

# FAMILY PLANNING TASMANIA ANNUAL REPORT

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2017  
2018

45  
years  
1973 - 2018

CELEBRATING 45 YEARS OF SERVICE • FAMILY PLANNING TASMANIA



**Family Planning Tasmania**  
sexuality education & clinical services

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We wish to acknowledge and thank our supporters and partners:



City of **HOBART**



# Chair & CEO's Report

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## Overview

This year Family Planning Tasmania (FPT) celebrated 45 years of service to the Tasmanian community. As part of our celebrations we held birthday gatherings in FPT locations and dedicated a room at our Glenorchy office to the memory of Jannette Hatwell, a FPT health pioneer.

Throughout our history we have proudly advocated for every Tasmanian's right to access services, education and information to support their sexual and reproductive health. We have also continued to develop and refine our clinical and education services to ensure they meet the changing needs of the Tasmanian community.

In 2017-18 Family Planning Tasmania:

- Delivered an operating surplus of \$101,553 and achieved positive equity;
- Provided clinical services to 12,453 clients;
- Delivered age-appropriate, evidence-based education programs to 15,280 primary, secondary and college students;
- Continued to advocate for sexual and reproductive rights with Government; and
- Provided a significant number of services to Tasmania's most vulnerable populations.

## The Board

The Board continued to support the governance and strategic direction of the organisation with five functioning subcommittees. Key activities included:

- The establishment of a Brand and Marketing Committee to align our service culture with Tasmanian community expectations;
- Critical evaluation of the FPT strategic plan to ensure better health outcomes and service access for Tasmanians; and
- The development of a growth and business development strategy that will guide the direction of the organisation over the coming 12-18 months.

## Services to the Community

Family Planning Tasmania's values are reflected in our service profile. Our core value of Equity and Equality means we are committed to social justice and service accessibility for Tasmanians. We support vulnerable populations with data showing 57% of services are delivered to clients living in areas of the four lowest Socio-Economic Indexes for Areas (SEIFA) quintiles.

Family Planning Tasmania's Clinical Governance Framework continues to guide work in providing relevant and appropriate clinical services to Tasmanians at different stages of their life continuum. We have invested significantly in training FPT and Tasmanian doctors in long acting reversible contraception. We acknowledge and thank the efforts of the Board and staff in advocating and providing better support for Tasmanian women in the area of termination of pregnancy.

We continue to develop our education services for children and youth, and ensure ongoing alignment with the Australian Curriculum and the Department of Education's Respectful Relationships package. We consult with the Department of Education to ensure our services support the Student Health and Wellbeing Strategy in Tasmanian schools.

A new client data collection system was implemented that enhances capacity to analyse data, informing the spread, reach and relevance of FPT services. FPT invests in service excellence by undertaking a range of research projects and activities. There are four current FPT research projects in collaboration with the University of Tasmania that guide and inform our service approaches.

Our health promotion framework enables critical engagement with Tasmanian priority populations to guide our service approach. Through these collaborations we are developing resources for international students at the University of Tasmania and resources that support LGBTIQ inclusive sexual and reproductive health education.

## People

Family Planning Tasmania's reputation for excellence is underpinned by the dedicated and talented staff that work in our clinics, education programs, Board, Management Team and support areas. As an organisation, we recognise and thank our Board and staff for their valued contribution to the Tasmanian community. Feedback from our clinic and education service clients is overwhelmingly positive and reflects the professional manner in which staff engage with the community.

As an organisation we strive to be a preferred employer and our 10 key indicators of staff satisfaction show staff are highly valued, engaged and committed to our organisational values and goals. During the year, a new enterprise agreement was negotiated with staff and was lodged with the Fair Work Commission.

We invest in our staff by educating them in areas such as changes to Cervical Screening Testing, pregnancy options and through increased opportunities to come together across the state to share learnings. We continue to invest in training Tasmania's medical community by supporting registrars in the workplace and upskilling Tasmanian doctors and nurses.

## Resources

Family Planning Tasmania operates from a sound financial foundation. Over the last five years our clinic income has increased by 44% and our education income by 60% whilst our core funding from the Department of Health and Human Services has reflected necessary increments to support the Equal Remuneration Order.

