
Strategic Plan 2016–2020

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Introduction

Positive Life New South Wales (NSW) is the public face and voice of all people living with HIV (PLHIV) in NSW. We're a peer-based agency that makes a significant contribution to and positive impact across the spectrum of health and social issues on behalf of PLHIV. Positive Life collaborates with HIV specialist and mainstream organisations to improve the health and quality of life of PLHIV. We do this through evidence based health promotion, policy advice and peer support.

Vision

For all PLHIV to be empowered agents attaining optimal health, quality of life and free from the impacts of stigma and discrimination and for all people in NSW to be free of HIV infection acquisition.

Mission

Positive Life is the state-wide peer based agency that speaks for and on behalf of PLHIV in NSW. We provide health information, advice and leadership to improve the health and advance the human rights and quality of life of PLHIV in NSW.

Principles

- The Universal Declaration of Human Rights (1948)
- The Denver Principles (1983)
- The Ottawa Charter for Health Promotion (1986)
- The Meaningful Involvement of People Living with HIV and AIDS (MIPA) Declaration (2010), which evolved from
- The Greater Involvement of People Living with HIV and AIDS (GIPA) Declaration (1994)
- The United Nations General Assembly Declaration of Commitment on HIV (2001)
- The NAPWHA Declaration of Rights (1995).

Objectives

- Empower and inform PLHIV in NSW through the provision of information, referral and advice on all relevant issues associated with HIV and in particular, information concerning treatment of HIV infection and related conditions.
- Advocate on behalf of PLHIV and lobby relevant community groups, governments and other organisations about the needs of PLHIV and areas of concern, ensuring PLHIV have equitable access to the best possible care, support and treatment services in NSW.
- Positively represent PLHIV to eliminate prejudice, stigma and discrimination.
- Work closely with the HIV and the broader infectious diseases health sectors and other relevant organisations in the pursuit of these objectives.

Goal

- Lead the peer-based HIV health policy response in NSW, ensuring PLHIV are central and participatory in policy design, analysis and representation.
- Produce best practice peer-based HIV health promotion improving and maintaining PLHIV health literacy and numeracy and the ability to manage HIV and other chronic and complex health conditions and prevent HIV and STI transmission.
- Deliver evidence-based peer support activities that reflect the principles of self-empowerment, social justice and meaningful engagement, so that PLHIV maximise health, resilience and quality of life.
- Provide leadership and training, and awareness raising about the lived diversity of all PLHIV in NSW.

Health Promotion / Education

Produce best practice peer-based HIV health promotion improving and maintaining PLHIV health literacy and numeracy and the ability to manage HIV and other chronic and complex health conditions and prevent HIV and STI transmission.

Activity

Result

Produce peer-based health promotion to increase the capacity of PLHIV to make informed decisions about the health and prevention benefits of condom use, HIV treatments, and HIV testing and improve health and reduce rates of HIV and STI transmission, late diagnosis and HIV disease progression.

Support the role PLHIV play in onward HIV and STI transmission and develop community education that informs PLHIV about:

- the individual health benefits and reduced transmission risk provided by cART (combination antiretroviral therapy) and viral suppressio.
- immediate HIV treatment commencement and the longer term health and prevention benefits
- medication access through community and hospital pharmacies
- reinforcing harm minimisation strategies including vaccinations and diagnoses of other chronic health conditions, and knowing your HIV and other infectious disease status through testing, treatment adherence and viral load monitoring
- reinforcing the health and transmission risks associated with late HIV and STI diagnoses.

Continue to be the leading representative voice of PLHIV in NSW, and raise community awareness about the impacts of stigma and discrimination on PLHIV.

- Develop the capacity of the PSB to provide presentations to a wider range of audiences and environments and create a contemporary awareness of the diverse lived experiences of PLHIV.
- Support the PSB to educate the community about the positive impacts of cART on health and transmission and the negative impacts of HIV associated stigma and discrimination.

