



ANNUAL REPORT 2015-2016

2015-2016

FAMILY PLANNING TASMANIA

The State's leader
in reproductive and
sexual health

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We wish to acknowledge and thank our supporters and partners:



City of **HOBART**



The images on the front and back cover and throughout this report are the work of Jillian Mundy as part of the Aboriginal Teenage Reproductive and Sexual Health project. In total twenty images representing Aboriginal people and communities from all three corners of the state were commissioned. These images hang as a welcome to the Tasmanian community in Family Planning Tasmania clinics state-wide. They serve to remind us of the traditional custodians of the land and their ongoing connection with country through their traditions and elders past and present. The image used on the front cover of this report depicts the word 'Pulingina' which means 'welcome' in the local Aboriginal language.

Chair's Report

Family Planning Tasmania's vision is that every Tasmanian has access to information, education and services to support their reproductive and sexual health.

This year our expert and experienced Staff have continued to demonstrate their commitment and passion as they work towards this vision, providing quality clinical and education services across Tasmania.

Notable achievements during 2015-2016 include:

- An operating surplus of \$170,307 which improves our financial sustainability following operating losses in previous years;
- Recruitment of a new Chief Executive Officer and implementation of a new management structure that reflects our state-wide presence;
- Nearly 12,000 clients visits at our clinics;
- Successful delivery of the General Practice and Chlamydia Education Project;
- Commenced implementation of recommendations from *The Growing Up Program Review*, including mapping content to the Australian Curriculum;
- Delivery of age appropriate education with approximately 9,000 primary, secondary and college students;
- Delivering on the outcomes and KPIs in the SafeLanding funding agreement, including the development of our Relationships and Sexuality Education Portal; and
- Advocating for respectful relationships education as part of primary prevention strategies against family and domestic violence.

We have improved organisational sustainability through a range of initiatives including:

- Forming a new Strategic Plan for 2016-2019;
- Developing Family Planning Tasmania's *Human Resources Framework, Health Promotion and Advocacy Framework and Information Technology Strategy*; and
- Making a \$100,000 principal repayment of the Family Planning Welfare Association loan.

The volunteer Board continued to be very active during the year, particularly via the following committees:

- Finance, Audit and Risk Management (FARM) Committee;
- Medical Advisory Group (MAG);
- Remuneration and Nominations (Rem & Nom) Committee; and
- Education, Training and Health Promotion (ETHP) Committee.

These committees enable Board Members to apply their expert strategic and governance skills to improve the efficiency and effectiveness of our programs and services. For example:

- The FARM Committee worked with the Management Team to prepare Family Planning Tasmania's *Information Technology Strategy*;
- The MAG consulted with our Senior Medical Officer on advocating for equitable access to termination of pregnancy services including preparation of a revised position statement;
- The Rem & Nom Committee completed a Board Members' skills audit and identified professional development opportunities for the Board; and
- The ETHP Committee worked with the ETHP Manager to identify and prioritise strategic directions including our Relationships and Sexuality Education Portal.

During the year we farewelled Ruth Kearon and Antonia Kent and I would like to thank them for their contribution to Family Planning Tasmania over the years. We have recently welcomed new Board Member Brent Feike who brings significant information technology and project management skills to our skills-based Board.

I would like to thank Staff and fellow Board Members for their contributions and dedication to Family Planning Tasmania over the last 12 months.

Nick Abbott
Chair, Family Planning Tasmania



Chief Executive Officer's Report

Family Planning Tasmania continues to lead programs, services and advocate reforms that foster respectful relationships and improve the reproductive and sexual health of all Tasmanians.

I would like to take this opportunity to thank Staff and the Board for welcoming me to the organisation. I am looking forward to working together in the coming years to build organisational capacity and deliver excellent outcomes for all Tasmanians as outlined in the Strategic Plan.

Highlights for the year include:

- A 4% increase in our clinic occasions of service with 83% of clients from our priority populations;
- Formulation of the Family Planning Tasmania strategic plan in consultation with Staff, Board and the community;
- Improvement of management structures and systems;
- Re-negotiation of the organisation's *Enterprise Agreement 2015*;
- A Ministerial launch of Family Planning Tasmania's Relationships and Sexuality Education Portal and bringing the Growing Up Program (GUP) in-house;
- Refinement of our health promotion and advocacy approaches;
- Co-chairing the Tasmanian Sexual and Reproductive Health Collaborative Group; and
- Continued representation in national forums as a non-executive director of the Family Planning Alliance Australia.

Our Services

Postcode data shows that nearly half of our services are delivered to clients living in areas in the two lowest Socio-Economic Indexes for Areas (SEIFA) quintiles. This means a large proportion of our services are delivered to those community members who are in need. Family Planning Tasmania prioritises the following population groups:

- Young people;
- Aboriginal people;
- Low income people;
- Culturally and linguistically diverse people; and
- People with a disability.

Staff continue to refine our clinical and education services through continuous improvement practices as evidenced in state-wide clinical meetings, education meetings, client

feedback processes and the recent Department of Health and Human Services service audit.

Our People

Our 50 Staff have worked untiringly in delivering a range of complex sexual and reproductive health outcomes as the states' leader in this area.

In order to sustain the needs of Family Planning Tasmania into the future a new management structure was implemented. The Services Manager role was created with increased responsibilities for IT, workplace health and safety, human resources compliance and financial sustainability. The Senior Medical Officer was appointed to the management team and two clinic practice management roles, north and south with increased responsibilities for health promotion and Staff supervision were implemented. I commend the management team for their work in support of clients and Staff.

Family Planning Tasmania's Staff are highly skilled and committed to achieving the community outcomes described in our *Strategic Plan 2016-2019*. Each of them uphold our organisational values and aspirations.

