



Annual Report

2021 - 2022



Strategic Plan

VISION: By 2023 we are the 'go to' experts and leaders in reproductive and sexual health clinics and education services.

MISSION: We enable choices that improve the reproductive and sexual health of the Tasmanian community through sustainable clinical services, education and advocacy.

VALUES:

EXCELLENCE

- Leadership
- Research and Evidence

EQUITY + EQUALITY

- Advocacy
- Accessibility
- Social Justice

INTEGRITY

- Honesty and Ethical Behaviour
- Drive and Accountability

COLLEGIALITY

- Openness and Respect
- Collaboration and Trust

COMMUNITY OUTCOMES:

- Increase access to a full, safe and effective range of reproductive and contraceptive options
- Reduce rates of 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

STRATEGIC ENABLERS:

1. EXCELLENT CULTURE, PEOPLE AND PRACTICE

1.1 CULTURE: Our values, attitudes and outlooks support best practice service delivery

1.2 PEOPLE: We invest in talent and relationships to provide quality services

1.3 PRACTICE: We embrace continuous improvement and adapt positively to change

2. CLIENT FOCUSED SERVICES

2.1: CLINICS: Our expanding range of clinic services are highly valued by a diverse range of Tasmanians

2.2: EDUCATION: Our SRH education services are highly valued by schools; by organisations seeking SRH professional development; and agencies requiring individual casework

2.3: ADVOCACY: Our SRH advocacy results in positive and meaningful change for Tasmanians

3. FINANCIAL VIABILITY AND GROWTH

3.1: EFFICIENCY: Our services achieve the right balance between controlling cost, maintaining quality and meeting demand

3.2: SUSTAINABILITY: We offer new and expanded services that meet demonstrated demand and manage risk

3.3: DIVERSIFICATION: Our services are generating a surplus that enables growth and long-term service planning

4. EFFECTIVE AND ACCOUNTABLE ADMINISTRATION

4.1: BUSINESS PROCESSES: We have the systems in place to ensure quality, meet client needs and achieve financial goals

4.2: RESOURCES: We have the right staff, knowledge, facilities and equipment, in the right place, at the right time

4.3: GOVERNANCE & ACCOUNTABILITY: We have clear strategic direction and are transparently accountable to our members and stakeholders

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We wish to acknowledge and thank our supporters and partners:



Chair & CEO's Report

Overview

In reviewing the last year we reflect with appreciation the dedication of our Board, staff, community partners and stakeholders who have supported the many activities highlighted in this report.

From a service perspective, we achieved the following during the year:-

- Purchased and renovated a new premises for our Launceston operations in an accessible downtown location with customised facilities for clients and staff
- Delivered expert sexual and reproductive clinical services to over 16,700 people
- Delivered age-appropriate evidence-based programs to over 13,300 students
- Continued to advocate for sexual and reproductive health rights particularly, access to Termination of Pregnancy (ToP)
- Provided a range of health promotion activities to ensure priority populations in the Tasmanian community are better supported with their sexual and reproductive health needs

Other key highlights of the year included:

- The highest staff engagement scores in FPT history with improvements across all 11 key areas of focus
- An independent external review of our HR practices and processes to inform our future people practices
- A continued focus on good governance including Board training by the Australian Institute of Company Directors on governance, strategy and risk and financial performance
- Revised our Balanced Scorecard to monitor achievements against our Strategic Plan with over 80% of our identified strategic objectives delivered or progressed in the reporting period.

FPT operates from a sound financial position.

We commend the Board and Management Team in continuing to provide effective stewardship during times where the impacts of Covid and other sustainability pressures continue to challenge us.

We note in particular the impacts of inflation on our costs and continue to monitor our performance with renewed rigour in ensuring that our services are accessible to the most vulnerable Tasmanians.

During the reporting period the Fair Work Commission ratified our Enterprise Agreement giving us certainty over our largest costs; staffing.

Equity of access has been at the forefront of our work across the year; from national meetings with Family Planning Alliance Australia; submissions to governments and the development and expansion of our services, information and advocacy.

The significant investment by the FPT Board to fund our new Launceston premises evidences how we continue to champion better access to sexual and reproductive health care and quality of services.