Produce peer-based health promotion to more effectively address the needs of PLHIV from Aboriginal and Torres Strait Islander backgrounds and culturally and linguistically diverse (CALD) backgrounds and marginalised populations, including PLHIV from rural and regional NSW and PLHIV who are trans and gender diverse.

- Produce peer-based health promotion that is culturally appropriate and meets the needs of Aboriginal and Torres Strait Islanders, people from CALD backgrounds, and PLHIV from marginalised populations.
- Produce health promotion messages and themes that reflect the shared and differing needs of priority populations including gay men, men who have sex with men (MSM) groups, heterosexual men and women, people from Aboriginal and Torres Strait Islander backgrounds and CALD communities, trans and gender diverse populations, people in custodial settings, people who inject drugs, sex workers and PLHIV who are ageing, experiencing co-morbidities and /or living in rural and regional areas.

Activity**Result**

Enhance the capacity of PLHIV who are ageing and living with multiple chronic health conditions to improve their health and quality of life.

- Develop peer-based health promotion to enable ageing PLHIV with multi-morbidities to make informed decisions about health management, health care access and care coordination / integration to improve their physical and mental health and quality of life.
- Develop a service navigation model that addresses the service, information and navigational needs of PLHIV to improve aged care service access and utilisation.

Enhance and maintain a digital communications and social media presence through the provision of health promotion information to PLHIV.

- Create an ongoing dialogue with and for PLHIV that contributes to levels of community awareness related to living with HIV and the PLHIV lived experience.

Develop, implement and evaluate health promotion activities that improve health-related and quality of life outcomes for PLHIV.

- Support new peer-based community development activities piloted to address HIV stigma and discrimination and improve health and social outcomes for PLHIV.
- Support the health outcomes of immediate START to treatment study for all newly diagnosed PLHIV.

Improve health promotion and health literacy and numeracy activities, ensuring they are evidence based and align with the needs of PLHIV.

- Provide health promotion activities that reflect the diverse information and support needs of PLHIV and measure these through an evaluation process.
 - Promote the benefits of Treatment as Prevention (TasP) for PLHIV through its role as a prevention method alongside condoms, Pre-Exposure Prophylaxis (PrEP) and Post-Exposure Prophylaxis (PEP) and its role in improving the health and wellbeing outcomes for PLHIV.
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Peer Support (Service Delivery)

Deliver evidence-based peer support activities that reflect the principles of self-empowerment, social justice and meaningful engagement, so that PLHIV maximise health, resilience and quality of life.

Activity	Result
Provide peer support activities with PLHIV to promote treatment uptake, adherence and retention in care and reduce people lost to follow-up and care.	Develop new and innovative peer support activities that empower and support PLHIV to better manage their health. Activities to have an emphasis on immediate cART initiation, regular testing for STIs/BBVs, and information around the importance of smoking cessation, cancer prevention, exercise, diet and nutrition, the management of mental health conditions, and chronic health conditions associated with ageing.
Develop, implement and evaluate peer support groups that inform, support and empower PLHIV to improve their health and quality of life and prevent the transmission of HIV, other blood borne viruses, STIs and the impacts of stigma and discrimination.	<p>Provide peer support groups that empower PLHIV, sustain and strengthen health, increase social connectedness and reduce loneliness / social isolation:</p> <ul style="list-style-type: none"> • Partner with sector allies to produce workshops to inform and empower people newly diagnosed with HIV • Provide a diverse range of social opportunities for peer connection and information sharing, focused on supporting marginalised individuals and communities of PLHIV in NSW • Participate in community events and festivals to provide a personal experience in raising the awareness of HIV in the general community. <p>Community Outreach to engage, consult, educate and provide health promotion, social connection and identify emerging PLHIV support and service issues through forums, discussion and focus groups. These will have an emphasis on but not be limited to ensuring access and participation to those living in rural, regional and remote areas of NSW:</p> <ul style="list-style-type: none"> • PLHIV Suicide Prevention to increase awareness of PLHIV direct and indirect suicide risk and prevention.
Develop, implement and evaluate peer-led pilot support programs that respond to social determinants of health and improve the health, quality of life and self-agency of PLHIV.	<ul style="list-style-type: none"> • Continue to support HIV Work Ready to increase meaningful PLHIV participation in paid and unpaid work and provide vocational training, mentoring and peer support • Continue to develop HIV Housing Support to provide peer support to PLHIV who need assistance to avert homelessness and apply for and achieve stable housing • Initiate the pilot of the Peer Navigation Program to provide peer support to PLHIV to address their needs and guide, refer, educate and connect PLHIV to systems of care.