Our Resources

Family Planning Tasmania continues to operate from a sound financial position and is fortunate to generate fee-for-service income to increase the reach and scope of our practice. In the coming year we will deliver our *IT Strategy* to equip us with better data to inform research and provide evidence to guide our practice.

To maintain our leadership in sexual and reproductive health in Tasmania we continue to strengthen our working relationships with other organisations and to build our professional networks. We continue to have a very strong working relationship with our primary funder, the Department of Health and Human Services and have negotiated a new three year core services agreement. I am very grateful to the people in Public Health Services for their guidance and support.

Cedric Manen
Chief Executive Officer, Family Planning Tasmania



Strategic Plan 2016-2019

This year Family Planning Tasmania consulted broadly to develop our *Strategic Plan 2016-2019*, including new Vision and Mission statements; priority Community Outcomes; an explicit Delivery Structure; our Values; and Strategic Enablers for our people, resources and services.

Our **VISION** - Every Tasmanian has access to information, education and services to support their reproductive and sexual health

Our **MISSION** – To lead programs, services and advocate reforms that will foster respectful relationships and improve the reproductive and sexual health of Tasmanians

We deliver **COMMUNITY OUTCOMES** *that*

- Increase access to a full, safe and effective range of reproductive and contraceptive options
- Reduce rates of unplanned teenage pregnancy
- Reduce rates of sexually transmitted infections
- Increase age-appropriate reproductive and sexual health literacy
- Increase access to information, training and education to support respectful relationships
- Improve health promotion and advocacy that benefit relationships, and the reproductive and sexual health of Tasmanians

Our **DELIVERY STRUCTURE** *includes a focus on*

Clinics

Education and training

Health promotion and
advocacy

Management and
governance

Our **VALUES** *are demonstrated through*

Excellence

Equity and equality

Integrity

Collegiality

Our **STRATEGIC ENABLERS** *include*

People:

- Human resources framework that empowers and develops Staff
- Community engagement and health promotion built on consultation
- Service culture of excellence and innovation based on practice and evidence

Resources:

- Asset management that supports sustainable services
- Information technology that supports knowledge management, research and best practice
- Financial resources that enable reinvestment in programs and services to build long-term sustainability

Services:

- Expertise and reach of clinical and educational services
- Community empowerment through education, information and advocacy
- Partnerships that achieve our vision and mission

Our Board

Nick Abbott (Chair)

Nick joined the Board in 2011. He is General Manager of Page Seager Lawyers and has a strong background in finance, risk management and governance. Nick's previous experience is as a Chief Financial Officer and Company Secretary of a Tasmanian ASX company. Nick is a graduate of the Australian Institute of Company Directors and a member of Chartered Accountants Australia and New Zealand.

Pauline Camm (Deputy Chair)

Pauline joined the Board in 2011 and is Chair of the Remuneration and Nomination Committee. Pauline has her own company in the area of strategic people management and has wide-ranging consulting and teaching experience across a range of sectors and age groups.

Colin Allen (Deputy Chair)

Colin joined the Board in 2012 and is Chair of the Finance, Audit & Risk Management Committee. Colin is founding director of his own company providing consulting services in general business development, encompassing strategic development, marketing, operations, finances and risk. He has a Bachelor of Business (B.Bus), is a Fellow of the Australian Institute of Company Directors (FAICD) and Member of the Institute of Management Consultants (MIMC) and Australian Institute of Management (MIAM).

Lea Symonds

Lea joined the Board in 2012 and is Chair of the Education, Training and Health Promotion Committee. Lea has held senior roles in education and in the corporate sector with large financial institutions and specialist financial advisory services where she worked closely with RACGP, the AMA and the Association of Practice Managers. She recently retired as Australia-Pacific Chief Executive Officer of a global consulting company. Lea specialises in human resources and organisational development.

Joe Mullavey

Joe joined the Board in 2014. He is currently the Chair of the Medical Advisory Group and is on the Finance Audit & Risk Management Committee. Joe is a solicitor at Page Seager Lawyers. He was admitted as a legal practitioner in 2008 and practices primarily in dispute resolution with a focus on disputes concerning construction and infrastructure projects.

Bernadette Jago

Bernadette joined the Board in 2015 and is a member of the Remuneration & Nomination Committee. She brings with her a wealth of broad and senior level experience, having worked in the public and private sectors both nationally and internationally. Bernadette's other relevant experience relates to her role as the Director of Housing in Tasmania and senior ministerial posts.

Kathryn O'Keefe

Kathryn joined the Board in 2015 and is a member of the Education, Training and Health Promotion committee. She is Operations Manager at Common Ground Tasmania and has extensive experience in vocational education and training and project and business management. Kathryn has also established and operated two successful small businesses and has a Masters of Marketing.

Brent Feike

Brent joined the Board in 2016. He is Project Director at the Department of Treasury and Finance and has extensive experience in information systems development, information and communications technology infrastructure and project and knowledge management. More recently Brent held the position of Associate Director, Enterprise Services at the University of Tasmania.

"Over the years we've refined the skills-mix of our Board to ensure we appropriately lead Family Planning Tasmania towards a sustainable future", said Family Planning Tasmania Chair Nick Abbott.



