin Hospital), short course programs, research projects, Honours projects and PhD projects.

Accommodation can be arranged (free of charge), if enough notice is given- at the NT Clinical School Student Accommodation Block just 50m from the Menzies Building.

Appendix 1: AGM Minutes

Meeting started at 5.40 pm.

Present: Kaylee Nash, Erin, Matt Cane, Anita Thomas, Antoinette, Simon Vun, Bec Short, Jade Woon, Paulina, Katherine Ngo, Diane Lim, Andrew Tierney, Matt Van Zetten, Ken Noda, Emma Mitchell, Arella Keir, Sandra Zammit, Chris Stephens, Juliana Ahmad

Apologies: Alannah Smith, Marion Davies and Felix Ho.

Reports

The Executive

- (a) The President
- (b) The Vice-President
- (c) The Secretary
- (d) The Treasurer
- (e) National Rural Health Network (NRHN) Senior Representative

The General Committee

- (a) The Aboriginal and Torres Strait Islander (ATSI) Representative
- (b) The Nursing/Newnham Representative
- (c) The Pharmacy Representative
- (d) The Rural Clinical School (Burnie) Representative
- (e) The Rural High Schools Visits (RHSV) Representative
- (f) The Tasmanian University Union Societies Representative
- (g) The Publications and Media Representative
- (h) The Launceston Representative
- (i) The NRHN Junior Representative
- (j) The Scholarships Representative

Constitutional Changes

1.4 – the addition of ‘all undergraduate (non-Union) members - change motioned by Simon and seconded by Matt. All for and none against.

2.12 – the removal of the international representative officer was effective as of last year.

2.4 – change from ‘for at least one year (or a term)’ to ‘for a period of time’ – motioned by Simon and seconded by Matt.

2.8 a) - unchanged

2.9 e) – changed from ‘shall coordinate Career’s Health Camps ... ‘ to ‘shall liaise and assist where possible with the organiser of Career’s Health Camps...’ – motioned by Anita, seconded by Bec.

3.2 b) – changed from ‘...matters to be discussed at meetings must be placed on Societies Council notice board at least...’ to ‘...matters to be discussed at meetings must be emailed to all members at least...’ – all agreed.

3.4 – an addition of clause 3.4 (d) or a reason considered valid by the executive – motioned by Anita and seconded by Erin.

A further addition of ‘Closing time for email votes will be an hour before the start time of the AGM. All nominations must be received within two business days of the AGM, at

which time they will be made available for email voting. Positions with no nominations at this time may still receive nominations until the AGM.' Motioned by Kaylee and seconded by Sandra. All for and none against.

4.1 - capitalisation of the 'C' in 'club – all agreed

4.2 - capitalisation of the 'C' in 'club – all agreed

4.3 - capitalisation of the 'C' in 'club – all agreed

6.1 - capitalisation of the 'A', 'G' and 'M' in 'annual general meeting' – all agreed

Nominations and Votes

The Executive

- (a) The President – Juliana Ahmad, unopposed.
- (b) The Vice-President – Sandra Zammit – unopposed.
- (c) The Secretary – Marion Davies voted in.
- (d) The Treasurer – Andrew Tierney voted in.
- (e) National Rural Health Network (NRHN) Senior Representative – Matt Van Zetten, unopposed.

The General Committee

- (a) The Aboriginal and Torres Strait Islander (ATSI) Representative – Jade Woon voted in.
- (b) The Nursing/Newnham Representative – unfilled.
- (c) The Pharmacy Representative – Anita Thomas, unopposed.
- (d) The Rural Clinical School (Burnie) Representative – unfilled.
- (e) The Rural High Schools Visits (RHSV) Representative – Gail Edwards voted in.
- (f) The Tasmanian University Union Societies Representative – Arella Keir, unopposed.
- (g) The Publications and Media Representative – Kaylee Nash, unopposed.
- (h) The Launceston Representative – unfilled.
- (i) The NRHN Junior Representative – Matt Cane voted in.
- (j) The Scholarships Representative – Diane Lim and Emma Mitchell voted in.

Meeting closed at 6.40 pm.

CONSTITUTION

- 1.0 The Club**
- 2.0 The Executive and General Committee**
- 3.0 Meetings**
- 4.0 Powers of the Club**
- 5.0 Financial Provisions**
- 6.0 Miscellaneous Provisions**

This Third Amendment to the Constitution was written and passed at an Annual General Meeting on the 6th of October 2005.