During the year we secured grants in a range of areas. Impact100 Tasmania funded a major project on the North-West Coast, to reduce unplanned pregnancy rates in areas of Tasmania that are 2.5 times the national average. The project is enhancing the ability of young women to make choices about having children whilst improving opportunities for participation in education and the workforce. Significant consultation has informed the development of health promotion materials and a smart app is currently being developed to support informed choices about contraception.

Modifications and improvements to facilities and information technology statewide have also been undertaken.

Nick Abbott  
Board Chairperson

Cedric Manen  
CEO



# Family Planning Tasmania

sexuality education & clinical services



# 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 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. Nick is a member of the Education, Training and Health Promotion committee.

## *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 business development, encompassing strategic development, marketing, operations, governance, 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 the Institute of Managers and Leaders (IML).

## *Brent Feike*

Brent joined the Board in 2016 and is a member of the Finance, Audit & Risk Management Committee. Brent is currently the Chief Information Officer at the Department of Justice and has extensive experience in information systems development, information and communications technology, infrastructure and project and knowledge management. Brent has previously held the position of Director Information Systems at the Department of Treasury and Finance.

## *Kathryn Hansson*

Kathryn joined the Board in 2015 and is currently the Chair of the Education, Training and Health Promotion committee and a member of the Finance, Audit & Risk Management committee. She is the Learning Services Team Leader at TasNetworks with extensive experience in vocational education and training and project and business management. Kathryn has also established and operated two successful small businesses and holds a Masters of Marketing.

## *Bernadette Jago*

Bernadette joined the Board in 2015 and is a member of the Remuneration & Nomination Committee. She brings with her a wealth of board and senior level experience, having worked in the public and private sectors both nationally and internationally. Bernadette's other relevant experience relates to her roles in senior ministerial posts in Tasmania, boards and national reference groups.

## *Joe Mullavey*

Joe joined the Board in 2014. He is currently on the Finance, Audit & Risk Management Committee and was previously the Chair of the Medical Advisory Group. 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.

## *Lea Symonds*

Lea joined the Board in 2012, is Chair of the Brand and Marketing Committee, and a member of two other Committees. 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 and also volunteers at Risdon Prison.

## *Craig White*

Craig joined the Board in 2017 after retiring from a career in public health and health service management; including CEO of the Royal Hobart Hospital; Chief Health Officer and Chief Medical Officer. He is a graduate of the Australian Institute of Company Directors and has a Masters of Business as well as his medical qualification.

## *Kate Wilde*

Kate joined the Board in 2017 and is a member of the Medical Advisory Group (MAG). She is presently a midwife and nurse at the Royal Hobart Hospital. She has worked as a sexual and reproductive health nurse both overseas (Niger, Bangladesh and Kiribati) as well as locally (Family Planning Tasmania, Headspace). Kate holds a Master in Public Health as well as qualifications in International Development, Nursing, Midwifery and Child and Family Health. Kate's interests lie in assisting vulnerable populations and she volunteers with Australian Red Cross.

**Five  
committees**

**4.3 years  
average  
service**

## At a Glance



**45**

years of service

**15,280 students**

accessed our education programs



**41%**



of our clinic  
clients hold a  
concession  
card

**64  
staff**



**360**

placement /  
supervision  
sessions provided  
to upskill health  
professionals



**12,453  
clinic  
visits**

**\$93,000**

received for health  
promotion activities to  
support priority  
populations



**60%**

of consultations  
with our doctors  
were over 20  
minutes

**43%**

of our  
clients  
are  
youth



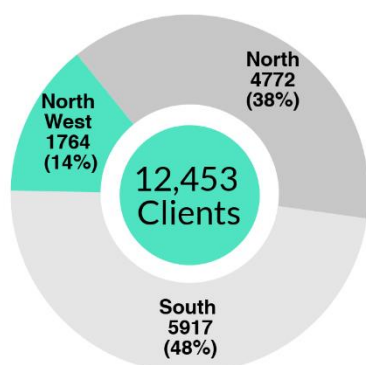
**386**

people with additional  
needs accessed  
one-to-one educative and  
therapeutic support



Family Planning Tasmania 2017 - 2018

# Clinics



41% Concession card  
43% Youth  
7% Aboriginal  
12% Overseas born  
57% low socio-economic



Gynaecology 19%

STI-related 21%

Other 23%

Contraception 37%



For our gynaecology services, the main reasons clients saw us were:

- 17% for pregnancy testing or pregnancy counselling.
- 12% for menopause related matters.
- 12% for review of testing results.
- 10% for abnormal bleeding.