Our Life Members

Jean Perkins	1975	Dr Helen Cutts	1993	Dr Pauline Carruthers	2002
Dr Valerie Davenport	1979	Helen Fotheringham	1994	Paul Duncombe	2004
Prof Colin Wendell-Smith AO	1981	Jan von See	1995	Helen Bird	2006
Sue Williams	1982	Nancy Jiracek	1996	Esme Murphy	2010
Dr Eric Cunningham-Dax	1985	Dr Graeme Riddoch	1996	Dr Christine Bush	2012
Pat Hewitt/Mavromatis	1985	Jo Crothers	1996	Virginia Thorold-Smith	2012
Jill Roberts	1986	Prue Lake	1997	Joan Dolbey	2013
Topsy Evans	1989	Nick Toonen OAM	2000	Professor Ian Lewis AO	2014
Jean Hearn	1992	Margot Kingston	2002	Julie Downie	2015

2015 Life Member Profile – Julie Downie

Julie Downie was awarded Life Membership in 2015 in recognition of her loyal service to the organisation. From 1985 to 2014 Julie was the dependable, warm and welcoming Receptionist at our southern clinic.

Over the years Julie saw the organisation grow and evolve as well as move from Federal Street in North Hobart to Midwood Street in New Town and finally to our current location in Glenorchy. Julie remembers some Staff were reticent about the move to Glenorchy – but Julie quickly realised the new clinic location attracted a higher proportion of vulnerable and disadvantaged clients and understood the community benefits.

Julie fondly remembers working at Family Planning Tasmania and particularly enjoyed welcoming new (and often anxious) clients to the service. Julie's caring and non-judgemental manner quickly put clients at ease. Julie welcomed and supported thousands of clients and gained enormous satisfaction knowing her caring and professional approach had a positive impact.

Over the years Julie worked with many doctors and nurses and all these people respect and admire Julie and the contribution she made to the organisation. Julie fondly recalls working with a number of "amazing and interesting employees who taught me a great deal and positively influenced me. These employees were caring and passionate about their jobs and all worked together as a team with mutual respect".

In Memory of Professor Colin Wendell-Smith

In December 2015 one of Family Planning Tasmania's founders Professor Colin Wendell-Smith passed away.

Colin's legacy is appropriately documented and acknowledged in *The History of Family Planning Tasmania* (by Paul Duncombe and Esme Murphy). Following is a modified extract from the book.

Colin Wendell-Smith was Professor of Anatomy at the University of Tasmania. As such, Colin not only knew the medical profession in Tasmania but had been resident in the state long enough to understand the inherently conservative reaction of Tasmanians to anything new - especially anything new that threatened established hierarchies. Colin practised as an obstetrician and gynaecologist between 1951 and 1955 in the UK, Malaya and Singapore before branching into the field of anatomy, always retaining a special interest in the gynaecological aspects of anatomy.

As state-based family planning associations were established in the late 1960s and early 1970s, the Family Planning Association of Australia performed a dual role: as a deliverer of services in NSW and as a national facilitating body for the state-based organisations. Colin was the Tasmanian representative on the national body and the driving force behind the establishment of accessible family planning services in Tasmania. Between 1972 and 1989 he was Australia's representative on the international body, the International Planned Parenthood Federation.

Colin was awarded an AO in the 1991 Australia Day Honours "for services to public health", a euphemism for family planning at that time.

At a glance

We conservatively estimate that we interacted and positively influenced the lives of over 20,000 Tasmanians during the year.



Number of clinic visits in 2015-2016



Number of doctors and nurses we trained in 2015-2016



Number of children attending the Growing Up Program in 2015-2016



Number of attendees of all relationships and sexuality education programs



For more information on our programs and services visit us at www.fpt.asn.au.



Like us on facebook at <https://www.facebook.com/familyplanningtas>.

At 30 June 2016 Family Planning Tasmania employed

50

People (or 16 full-time equivalents)



43

Service/Program delivery Staff



2

Administrators



5

Managers/ Executives

Number of hours invested in the Tasmanian community in 2015-2016

28,528

Staff at Family Planning Tasmania are highly experienced, skilled and trained in reproductive and sexual health and are experts in their field. Amongst our Staff are General Practitioners, Registered Nurses, Educators, Receptionists, Administrators and Managers/Executives.

Health Promotion & Advocacy

The recent development of our *Health Promotion and Advocacy Framework* highlights an approach founded on collaboration on key sexual and reproductive health messages. Our strategy identifies research and data as key priorities in strengthening the evidence base to improve the sexual and reproductive health of Tasmanians.

Sexual and Reproductive Health Collaborative Group

Family Planning Tasmania's Chief Executive Officer is co-chair of the Sexual and Reproductive Health Collaborative Group convened by Public Health Services from the Department of Health and Human Services. This Group is responsible for ensuring the *Tasmanian Sexual and Reproductive Health Strategic Framework* is implemented successfully. The 2017-2020 framework priorities have been a key point of discussion.

Family Planning Alliance Australia (FPAA)

We continue to provide leadership at state and national levels through collaborative partnerships with other family planning organisations. As a member of the FPAA, Family Planning Tasmania is leading education and advocacy in Tasmania for the use of Long Acting Reversible Contraception (LARC) and respectful relationships education. Through this forum we have made representations to the United Nations on Sustainable Development Goal 5 on gender equality and women's empowerment.

National Condom Day

This year Family Planning Tasmania received a Hobart City Council grant which supported delivery of youth-led community activities focussing on using barrier methods of contraception to reduce transmission of Sexually Transmitted Infections (STIs). A youth working group was established and worked with Family Planning Tasmania Educators to increase their knowledge about sexual and reproductive health. The working group chose to continue the popular theme 'Keep Calm and Use a Condom' and designed t-shirts for an event in Elizabeth Street Mall. The youth and Family Planning Tasmania Educators distributed STI screening information to approximately 200 people. The youth also conducted a survey to assess people's knowledge of sexual and reproductive health and provide information on the prevalence of STIs; protection against STIs; and accessing sexual and reproductive health services.