1.0 The Club

1.1 Name

The name of the club shall be "Rustica".

1.2 History

Rustica commenced in 1995 in response to the lack of rural teaching at the University of Tasmania in medicine and other health courses. Three students and two mentors participated in the inaugural NRHN conference in Kalgoorlie WA in August 1995. They had so many ideas and were keen to get the club up and running for 1996. Two significant themes to emerge from the conference were the need to develop a national rural network to link clubs around Australia and to develop a multidisciplinary approach to rural health care.

1.3 Objectives

1.3.1 To act as a unifying force amongst its members with common interests and goals.

1.3.2 To promote early and meaningful exposure to rural practice and lifestyle

1.3.3 To promote the positive aspects of a career in rural practice

1.3.4 To promote exchange of ideas as well as social exchange with students from other university rural clubs via the NRHN (National Rural Health Network).

1.3.5 To promote, within the Faculty of Health Science and to the general public the issues affecting Rural Health.

1.3.6 To support students from rural backgrounds studying within the fields of medicine, nursing, pharmacy and allied health.

1.3.7 To organise social functions, discussion groups, guest speakers, camps and practical clinical skills sessions.

1.3.8 To develop a multidisciplinary approach to rural health and encourage membership of students from other allied health fields.

1.3.9 To liaise with pre-existing rural interest groups and provide student representation at their meetings when appropriate.

1.3.10 To promote Aboriginal and Torres Strait Islander health and cultural issues and support students of Aboriginal and Torres Strait Islander origin studying in the fields of medicine, pharmacy, nursing and allied health.

1.3.11 to assist the University with promoting of rural health career options to rural high school students

1.4 Membership

Membership is open to all Union members upon payment of the prescribed subscription fee, as determined by the Committee at the end of year handover.

1.4 Associate Membership

Associate membership is open to all undergraduate (non-union members) and postgraduates in the medical and allied health professions upon payment of the prescribed fee (\$22.00). Associate members shall have the same privileges as full members, except the privilege of holding office in the club.

2.0 The Executive and General Committee

2.1 The entire management of the club shall be departed to the Executive and General Committee of full financial members. These members shall be:

2.1.1 The Executive Committee

- (a) The President
- (b) The Vice-President
- (c) The Secretary
- (d) The Treasurer
- (e) National Rural Health Network (NRHN) Senior Representative

2.1.2 The General Committee

- (a) The Aboriginal and Torres Strait Islander (ATSI) Representative
- (b) The Nursing/Newnham Representative
- (c) The Pharmacy Representative
- (d) The Rural Clinical School (Burnie) Representative
- (e) The Rural High Schools Visits (RHSV) Representative
- (f) The Tasmania University Union Societies Representative
- (g) The Publications and Media Representative
- (h) The Launceston Representative
- (i) The NRHN Junior Representative

(j) The Scholarships Representative

2.2 For Medicine, Nursing and Pharmacy years not represented in the Committee will have a member nominated as a contact but will not be part of the Committee.

2.3 All General Committee positions may be held by one or two members in any given year.

2.4 The NHRN Senior Representative must have held the NRHN Junior Representative or a Rustica Executive position for a period of time.

2.5 A Graduate Assistance and Partnership Program Representative will be appointed by the Executive but will not be part of the executive.

2.6 Unless absolutely necessary members may only hold one position in the Committee at any given time.

2.7 Duties and Powers of the Executive and General Committee as a whole: In the absence of a general meeting the executive shall be responsible for the general running of the club. All decisions of the Committee, which relate to the club, must be ratified by a general meeting of the club.

2.8 Duties and Powers of each Executive Committee member:

- (a) The President: In the absence of a general meeting and an executive meeting, the President shall have the full executive powers of the club. All decisions made by the President that relate to the club, must be ratified by a general meeting of the club. Shall also:
 - a. Chair meetings, ensure that all discussion is constructive; all views are being heard and promote a team environment
 - b. Organise and attend other meetings as required e.g. with the University Department of Rural Health (UDRH), or with outside professional organizations.
 - c. Oversee all activities and events being planned and run by the group, identifying any problem areas.
 - d. Assists other committee members where necessary.
- (b) The Vice-President: Shall exercise the duties and powers of the President in the latter's absence. Primarily involves the co-ordination of all Rustica social and academic activities.
- (c) The Secretary: Responsible for keeping records of all the club proceedings, conduct all club correspondence and give due notice of all meetings.
 - a. Prepare agendas for each meeting and make them available to attendees beforehand.
 - b. Take minutes of each meeting, recording discussion and decision made.
 - c. Ensure correspondence is attended to and recorded. This will involve referring letters on to other committee members.