"I am so grateful for the service Family Planning Tasmania provides. It is so wonderful to be able to see doctors and nurses in a comfortable environment. Everyone who works there is kind and reassuring."

Clinic Client

## Improving Access to Long Acting Reversible Contraception

Family Planning Tasmania provided a 6 month IUD insertion training course to 11 Tasmanian GPs and all incoming FPT doctors.

FPT has also developed and delivers an Implanon training program for Tasmanian doctors and nurses across the state.



455 IUDs were inserted between January-June 2018 compared to 292 for the corresponding period in 2017. This is a 56% increase.

## Professional Education and Training

We have enhanced the capacity of health professionals to deliver high quality sexual and reproductive health services to the Tasmanian community through activities such as:

- Practical training and assessment of doctors and nurses as part of the FPAA Sexual and Reproductive Health Certificate.
- General Practice training for Year 3 Registrar Extended Skills Placements.
- Clinical training of nurses as part of a nationally-accredited cervical screening program.
- Presentations by FPT's Senior Medical Officer at a variety of education events for Primary Health Tasmania and the Royal Australian College of General Practitioners.

## Data Collection to Enhance Services

Using ipads, we can now more accurately collect client data to inform our services and make sure they are responsive.

Our clients can also now provide us with feedback through an SMS that is sent to them after their appointment. Our new data capture method shows we provided:

32,474  
services to  
12,453  
clients





## Senior Medical Officer

Family Planning Tasmania's Senior Medical Officer (SMO) continued to:

- Collaborate closely with her interstate Family Planning counterparts to ensure all clinical training resources are appropriate, up-to-date, evidence-based and standardised.
- Maintain a long-standing collaboration with Primary Health Tasmania (PHT) to develop women's health pathways.
- Develop key relationships with the Public Hospital gynaecology departments through developing Medical Termination of Pregnancy (MToP) pathways and protocols.

## Clinical Governance

Family Planning Tasmania's Clinical Governance Committee met for the first time in January 2018. The Committee began work on developing, implementing and monitoring a Clinical Governance Plan.

This plan will ensure our systems and processes meet appropriate clinical standards whilst maximising outcomes for our clinic clients. This is in line with our value of demonstrating excellence through leadership, research and evidence.



## National Cervical Screening Program

Changes to the National Cervical Screening Program took effect from 1st December 2017, and this involved a major revision of Family Planning Tasmania's policies and protocols.

Extensive education of clinic staff was undertaken in readiness for the new program, as was education of the broader community.

As part of our work, a "Clinicians Handbook" was developed to help support staff transition to the new system.

"This has been a busy year, with our clinical staff continuing to respond to emerging community needs by developing new services. We have also worked hard to support health professionals develop their capacity to provide high quality sexual and reproductive health services."

Practice Manager

## Medical Termination of Pregnancy

Family Planning Tasmania has been active in advocating for better services to support termination of pregnancy in Tasmania.

Research was undertaken, identifying barriers to women accessing Medical Termination of Pregnancy (MToP). Consultations also took place with key stakeholders to inform better clinical pathways for clients.

FPT developed resources and referral methodologies to support improved access.

FPT is one of four agencies in Tasmania that can provide information, assistance and referrals to support access to termination of pregnancy.

## Research

### *Implanon Outcomes*

Research into Implanon removal rates has been completed. This provides Family Planning Tasmania with local data that will allow conversations about how to improve continuation rates. A paper is being prepared and will be submitted for publication.

### *Follow-up after Chlamydia Trachomatis infection*

Research has shown that re-testing rates in Family Planning Tasmania clinics are higher than the state average and the implementation of a recall system further improved rates. This was presented at the RANZCOG Annual Scientific Meeting.

### *Termination of Pregnancy in Tasmania*

A survey was distributed to GPs aimed at identifying the barriers to providing pregnancy counselling and termination of pregnancy services. A survey for women has also been prepared.