In addition, Family Planning Tasmania distributed 226 National Condom Day packs to education, health and youth organisations across the governmental and non-governmental sectors.



Long Acting Reversible Contraception (LARC)

Family Planning Tasmania provides active input as a member of the FPAA LARC Reference Group. Our expertise in reproductive and sexual health education, health promotion and clinical services provides us with an excellent evidence-based position from which to advocate for LARC as the most effective contraceptive method. LARC efficacy sheets in English and other languages have been made available as a result of recent collaborations.

Supporting Refugee Women

In response to a request from a community-based refugee advocacy and support group, Family Planning Tasmania's Senior Medical Officer ran an information session for approximately 30 recently-arrived refugee women. During that session information on all aspects of sexual and reproductive health were covered. A variety of resources were used including magnetic boards and models to demonstrate basic anatomy, physiology, foetal development, contraception, pap smears and mammograms.

Condoms Free4U

Family Planning Tasmania's Condoms Free4U program aims to prevent unplanned teenage pregnancies by increasing young and rural and remote people's access to condoms and lubricant. Clients text the Condoms Free4U number with their name, age and address. Family Planning Tasmania then posts the client a pack of condoms and lubricant for free. In the last year almost one thousand deliveries were made primarily in council areas of high disadvantage or remoteness.

Royal Australian College of General Practitioners' (RACGP) Special Interest Group: Sexual and reproductive health

Family Planning Tasmania's Senior Medical Officer is a member of the RACGP Special Interest Group on sexual and reproductive health. This nationwide group of community physicians is developed education programs delivered at the RACGP Conference for General Practice in September/October 2016 and the Australasian HIV and AIDS Conference in November 2016.

Aboriginal and Torres Strait Islander Special Interest Group

Family Planning Tasmania has worked at a national level as a key contributor to the Family Planning Alliance Australia's Aboriginal and Torres Strait Islander Special Interest Group. This group has increased cross-sector engagement with a focus on collaboration with Aboriginal Community Controlled Health Services.

UTAS O-Week

In February 2016, Family Planning Tasmania engaged in the University of Tasmania's Orientation Week ("O-Week") activities state-wide. Due to its success as part of National Condom Day, sexual and reproductive health promotion at these events included surveying youth as previously described. A number of students completed surveys. 59% of participants correctly identified Chlamydia as the most common STI in Tasmania and 76% of participants were confident in their knowledge of how to access sexual and reproductive health services.

Access to Termination of Pregnancy

During the year we continued to work with members of Tasmania's Sexual and Reproductive Collaborative Group and the medical community to ensure the best possible access and care for Tasmanian women. Our Senior Medical Officer participates in clinical pathway working groups to improve access across the state.

Consultation

Family Planning Tasmania's expertise across relationships and sexuality education and clinical services is highly valued in the Tasmanian community. In the last year we provided input into the following:

- Submission to the Commissioner for Children – Tasmania Re: Family and Domestic Violence – Its Impact upon Children and Young People in Tasmania
- United Nations Sustainable Development Goal 5
- Healthy Tasmania Five Year Strategic Plan

Hear Our Voices

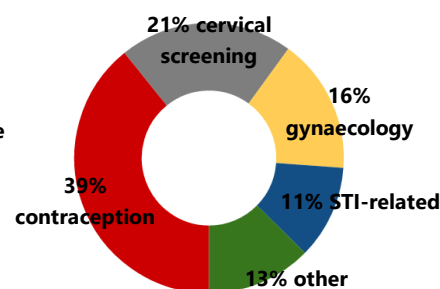
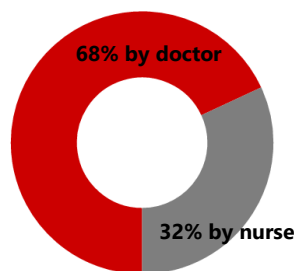
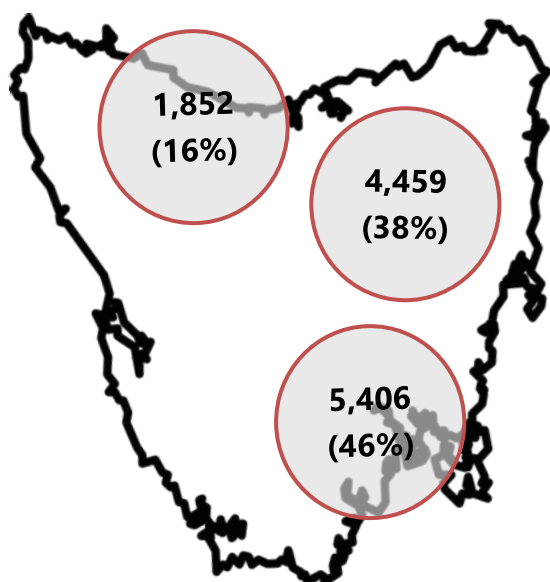
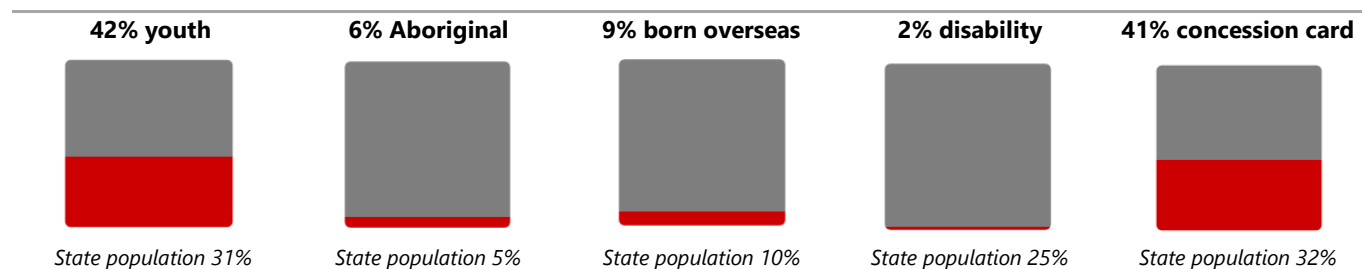
In March 2016, Glenorchy City Council and the Migrant Resource Centre, in conjunction with Family Planning Tasmania and other local service providers organised an Annual Women's Gathering. The gathering was to enable women to connect with one another in a safe and welcoming environment to discuss a range of topics, including family and domestic violence, alcohol/drug use and mental health. The forum provided participants with the opportunity to meet local service providers, gain an understanding of the services available to them and how to access these services when required.