- (d) The Treasurer: Shall handle and keep a record of all club finances. They shall present a financial report whenever required by the club. They shall do this at least one time each semester.
 - a. Liaise with committee members with regard to planned activities and economic needs.
 - b. Produce a budget for the year.
 - c. Produce the necessary documents for auditing purposes.
 - d. Balance books and keep receipts to account for expenditure.
 - e. Maintain a system for petty cash.
 - f. Seek new funding sources and sponsorships.

- (e) The NRHN Senior Representative: Responsible primarily for liaising with the NRHN.
 - a. Attend network teleconferences and report back to the committee.
 - b. Represent the club in any voting or issue requiring comment.
 - c. Produce club activity reports for the network.
 - d. Keep the club executive informed of network aims and objectives.

2.9 Duties and powers of each of the General Committee Member.

(a) The ATSI Representative

- a. Shall be responsible in increasing awareness of ATSI health issues to the committee and the general membership.
- b. Involvement in the promotion and development of Indigenous Health and cultural awareness content to the general student population and as core curriculum in all tertiary health courses.
- c. Liaison with appropriate representative bodies involved in ATSI Issues.
- d. Making the Committee aware of activities that provide ongoing support of ATSI students throughout the duration of their degrees.

(b) The Nursing/Newnham Representative

- a. Shall be responsible for liaising with the Committee on Nursing activities in Newnham and throughout the state.
- b. Shall liaise with the Launceston representative(s) in organising events and activities in the North of the state.
- c. Shall chair a sub-committee based in Newnham for the development and initiation of activities and events that affect Nursing students.
- d. Shall promote Nursing as an option to High School Students in activities such as Rural High Schools Visits.
- e. Provide the Committee with budget proposals and reports of events and activities held in Newnham.

(c) The Pharmacy Representative

- a. Shall be responsible for liaising with the Committee on Pharmacy activities in Sandy Bay and throughout the state.
- b. Shall liaise with the Tasmania Association of Pharmacy Students (TAPS) in organising and running of activities and events that affect Pharmacy students.
- c. Shall promote Pharmacy as an option to High School Students in activities such as Rural High Schools Visits.
- d. Provide the Committee with budget proposals and reports of events and activities held for Pharmacy students.

- (d) The Rural Clinical School (Burnie) Representative
 - a. Shall be responsible for liaising with the Committee on club activities in the Rural Clinical School.
 - b. Shall liaise with the Rural Clinical School on behalf of the club
 - c. Shall provide an activities and budget proposal for the year.
 - d. Shall chair a sub-committee based in Burnie for the development and initiation of activities and events that affect health students in the Rural Clinical School.
 - e. Shall promote health careers as an option to High School Students in activities such as Rural High Schools Visits.
 - f. Provide the Committee with budget proposals and reports of events and activities held in the North-West.

- (e) The Rural High Schools Visits (RHSV) Representative
 - a. Shall co-ordinate the RHSVs for Tasmania on behalf of the club
 - b. Shall liaise with the Committee regarding the planning and running of RHSVs around the state.
 - c. Shall liaise with the UDRH regarding the RHSVs.
 - d. Shall co-ordinate, liaise and assist where possible with organizer of Career's Health Camps, University Open Days and other events and activities aimed at promoting careers in rural health to high school students.
 - e. Shall liaise with the RHSV representative on the NRHN Council; as well promote a network with other RHSV representatives from other rural health clubs.
 - f. Shall collate data and reports relating to the above stated events.

- (f) The Tasmania University Union (TUU) Societies Representative
 - a. Shall represent Rustica on the TUU Societies Council at the council meetings and advocate on the club's behalf.
 - b. Shall liaise with the Committee on issues pertaining to the TUU.
 - c. Shall work with the Treasurer to prepare documents required for the annual audit.
 - d. Shall help co-ordinate the club's stall at the Clubs and Society's Day.
 - e. Shall liaise with the Treasurer in obtaining appropriate funding from the TUU.