Activity**Result**

Develop, implement and evaluate a peer support model to assist newly diagnosed PLHIV to effectively communicate with sexual contacts and partners.

The peer-led partner notification interventions will increase HIV testing amongst the sexual and drug using contacts of people newly diagnosed with HIV or an STI and provide information and resources to support partner notification and reduce the risk of onward transmission of HIV, HCV and STIs.

Support opportunities for PLHIV to engage in meaningful leadership development activities and sustain and enhance involvement by PLHIV in HIV response activities and initiatives.

All PLHIV in NSW are encouraged to explore their potential and are provided with opportunities to develop skills and engage in and contribute to advocacy, representation, research, program development, implementation, evaluation and governance activities.

Ensure that peer support initiatives are evidence based and align with the needs of PLHIV and reflect the principles of self-empowerment, self-determination, social justice and meaningful engagement.

Evaluate and improve peer-support programs and activities to reflect effectiveness, relevance and cultural appropriateness, and identify any areas that need improvements.

Emerging and strategic issues identified in peer support programs and initiatives are documented and incorporated in quality improvement initiatives, and annual program and service planning and development.

Provide consumer consultation and engagement reports that identify issues, and are utilised in annual program review and planning processes to inform alignment of program planning priorities with the needs of PLHIV.

HIV / Health Policy

Lead the peer-based advice on health policy in NSW, ensuring PLHIV are central and participatory in health policy design, analysis and representation.

Activity	Result
<p>Contribute to and provide leadership and advice on the development, implementation and evaluation of policies, services and initiatives that address the health and social needs of all PLHIV.</p>	<ul style="list-style-type: none"> • Initiate policy advice and responses aimed at improving the health, quality of life and service equity of PLHIV and reducing stigma and discrimination. • Contribute to submissions and responses by partners that inform the health and quality of life needs of PLHIV. • Communicate with PLHIV, agency partners and service providers on advice, representation and advocacy outcomes. • Contribute to the work of PozAction, aimed at improving the health and quality of life of Australian PLHIV.
<p>Provide advocacy, analysis, advice and representative views developed through published and agency driven research, PLHIV engagement and consultation and from HIV service providers / partners.</p>	<ul style="list-style-type: none"> • Conduct consumer and community centred research with PLHIV and identify emerging needs and priority issues for action. • Conduct face-to-face engagement and consultations with PLHIV and HIV services partners that identify and respond to emerging issues. • Provide analysis of research findings and service delivery data and produce reports and submissions that identify and responds to emerging issues.
<p>Represent PLHIV on relevant government, non-government and private committees and establish new partnerships.</p>	<p>Actively participate in and contribute to government, non-government and privately convened committees to improve the health and quality of life needs of PLHIV.</p>
<p>Monitor advice, advocacy and representation, to ensure we improve the effectiveness and efficiency of activities and initiatives.</p>	<p>Analyse and review the efficiency and effectiveness of advice and advocacy activities through an evaluation process.</p>

Capacity Building

Provide leadership, training and awareness raising about the needs and lived diversity of PLHIV in NSW.

Activity

Result

Develop the capacity of positive speakers through the provision of media and public speaking training, so speakers can confidently and competently deliver presentations that engage and raise awareness about the contemporary lived experience of PLHIV, and highlight the harmful impacts of stigma and discrimination.