This event led to further discussion with the Migrant Resource Centre, resulting in Family Planning Tasmania providing a range of brochures for distribution to young women at a camp facilitated by the Migrant Resource Centre and Hobart College Students Against Racism. Family Planning Tasmania and the Migrant Resource Centre continue to discuss how the two organisations can work together to deliver comprehensive relationships and sexuality education and clinical services to Culturally and Linguistically Diverse (CALD) women and their families.

Clinics

Family Planning Tasmania provide high quality, client-centred sexual and reproductive health clinical services. Core clinics operate in Glenorchy, Launceston and Burnie, with outreach services in partnership with organisations across the state.

Clinic Visits



Highlights of the year include:

- 11,717 number of clinic visits;
- Increased engagement of Culturally and Linguistically Diverse (CALD) communities;
- Improved state-wide clinic meetings facilitated through videoconferencing;
- Continuing to build the sexual and reproductive health skills of Tasmanian doctors and nurses; and
- Improved sustainability of practice clinics state-wide.

Clinical Competence

Family Planning Tasmania maintains a range of relationships which improve the quality of and access to our clinical services. We acknowledge:

- General Practice Training Tasmania, with special thanks for a one-off practice supervisory payment to

acknowledge the supervisory time and support provided for GPT3 Registrars on their Extended Skills Placement;

- Department of Health and Human Services, with special thanks for sponsoring 5 clinical meetings in the last year through the use of their videoconferencing facilities. Family Planning Tasmania is grateful to the guest presenters at these meetings who presented on a range of topics aimed at improving the clinical competence of our workforce;
- Primary Health Tasmania for their sector advocacy. Family Planning Tasmania is a Tier 1 Member of the Primary Health Network; and
- Tasmanian Health Service with special thanks for contributing time and expertise towards the practical clinical sessions provided by Family Planning Tasmania in relation to the FPAA Sexual and Reproductive Health



Certificate (Doctor). The donation of a medical examination bed and sharing of information throughout the year has led to our clinics increasing capacity to treat a broader range of STIs.

Our staff continue to identify and implement initiatives to improve the effectiveness and efficiency of our clinics whilst maintaining the highest possible standard of client care. A focus this year has been on consolidating clinical practices and policies to improve client outcomes including:

- Development of a new Test Result Policy across all sites;
- A peer observation and assessment process for new and returning doctors. This provided a vital mechanism for supporting high quality clinical practice; and
- Intrauterine Device (IUD) assessment consultation process streamlined with shared responsibilities that leverage the clinical competence of our highly skilled doctors and nurses.

Family Planning Tasmania's Senior Medical Officer continues to collaborate closely with her interstate counterparts ensuring all of the organisation's clinical training resources are appropriate, up-to-date, evidence-based and standardised with those of other Family Planning organisations. During the reporting period, this included collaborative work to update the FPAA National Certificate in Reproductive and Sexual Health (Doctor) and the FPAA National Certificate in Reproductive and Sexual Health (Nurse). In addition, our Chief Executive Officer discussed FPAA national curricula with other FPAA Directors with a view to improving clinical governance; course content and training outcomes nationally.

Professional Education and Training

Family Planning Tasmania continues to demonstrate ongoing leadership in clinical sexual and reproductive health through training of medical professionals. This includes:

- Practical training and assessment of doctors and nurses as part of the FPAA Sexual And Reproductive Health Certificate;
- General Practice Training Year 3 Registrar Extended Skills Placements;
- Observations sessions for Year 3 & 4 UTAS Medical Students for their professional experience placement;
- Clinical training of nurses as part of a nationally-accredited cervical screening programme;
- IUD insertion training – theory workshops and practical training clinics for doctors and nurses; and
- Education / upskilling of overseas-trained doctors in sexual and reproductive health.

- Family Planning Tasmania continues to improve access to LARC for Tasmanian women by increasing the number of doctors trained to insert particularly in regional areas. In early 2016, Dr Sue Mallett hosted a LARC seminar at the Burnie Arts Centre with doctors. Raising the profile of LARC amongst the medical community will continue to be a focus through education workshops.

Outreach Clinics

During 2015-2016 Family Planning Tasmania continued to provide clinical outreach services in partnership with organisations to meet the needs of our priority population groups:

- Doctor and nurse clinic at SETAC, Cygnet, working within rural and remote communities with a focus on Tasmanian Aboriginal people;
- Family Planning Tasmania nurse clinic at wayraparattee Child and Family Centre;
- Doctor clinic at Mary Hutchison Women's Prison;
- Doctor clinics in Glenorchy run cooperatively with Pulse Youth Health Service and focusing on young people; and
- Well Women's Clinics run in the regional areas of St Helens, Flinders Island and Campbell Town.

Links to Research

Dr. Kathryn Ogden, Senior Research Fellow at UTAS and Medical Practitioner at Family Planning Tasmania, Launceston, is conducting research into the outcomes of Implanon insertion.