- (g) The Publications and Media Representative
 - a. Shall produce at least two issues of the Rambler, the club's newsletter, per year.
 - b. Shall produce a report to be included in Centaur the Tasmania University Medical Students Society's (TUMSS) annual magazine.
 - c. Shall co-ordinate the promotion of the club through the maintenance of:
 - i. Posters and advertisements for events and activities.
 - ii. Advertising in the TUU's "The Bull".
 - iii. Working with the Secretary and Administrator, shall provide e-mail announcements about events and activities.
 - d. Shall co-ordinate production of display posters to be used at conferences to promote the club.

- e. Shall work with the Executive in producing media releases when required.
- (h) The Launceston Representative
- a. Shall represent Medical students in years 5 and 6 based at the Launceston General Hospital
 - b. Shall liaise with the Nursing representative(s) in organising events and activities in the North of the state.
 - c. Shall be responsible for liaising with the Committee on club activities in Launceston.
 - d. Shall liaise with the Launceston General Hospital on behalf of the club.
 - e. Shall provide an activities and budget proposal for the year.
 - f. Shall chair a sub-committee based in Launceston for the development and initiation of activities and events that affect health students in Launceston.
 - g. Shall promote health careers as an option to High School Students in activities such as Rural High Schools Visits.
 - h. Provide the Committee with budget proposals and reports of events and activities held in Launceston.
- (i) The NRHN Junior Representative
- a. Will work together with the NRHN Senior Representative in the Committee.
 - b. Shall be required to maintain correspondence with the NRHN Council along with the senior representative.
 - c. Shall help produce reports for NRHN meetings, teleconferences and newsletters.
 - d. Shall attend as many teleconferences as possible to get familiarised with the running of the NRHN.
 - e. The junior representative will assume the duties of the senior representative when they are unable to perform their duty.
- (j) The Scholarships Representative
- a. Shall promote, collate and distribute information regarding rural health and health science scholarships to members and committee
 - b. Shall keep Scholarships section of webpage updated and current
 - c. Shall create and maintain an active database of member Scholars, facilitate their interaction and provide support
 - d. Shall oversee the organisation and execution of the club's Scholarships Night

3.0 Meetings

3.1 Convening Meetings

(a) General Meetings: Monthly general meetings must be held in addition to other meetings of the Club. The dates for these meetings must be determined 2 weeks prior at the Executive's discretion and published on the website.

(b) Annual General Meetings: The Annual General Meeting of the Club shall be held in October. The Executive shall set a date, time and venue. The purpose of the Annual General Meeting shall be:

- i. To elect a new Executive and General Committee.
- ii. To issue the Club's financial records for the past 12 months.
- iii. To hear reports from each executive member.
- iv. To accept amendments to the Club's Constitution.

(c) Extra-Ordinary General Meetings: An extra-ordinary general meeting shall be deemed necessary on the request of no less than five (5) full financial members. This request shall be handed to the Secretary in writing, outlining the reasons for the request. The Secretary must call the meeting within twelve (12) days of receiving the request. At the meeting the only issue to be discussed shall be that/those topics to which the request refers.

3.2 Notice of Meetings

(a) General meetings: Notice shall be issued 2 weeks prior to meeting and distributed to all members via website and/or email. Changes to meeting times will require at least seven (7) days notification to the Secretary. The Secretary will then publish the new times at least five (5) days in advance.

(b) Annual General Meetings: Notice shall be given at least seven (7) clear days in advance. Notice shall be given through e-mails and/or posters placed in Clinical School and Medical Sciences buildings and other faculty notice boards as relevant.

(c) Extra-Ordinary Meeting: As per Clause 3.2 (b) Annual General Meetings.

3.3 Notice of Business

(a) General Meetings: Resolution must be handed to the Secretary (in writing) at least two (2) days before the meeting. With the consent of two-thirds of the voting members present at the meeting items can be raised without notice.

(b) Annual General Meetings: Members wishing to move any resolutions at the Annual General Meeting must hand the resolution to the secretary in writing, at least two (2) clear days before the meeting.