## Outreach Clinics



During 2017-2018 Family Planning Tasmania continued to provide clinical outreach services in partnership with organisations to meet the needs of our priority populations. Some of our services included:

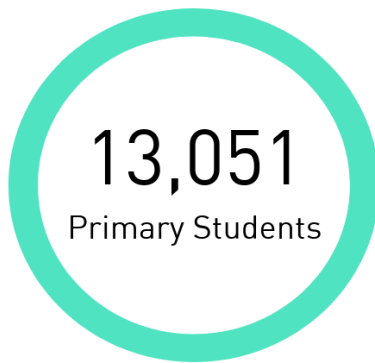
- Doctor clinic at Mary Hutchison Women's Prison.
- Doctor clinics run cooperatively with Pulse Youth Health Service, focusing on young people.
- Well Women's Clinics in regional areas like Flinders Island and Campbelltown.



# Education & Training

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## Growing Up Program



The Growing Up Program is our evidence based primary school program. It was reviewed and updated this year and it aligns with the Australian Curriculum and the Department of Education's Respectful Schools framework.

'The Growing Up Program told me what I need to know so I am ready for the changes that will happen to me in my life and I won't be scared.'

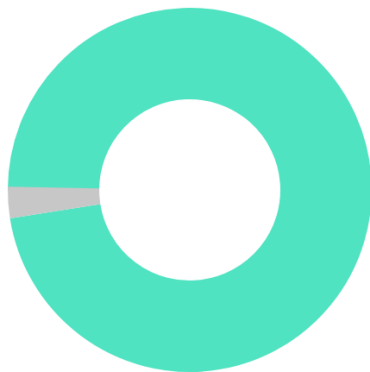
Primary School Student

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'The FPT educator had a great level of knowledge and met student needs at an age appropriate level. She was able to answer questions and clarify student misconceptions.'

Teacher

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**of teachers rate the program as excellent or very good.**

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## Secondary Schools and Colleges



**increase this year in students participating in our secondary and college programs.**

Our programs for Grades 7-12 develop the capacity of young people to understand their bodies and sexual health, make informed choices, and be respectful of others.

Our highly trained nurses and educators understand the needs of adolescents and continually update their skills and knowledge so they can deliver effective, tailored programs. They worked with 2,229 students this year.



We also provide education programs in other settings. For example, this year we worked with young people at the University of Tasmania, Ashley Youth Detention Centre and Colony 47 Mara House.

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## High Quality, Evidence-Based and Accessible

## Professional Learning



A wide range of education, government and community service organisations recognise FPT as a leading provider of professional learning, and work collaboratively with us to improve their capacity to meet community needs.

Our staff expanded the reach and impact of reproductive, sexual health and respectful relationships expertise by:

- Educating teachers, disability service workers and parents in SoSAFE!, a program that promotes social and sexual safety for people with intellectual disability or autism spectrum disorder.
- Supporting staff and volunteers with organisations such as White Lion and Save the Children to develop a deeper understanding of sexuality, and the ages and stages of social and sexual development.
- Upskilling child care workers in social safety and childhood sexual development.
- Training Department of Education school nurses in Relationships and Sexuality Education to support the important role they play in health promotion in schools.



100% of participants in SoSAFE! workshops agreed that they had increased their skills and strategies for promoting social and sexual safety for people with an intellectual disability.

## Additional Needs



Family Planning Tasmania provided 386 individual education or intervention sessions for people with additional needs. The sessions address a broad range of respectful relationships and reproductive and sexual health topics. They are always tailored to meet the specific needs of the client. We receive requests from a wide range of sources, including the Tasmanian Health Service, the Guardianship Board, schools, parents, and disability services.

Demand for our services continues to grow. This reflects the holistic service FPT is able to offer through our clinical and education staff working in partnership.

## Making a Difference

"Whether we work with schools, community organisations, government departments or with families, our aim is always the same. It is to listen to what our clients need and provide a high quality, relevant service. Our goal is to improve the capacity of individuals and the people and organisations who support them to better understand, manage and make informed choices about sexual and reproductive health."