The objectives of the research are:

- To determine the types and rate of significant side effects experienced post-insertion;
- To determine the rate of and reasons for discontinuation;
- To audit documentation as an indicator for quality of pre-insertion counselling; and
- To explore possible predictive factors for removal within 6 months.

This project will produce data from a large cohort of patients at Family Planning Tasmania, which will determine the discontinuation rate and reasons for discontinuation. This in turn will provide clinicians at Family Planning Tasmania with data which may assist in improving service they provide to patients. In addition there are few cohorts of patients this large from Australia reported in the literature; therefore this project will be of interest to other health professionals.

"I can't recommend a better centre for my sexual & gynaecological needs", said a client attending our Glenorchy clinic.



Education & Training

Family Planning Tasmania design and deliver best practice relationships and sexuality education (RSE), working with children and young people state-wide. We facilitate highly valued professional development workshops for education, health and youth workers.



301
Parent and/or
carer sessions



36 professional development programs

delivered with **478** participants from

66 organisations



Growing Up Program

The Growing Up Program (GUP) remains Family Planning Tasmania's strong and valued presence in Tasmanian schools with significant milestones achieved this year.

In 2015-2016 Family Planning Tasmania delivered the GUP to 7,646 primary school children.

In December 2015, a review of the GUP concluded. This review highlights the respect and value the Tasmanian primary school community place upon Family Planning Tasmania's program and Educators. Findings of the review that have subsequently been implemented include: mapping of the program to The Australian Curriculum; updates to increase inclusiveness of diversity, including sex, gender and sexuality diversity; investment in the Family Planning Tasmania Education Team; partnership with Family Planning Victoria extended to include primary school.

The end of 2015 also saw the conclusion of Family Planning Tasmania's agreement with the Body Talk Team to deliver the GUP on behalf of Family Planning Tasmania. Family Planning Tasmania would like to thank and acknowledge the longstanding commitment of the Body Talk Team to the program and the work of Family Planning Tasmania. The GUP has now been brought in-house and will be entirely delivered by Family Planning Tasmania Staff. This enables Family Planning Tasmania to be more responsive to the needs of schools and to implement strong Staff development and continuous improvement strategies.



Aboriginal Youth Program

Family Planning Tasmania's Aboriginal Teenage Reproductive and Sexual Health Project concluded at the end of April, 2016. A key outcome from this project was the consolidation of consultative and collaborative relationships with Aboriginal organisations and services who work with Aboriginal youth across the state. These relationships enabled Family Planning Tasmania to work with both youth and professionals to increase their knowledge and skills in the area of relationships and sexual health. Family Planning Tasmania continues to work with the Aboriginal community.

SafeLanding Project and Relationships and Sexuality Education (RSE) Portal

This financial year also brought the conclusion of the highly successful SafeLanding Project. Over the course of the project 120 teachers, school staff, and community workers attended the two day SafeLanding training. Family Planning Tasmania also worked with more than 60 professionals to support the implementation within



schools. One of the highlights is the development of a close working relationship with the Department of Education's School Nurse Program to ensure School Nurses receive training from Family Planning Tasmania in RSE.

The long term sustainability and impact of the achievements of the SafeLanding project has been ensured with the development of the RSE Portal. The RSE Portal has strong support from the Department of Education and will provide school staff with tools and resources for the implementation of a Whole School Approach to RSE which is mapped to The Australian Curriculum from Foundation to Year 10. The portal was launched at Burnie High by the Minister for Education the Honourable Jeremy Rockliffe (MP).

Disability

Family Planning Tasmania continues to provide specialised and trusted services to clients, family and staff in the disability sector. The cooperation between Family Planning Tasmania's education and clinical services to assist clients with a disability is one of the strengths of our service. There has been a notable increase in the number of clients with a disability accessing our clinical services. This would be influenced by one-to-one case work and also advocacy and training with disability workers and their organisations.

There continues to be high demand for provision of education and training to workers in the disability, medical and education sectors:

- SoSAFE!: Visual and Conceptual Tools for Promoting Social Safety: 43 participants;
- Managing Challenging Social and Sexual Behaviours – 55 participants;
- Social and Sexual Safety for Students With Special Needs – 56 participants;

- Social and Sexual Safety for People With Disabilities in Supported Residential Accommodation – 9 participants; and
- Identifying and Managing Problem Sexual Behaviours and Sexually Abusive Behaviours in Special Needs Children - 40 participants (Royal Hobart Hospital Paediatric Department).

Family Planning Tasmania are increasingly responding to referrals for education and intervention for students displaying problem sexual behaviours or sexually abusive behaviour. Over the last year students referred to our service are increasingly of a younger age cohort and have been either sexually abused, exposed to pornographic material and/or adult sexual behaviour.

Culturally and Linguistically Diverse (CALD) Communities

Family Planning Tasmania has made progress in increasing our support to CALD communities. Strong linkages were made with Migrant Resource Centre North and South. Family Planning Tasmania participated in the annual women's gathering Hear Our Voices. Through this event our education team reached approximately 150 CALD women, many of whom reside in the Glenorchy community and unaware of the services available to them. Family Planning Tasmania also provided a range of brochures for distribution to young women at a camp facilitated by the Migrant Resource Centre and Hobart College Students Against Racism.

Family Planning Tasmania also conducted education sessions with the Red Cross Bicultural Health Program and Glenorchy City Council's youth workers with New Town High School's Young Men's Group, largely made up of students from CALD communities.