(c) Extra-Ordinary Meetings: As per Clause 3.3 (b) Annual General Meetings.

3.4 Voting

Every financial member present shall be entitled to one vote upon every voting matter. Only financial members shall be allowed to vote. No proxy votes shall be accepted for any purpose.

E-mail votes will be permitted for the election of the Executive and General Committee in the instances where members are unable to attend the meeting due to:

- (a) Members are at a rural placement.
- (b) Members are at a considerable distance from where the meeting is to take place.
- (c) Members are hindered by ill health.
- (d) A reason considered valid by the executive.

- (e) Closing time for email votes will be an hour before the start time of the AGM. All nominations must be received within two business days of the AGM, at which time they will be made available for email voting. Positions with no nominations at this time may still receive nominations until the AGM.

3.5 Quorum

The quorum at all general meetings shall be two thirds (2/3) of the club Committee.

3.6 Subscriptions

The annual subscription shall be set no later than at the end of year handover. A general meeting shall ratify the discussion.

3.7 Expulsion of Members

The Executive and General Committee shall have the power, subject to Clause 3.5 and 6.2, to expel any member from the club for misconduct of a nature opposed to the interests, reputation and objects of the club.

3.8 Regulations

The Executive shall have the power to make such rules and regulations pertaining to the conduct of members of the club, as it shall from time to time deem necessary.

4.0 Powers of the Club

4.1 Censure Motions

The Club in a general meeting shall have the power to pass a resolution censuring the Executive and General Committee.

4.2 No Confidence Motions

The Club in a general meeting shall have the power to pass a resolution of No Confidence in the Executive and General Committee. A majority of the financial members must be present to enact this clause.

4.3 Committee Decisions

The Club in a general meeting shall have the power to overrule any decision of the Executive and General Committee. A majority of the financial members must be present to enact this clause.

5.0 Financial Provisions

5.1 Bankers

The bankers of the Club shall be the Commonwealth Savings Bank of Australia, University Branch. Two of the Treasurer, President or one other nominated executive member excluding the NRHN Senior Representative shall sign all cheques.

6.0 Miscellaneous Provisions

6.1 Amendments

These rules may be added to, repeated or amended by resolution at an Annual General Meeting. If the amendment entails the annulment of pre-existing rule the amendment must be passed by two thirds of the financial members present, otherwise the majority shall be one half.

6.2 Sub-Committee

The Executive Committee shall have the power to appoint such sub-committees for any purpose, as it shall decide from time to time. The president shall be ex-officio a member of all such sub-committees. Sub-committee resolutions must be ratified by a general meeting.

6.3 Problems and Complaints Resolution

Any dispute or complaints arising within the club will be dealt with in an expedient manner. There will be an attempt to settle any dispute in an informal setting prior to moving to more formal mechanisms, as outlined below.

The formal procedures for problems/dispute resolutions are:

- a. The party claiming that there is a dispute will send to the other a notice setting out the nature of the dispute. A copy of this notice will be given to the President, who will act as mediator. If the president is involved in the dispute then notification will be given to another member of the Executive Committee;
- b. The parties will try to resolve the dispute by direct negotiation at a meeting to be called for by the mediator. Both parties will receive at least five (5) days notification for this meeting. The meeting will include, where appropriate, referral of the matter to persons who may have authority to intervene and direct some form of resolution.

6.4 Employment of an Administrator

The executive committee shall have the power to employ an Administrator to assist with the daily running of the club from the Hobart office.

6.4.1 The terms of employment are: casual contract position.

6.4.2 Contract: The Executive shall set the terms of the contract 3 weeks prior to the employee's commencement of duties. Both employee and Executive committee will have the opportunity to read and negotiate the terms of the contract for 1 week from this time. These are to include set procedures relevant to:

- Supervision/Reporting Officer(s)
- Probation Period
- Citizenship and Tax File Number
- Salary and payment procedures
- Tax and Superannuation
- Termination procedures
- Working hours and conditions

The employee and President, Vice President and Treasurer (representing Rustica) will sign the contract at least 1 week prior to commencement of duties. The contract is offered every year for the period of the University's academic year (26 weeks).

6.4.3 The duties to be performed by the Administrator are to be set by the Executive and included with the contract. Duties will change through the course of the year and the Executive reserves the right to change duties accordingly.