Senior Educator, Family Planning Tasmania

# Health Promotion & Advocacy

## Long Acting Reversible Contraception (LARC): The LARC4U Project

The teen pregnancy rate of NW Tasmania is



Support from Impact100 Tasmania



Increase community knowledge and improve access to Long Acting Reversible Contraception

The LARC4U project is enhancing the ability of young women to make choices about having children and expanding their opportunities to participate in training, education and work.

In consultation with community organisations, health professionals and young people, Family Planning Tasmania has commenced developing effective health promotion materials, including an app, to support informed decision making about contraception.

Significant work has also been done to ensure that each of our clinics has the expertise to provide the best possible care for women seeking to use LARC.

## CST is the New PAP

In response to community concerns about changes to cervical screening, Family Planning Tasmania developed a promotional poster 'CST is the New PAP'. The poster was supported by a fact sheet, information on the FPT website and social media posts. The key message of the campaign was that the change is good news for women as it will mean fewer tests but improved early detection of cervical cancer.



## Well Woman's Check

Family Planning Tasmania clinical services now deliver a Well Woman's Check to ensure that the extended gap between cervical screens does not reduce sexual and reproductive health outcomes for Tasmanian women.

"Family Planning Tasmania is committed to the community, with a vision that ensures Tasmanians have access to information, education and services to support their sexual and reproductive health. Strategic health promotion and advocacy activities play a vital role in achieving our vision and FPT's Health Promotion and Advocacy Framework guides us in this work."

Cedric Manen CEO

## Relationships and Networks



13 Partnerships, Committees and Advisory Bodies

Activities with 37 key organisations

Tasmanian Sexual and Reproductive Health Collaborative Group

Family Planning Alliance Australia

All levels of Government

University of Tasmania

RACGP Special Interest Group: Sexual and Reproductive Health

Our extensive networks and active membership on a range of working groups and committees has enabled Family Planning Tasmania to contribute to policy and research at a state and national level in relation to sexual and reproductive health for all of our priority populations.

## National Condom Day 14 February 2018

On February 14, 2018 Family Planning Tasmania urged Tasmanians to *Celebrate With Consent* on National Condom Day. FPT promoted the importance of asking for and gaining consent, with the theme reflecting important conversations that the #MeToo movement had generated in the community around consensual relationships. As part of FPT's activities, free education sessions in two secondary schools and a social media campaign were delivered.

## Access to Termination of Pregnancy

Family Planning Tasmania advocated to Government and consulted extensively with key stakeholders, including other NGOs and the Tasmanian Sexual and Reproductive Health Collaborative Group, to plan for the introduction of a Medical Termination of Pregnancy service at our clinics.

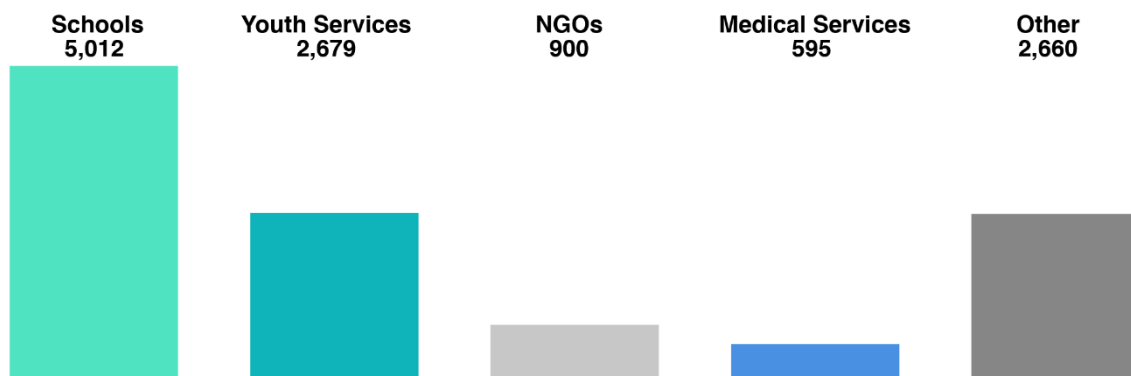
Family Planning Tasmania is proud of its work in supporting women's sexual and reproductive health rights. We have improved access to safe and accessible services.

## Research

Four major research projects were commenced or completed in 2017-2018.

Family Planning Tasmania is committed to using research and evidence to inform its work in health promotion and advocacy, as well as its clinical services and education programs.