Feedback from our GUP schools:

- *"As always the program was beautifully presented... Excellent presentation for these young inquisitive minds"*
- *"The information was all appropriate and at their level of understanding...I liked [the educator's] engaging, positive feeling"*
- *"The Growing Up Program is a fantastic opportunity for students to open up conversations with parents"*



Finance Report

Family Planning Tasmania Incorporated delivered an operating surplus of \$170,307 for the year ended 30 June 2016.

The financial statements of Family Planning Tasmania Incorporated for the financial year ended 30 June 2016 are submitted for adoption by the Annual General Meeting.

Members of the Board as at 30 June 2016

- Nicholas Abbott (Chair)
- Colin Allen (Deputy Chair)
- Pauline Camm (Deputy Chair)
- Bernadette Jago
- Joe Mullavey
- Kathryn O'Keefe
- Lea Symonds

Principal Activities

The principal activities of the Association during the financial year were:

- Provision of facilities for the delivery of sexual and reproductive health services.
- Promotion of sexual and reproductive health clinic services.
- The promotion of education and training services in the area of sexual and reproductive health.

Significant Changes

No significant change in the nature of these activities occurred during the year.

Operating Result

The operating surplus for the year ended 30 June 2016 amounted to \$170,307. Last year a surplus of \$167,651 was recorded.

Signed in accordance with a resolution of the Board.



Nicholas Abbott

Chair

Colin Allen

Deputy Chair

Dated this 10th day of October 2016



Statement of Financial Position as at 30 June 2016

2015 \$		Note	2016 \$
	CURRENT ASSETS		
348,760	Cash and cash equivalents		271,646
45,688	Receivables		57,976
2,962	Stock on hand		2,799
397,410	TOTAL CURRENT ASSETS		332,421
	NON CURRENT ASSETS		
71,521	Furniture and equipment		56,994
468,931	TOTAL ASSETS		389,415
	CURRENT LIABILITIES		
121,022	Payables		140,410
163,265	Grants received in advance		-
75,590	Provision for employees' leave		88,661
359,877	TOTAL CURRENT LIABILITIES		229,071
	NON CURRENT LIABILITIES		
52,451	Provision for employees' leave		33,434
369,852	Loan from FP Welfare Association		269,852
422,303	TOTAL NON CURRENT LIABILITIES		303,286
782,180	TOTAL LIABILITIES		532,357
(313,249)	NET ASSETS		(142,942)
	MEMBERS' FUNDS		
(480,900)	As at 1 July 2015		(313,249)
167,651	Operating Surplus		170,307
(313,249)	As at 30 June 2016		(142,942)

Participants at LARC professional development sessions noted:

- "Fabulous opportunity to have informative discussion regarding LARCS"
- "Feeling more confident in discussions regarding LARC for pregnancy prevention"
- "Very good and very easy to understand"

Statement of Income and Expenditure for the Year Ended 30 June 2016

2015 \$		Note	2016 \$
	INCOME		
1,520,729	Dept. of Health & Human Services grants		1,499,135
-	Other grants		3,000
134,864	Course & seminar fees		129,955
591,005	Medical fees		653,141
85,594	Other income		136,539
2,332,192	TOTAL INCOME		2,421,770
	EXPENDITURE		
1,742,149	Employment expenses		1,830,937
161,425	Property expenses		158,708
39,043	Health service expenses		36,029
73,442	Administration expenses		79,471
37,719	Finance & insurance		32,687
13,886	Health promotion		23,652
25,237	Marketing & communications		17,784
29,664	Printing, postage & stationery		31,496
41,976	Travel & accommodation		40,699
2,164,541	TOTAL EXPENDITURE		2,251,463
167,651	OPERATING SURPLUS		170,307

Statement of Cash Flows for the Year Ended 30 June 2016

2015 \$		Note	2016 \$
	CASH FLOWS FROM OPERATING ACTIVITIES		
1,501,647	Operating Grants Received		1,338,870
791,018	Receipts from Operations		899,430
11,866	Interest Received		7,699
(2,108,245)	Payments to Suppliers		(2,203,848)
(249)	Interest Paid		-
196,037	NET CASH INFLOWS FROM OPERATING ACTIVITIES		42,151
	CASH FLOWS FROM INVESTING ACTIVITIES		
(10,190)	Payments for Plant and Equipment		(19,265)
(10,190)	NET CASH INFLOWS FROM INVESTING ACTIVITIES		(19,265)
	CASH FLOWS FROM FINANCING ACTIVITIES		
(108,921)	Repayments of Loans		(100,000)
(108,921)	NET CASH INFLOWS FROM FINANCING ACTIVITIES		(100,000)
76,926	Net Increase/(Decrease) in Cash and Cash Equivalents		(77,114)
271,834	Cash and Cash Equivalents at the beginning of the Financial Year		348,760
348,760	CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR		271,646



Notes to and Forming Part of the Financial Statements for the Year Ended 30 June 2016

Note 1: Statement of Accounting Policies

The financial statements are a special-purpose financial report, prepared to satisfy the reporting requirements of the Associations Incorporation Act 1964 (Tas). The Board has determined that Family Planning Tasmania Inc. is not a reporting entity.

In accordance with the reporting requirements of the Australian Charities and Not-for-Profit Commission the Association has complied with the following accounting standards of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors, AASB 1031 Materiality, AASB 1048 Interpretation of Standards and AASB 1054 Australian Additional Disclosures.

The financial statements have also been prepared in accordance with the requirements of the Associations Incorporation Act 1964 (Tas) and accounting standards: AASB 110 Events After The Balance Sheet Date and AASB 117 Leases.

No other applicable Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The reports have been prepared on an accrual basis and are based on historic costs. The reports do not take into account changing money values, or except where specifically stated, current valuations of non-current assets.

The Association, in the preparation of the financial statements has adopted the following material accounting policies, which are consistent with the previous period unless otherwise stated:

Income Tax

The Association is a tax-exempt charity for taxation purposes.