- Continue to conduct a PSB training and support program for positive speakers to improve their skills, update their knowledge on HIV related issues, and allow them to adapt their content to the needs of their audience.
- Enable the PSB to actively engage and create networks with the wider community to facilitate opportunities for positive speakers to reach broader audiences and educate the general community about the contemporary lived experience of PLHIV, and the impact of cART and TasP on health outcomes and transmission risk.

Develop the competencies of staff to increase their capacity to deliver activities and programs that meet the health and support needs of PLHIV.

Provide a range of training opportunities to enhance the staff's knowledge and skill sets and strengthen their capabilities to meet the objectives of the agency and needs of PLHIV.

Maintain Board governance competence so the agency can meet its compliance requirements, and provide strategic stewardship on behalf of PLHIV throughout NSW.

- Conduct annual induction training for the Board, covering Board governance, Executive and Director responsibilities, policy development and legal and financial compliance obligations. Additionally, conduct an annual Board and Staff Planning Day to generate synergy and cohesion across the agency.
- Conduct yearly Board self-evaluation to assess Board competency and skills development supplementation.

Develop and maintain the capacity of volunteers to have meaningful and satisfying involvement in the agency's initiatives and activities.

Institute a volunteer training program that provides varied opportunities to existing and new volunteers around participation, and increases the individual capacity of volunteers to meaningfully engage with the agency.

Successfully achieve a process of continuous quality improvement and accreditation.

- Maintain QIC Accreditation status.
- Audit Financial Statements in accordance with Australian Accounting Standards.
- Submit audited Annual Financial Statements to the NSW Department of Fair Trading.
- Provide declarations where appropriate against the Charitable Fundraising Act 1991.
- Continue to provide a supportive, consistent and objective accreditation process and strive to excel in all areas of compliance standards.

Activity**Result**

Partner with Local Health Districts, professional medical organisations, ACON and other non-governmental organisations (NGOs) to promote policies and deliver education and services that combat and reduce stigma and discrimination.

Continue to further partnerships with the Ministry of Health, Local Health Districts HIV and Related Programs Units, the National Association of People Living with HIV Australia (NAPWHA), the Australian Federation of AIDS Organisations (AFAO), Multicultural HIV and Hepatitis Service (MHAHS), ACON, Pozhet, the Bobby Goldsmith Foundation (BGF), Hepatitis NSW, the HIV/AIDS Legal Centre (HALC), the Sex Workers Outreach Project (SWOP), the Australasian Society of HIV Medicine (ASHM) and the Kirby Institute to actively engage and collaborate on work that aims to promote policies and deliver education that reduce stigma and discrimination for all PLHIV.

Develop the capacity of health care providers and other relevant services to provide information, support and referral to treatment, care and peer support services, that ensure PLHIV are followed up and effectively retained in care so their health and support needs are effectively met.

Continue to partner with Local Health Districts, the Agency for Clinical Innovation (ACI), ASHM, the New South Wales Sexually Transmitted Infections Programs Unit (STIPU) and MHAHS to identify and resolve barriers to engagement and retention in care, and enable PLHIV to access appropriate high quality and timely specialist and mainstream health and support services.

Identify ways to improve the relationships between public health policy, criminal sanctions and anti-discrimination laws to achieve an environment that supports safe practices, provides safeguards against discrimination, and protects public health and the rights of PLHIV.

Continue to engage and partner with key stakeholders, such as the Ministry of Health, the Attorney General NSW, the Health Care Complaints Commission, MHAHS, HALC, NAPWHA, AFAO and ACON to have criminal law, anti-discrimination and public health legislation and policy amended or repealed, so the negative impacts of stigma, discrimination and criminalisation for PLHIV are addressed or reduced.

Continue to analyse and monitor the effectiveness of capacity building activities and initiatives.

Ensure that capacity building activities continue to meet the ongoing and emerging health and support needs of PLHIV through an evaluation process.

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PositiveLifeNSW
the voice of people with HIV since 1988