## Resources to Promote Health Literacy



Family Planning Tasmania continued to provide high quality resources that enhance the sexual health literacy of all Tasmanians.



Two of the most popular resources we distribute are our periods and puberty brochures, as part of the Growing Up Program. These provide practical, age and stage appropriate information to young Tasmanians at an important transition point in their life continuum.

## Condoms Free 4U

Family Planning Tasmania's Condoms Free4U program continued to assist in preventing unplanned pregnancies by increasing young and rural and remote people's access to condoms and lubricants. 53% of the packs distributed went to clients from rural areas.



Clients text the Condoms Free4U number



Condoms and lubricant are mailed out for free



Improved outcomes for priority populations



71% increase in page followers in 2017-2018

Our website and Facebook page provide up-to-date information about our services, health promotion events, and sexual and reproductive health.





# Resources

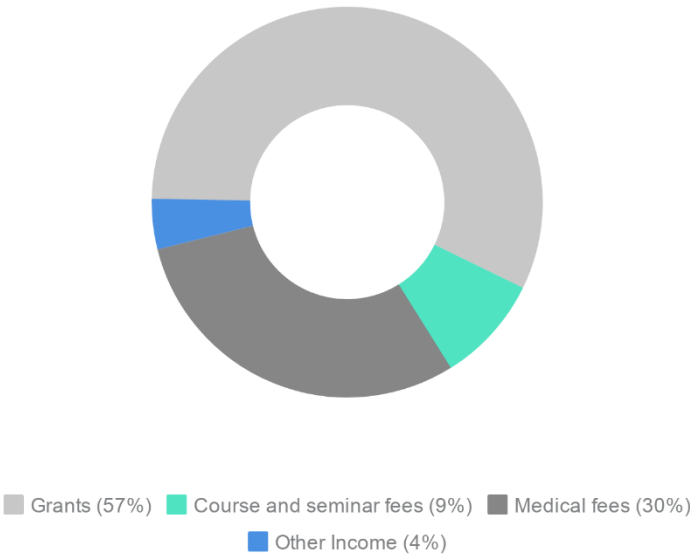
## Operating Surplus



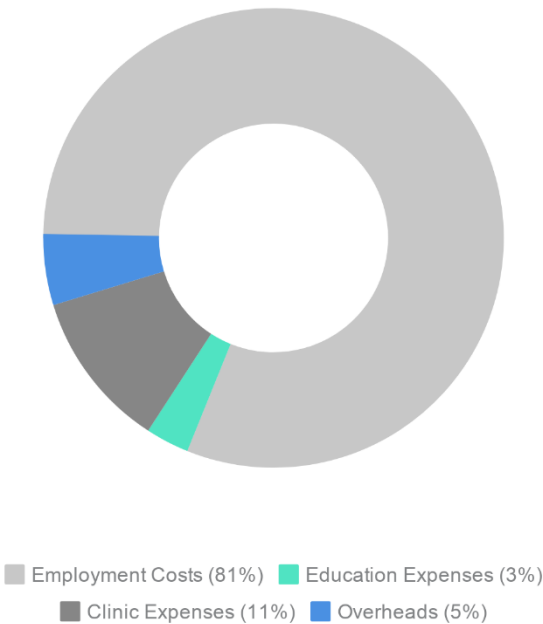
Our total equity is positive and we continue to invest in staff and necessary infrastructure.