Inventories

Inventories consist of clinic stock of saleable items and are measured at the lower of cost and net realisable value. Costs are assigned on a specific identification basis and include direct costs and appropriate overheads, if any.

Fixed Assets

All fixed assets are depreciated over their useful lives, starting from the time the asset is held ready for use. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The Board reviews the carrying amount of fixed assets annually to ensure that it is not more than the recoverable amount of those assets.

Leases

Lease payments under operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the period in which they are incurred.

Employee Entitlements

Provision is made for the Association's liability for employee annual leave entitlements (where applicable) and long service leave. Liability for long service leave is calculated in relation to those Staff who are nearing the date when a liability will be payable. It is not payable in full until the completion of ten years' service, and not payable pro-rata until at least seven years' service.

Contributions are made by the Association to an employee superannuation fund and are charged as expenses when incurred.

Note 2: Segment Reporting

The Association operates in the community health sector, providing training, education, support and clinical services to the Tasmanian community.

Note 3: Financial Support

The Family Planning Welfare Association of Tasmania Inc. has agreed to provide Family Planning Tasmania Incorporated with financial assistance in the form of loans as required. The loan has repayments deferred until Family Planning Tasmania Incorporated has sufficient cash reserves to make repayments. A repayment of \$100,000 was made during this financial year (\$100,000 last year).

Statement by Members of the Board

In the opinion of the Board the accompanying concise financial statements of Family Planning Tasmania Incorporated for the year ended 30 June 2016 comply with Accounting Standard AASB 1039 Concise Financial Reports.

The concise financial statements are an extract from the full financial statements for the year ended 30 June 2016. The financial statements and specific disclosures included in the concise financial statements have been derived from the full financial statements.

The concise financial statements cannot be expected to provide as full an understanding of the financial performance, financial position and cash flows of Family Planning Tasmania Incorporated as the full financial statements, which are available on request.

Signed in accordance with a resolution of the Board.



Nicholas Abbott

Chair



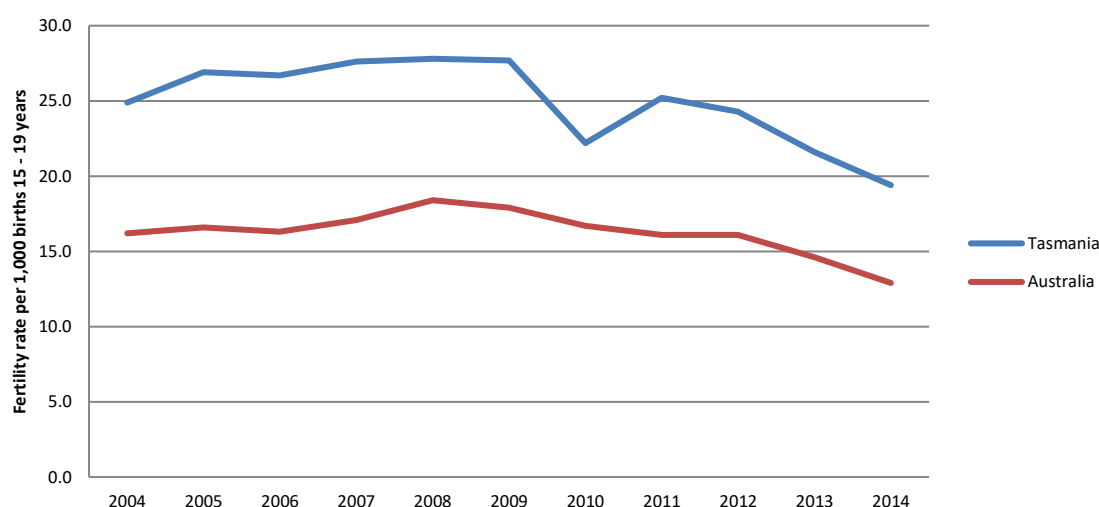
Colin Allen

Deputy Chair

Dated this 10th day of October 2016

Teenage Fertility Rate¹

The following chart shows the latest data on teen pregnancy and highlights the impact and importance of the work of Family Planning Tasmania.



¹ Australian Bureau of Statistics, 3301.0 Births, Australia, 2014

Auditor's Report



Independent auditor's report to the members of Family Planning Tasmania Incorporated

We have audited the accompanying special purpose financial report of Family Planning Tasmania Incorporated (the Association), which comprises Statement of Financial Position as at 30 June 2016, the Statement of Income and Expenditure and Statement of Cash Flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the Board's declaration.

The Board's Responsibility for the Financial Report

The Association's Board is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are appropriate to meet the financial reporting requirements of the *Associations Incorporation Act [Tas]* and the Association's constitution and are appropriate to meet the needs of the members. This responsibility includes such internal controls as the Board determines are necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, we consider internal controls relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



Independence

In conducting our audit we have met the independence requirements of the Australian professional accounting bodies.

Opinion

In our opinion the financial report presents fairly, in all material respects, the financial position of Family Planning Tasmania Incorporated as of 30 June 2016 and of its financial performance and cash flows for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report which describes the basis of accounting. The financial report is prepared to assist Family Planning Tasmania Incorporated to meet the requirements of the *Associations Incorporation Act [Tas]* and the Association's constitution. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for Family Planning Tasmania Incorporated and its members and should not be distributed to parties other than Family Planning Tasmania Incorporated and its members.



JOANNE DOYLE

Partner

Wise Lord & Ferguson

Dated: 13 October 2016



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FAMILY PLANNING TASMANIA

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ANNUAL REPORT
2015-2016

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Family Planning Tasmania

sexuality education & clinical services