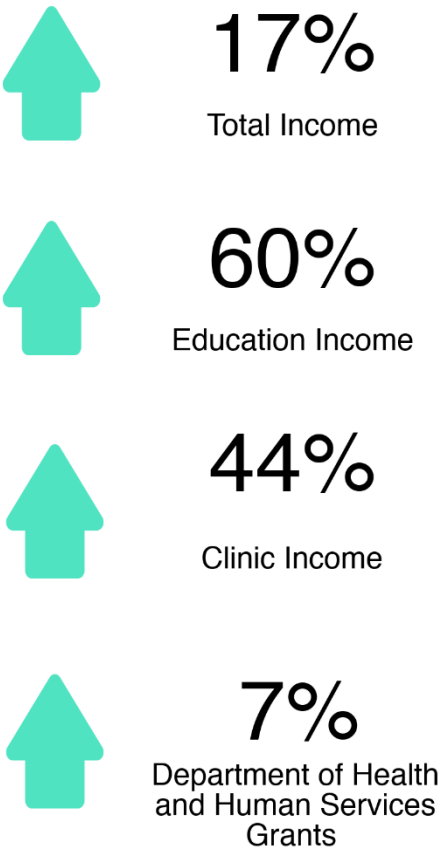
## Our Funding Sources



## Our Major Expenses



## In the last 5 years



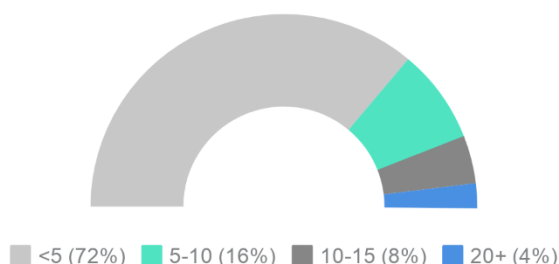
"At Family Planning Tasmania one of our core values is integrity. This commits us to providing the very best services we can, in a transparent and accountable way."

Nick Abbott  
Board Chair

Family Planning Tasmania employed 64 staff during 2017-18



### Years of Service



Family Planning Tasmania staff have a total of 236 years service with the organisation.

The average length of service with us is just over 4.5 years.

Our 10 key indicators of staff satisfaction for 2017-2018 show that our staff are highly valued and engaged.



# 16%

Employment Costs in the last 5 years.



"Our staff at Family Planning Tasmania are our most important asset. We continue to invest in their development and growth to ensure that our services are high quality and that we are ready to meet the changing needs of the communities we work with every day."

Cedric Manen  
CEO

# Life Members

Jean Perkins 1975

Dr Valerie Davenport 1979

Prof Colin Wendell-Smith AO 1981

Sue Williams 1982

Dr Eric Cunningham-Dax 1985

Pat Hewitt/Mavromatis 1985

Jill Roberts 1986

Topsy Evans 1989

Jean Hearn 1992

Dr Helen Cutts 1993

Helen Fotheringham 1994

Jan von See 1995

Nancy Jiracek 1996

Dr Graeme Riddoch 1996

Jo Crothers 1996



Prue Lake 1997

Nick Toonen OAM 2000

Margot Kingston 2002

Dr Pauline Carruthers 2002

Paul Duncombe 2004

Helen Bird 2006

Esme Murphy 2010

Dr Christine Bush 2012

Virginia Thorold-Smith 2012

Joan Dolbey 2013

Professor Ian Lewis AO 2014

Julie Downie 2015

Liz Ling 2016

Dr Clare Roberts 2017

# 2017 Life Member – Clare Roberts

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Clare Roberts began with Family Planning Tasmania as a medical practitioner in April 1997. Clare was an employee working out of the Hobart clinic for 20 years until her retirement in August 2017.

Clare played an integral role in the development of the current clinical practice at FPT during her tenure as Senior Medical Officer. As Senior Medical Educator Clare trained a vast number of registrars, medical graduates and doctors in a range of FPT clinical procedures and practices. Her excellence in IUD insertion and approachable nature meant that she was often looked to for guidance where significant expertise could guide better clinical outcomes for patients. Clare shared her knowledge freely in the understanding that her expertise contributed to better health outcomes for all Tasmanians.

Clare delivered a conservative estimate in excess of five thousand client outcomes during her tenure. Her warm, open and caring nature meant that these clients were treated with dignity and respect. As a strong advocate for FPT clients, Clare demonstrated FPT's core values such as equity and equality, excellence, integrity and collegiality. Her expertise has helped FPT establish service excellence within the Tasmanian community.

Clare was able to demonstrate strong commitment to her duties and the organisation by taking on a range of clinical duties in a proficient and courteous manner. Her commitment and loyalty to the organisation is evident through her 20 years of service.



# Strategic Plan 2016-2019

*We are guided by a range of strategic priorities to improve health and wellbeing outcomes for Tasmanians.*

*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



## **GLENORCHY**

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## **BURNIE**

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1973 – 2018

45

CELEBRATING 45 YEARS



**Family Planning Tasmania**  
sexuality education & clinical services