We continue to partner with the University of Tasmania, Monash University and the National Health and Medical Research Council on initiatives to improve the evidence base and practice for our services.

We thank the Tasmanian Government's move to make surgical termination of pregnancy accessible through the public hospital system and note the improvements that have resulted for women.

We remain proud of our Medication Termination of Pregnancy (MToP) service which we have provided for three years now and which has been accessed by more than 400 Tasmanians in FPT clinics statewide in this year alone.

The Government's additional funding for FPT clinical equipment and training for doctors means that we are realising our intent of taking the strain off the public health system.

This funding will result in improved wait times and quality of care for essential and time sensitive services such as MToP.

FPT continues to be a respected voice for women on ToP, with significant representations in the media particularly in the wake of the overturning of Roe vs Wade in the USA, the legal precedent which legalised access to ToP federally in the United States. We remain vigilant in our advocacy to ensure that women's health rights are protected and not eroded.

Finally, we would like to thank the Board specifically outgoing Deputy Chair Colin Allen for his nine years of service and welcome Kyle Shirkey and Carolyn Scott who took on casual vacancies.

We would also like to thank staff and community partners for their continued support of FPT's objectives and for the positive difference we create for Tasmanians as showcased in this year's Annual Report.

Greg Winton
Board Chairperson

Cedric Manen
CEO

Image 2: L to R: Board members Colin Allen, Elysse Blain, Greg Winton, Health Minister Jeremy Rockliff MP, and CEO Cedric Manen in March 2022.



Image 3: Board members meet in Burnie in June 2022.

Our Board



Greg Winton

Greg joined the Board in 2020 and is currently the Board Chairperson and is a member of the Governance, Remuneration and Nomination Committee. Greg was the General Manager/Chief Executive Officer for a number of Councils in Western Australia and Tasmania.

Greg is a member of the Australian Institute of Management, a member of the Australian Institute of Company Directors and a Branch President/Board member of Local Government Professionals Tasmania. Greg concluded his professional career in 2021.



Alexandra McKeand

Alex joined the Board in 2019 and is a marketing and communications specialist, with proven skills in brand development and business strategy. She has worked in multiple industries and organisations including TasPorts, MyState Ltd., AMAC Consulting and Tourism Tasmania, developing brand positioning strategies to leverage opportunities and increase business awareness.

Alex is also on the Board of Directors of Fahan School, and is currently employed at Blundstone Australia as Group Communications and Global Brand Services Manager.



Kyle Shirkey

Kyle joined the Board in 2022 and is a member of the Clinical Governance Committee.

Kyle has a strong background in Operations Management and Continuous Improvement. He had held various leadership roles in Manufacturing Operations, Supply Chain, Product and Project Management in large automotive, aerospace and industrial manufacturing companies including Toyota, Terex, General Electric and Schneider Electric. Kyle is currently a Senior Business Improvement Specialist at TasNetworks.

Kyle has a Bachelor of Business and Masters of Business Administration as well as multiple certifications in Lean, Six Sigma, Agile and Operational Excellence.



Carolyn Scott

Carolyn joined the Board in 2021 and is currently the chair of the Finance, Audit and Risk Management Committee.

Carolyn was admitted to practice in the Supreme Court of New South Wales in 2018 before working as a lawyer in private practice for several years in Sydney and Hobart. Carolyn is a corporate counsel at Marinus Link predominately working in the areas of procurement and regulatory advice.



Joe Mullavey

Joe joined the Board in 2014. He is currently on the Finance, Audit & Risk Management Committee.

Joe is a Principal at Page Seager Lawyers. He was admitted as a legal practitioner in 2008 and practices primarily disputes regarding employment matters.



Gerry Plunkett

Gerry joined the Board in November 2020, having previously been a Board Member of Family Planning Tasmania in the mid-'90s. Gerry is a member of the Governance, Remuneration and Nomination Committee.

Gerry trained as a high school teacher and has worked with students with special needs.

Gerry has worked with Adult Education, Adult Literacy and for the last 20 years with TasTAFE in partnership in Industry delivering qualifications in Food Processing, Lab Operations, Training and Leadership.



Craig White

Craig joined the Board in 2017, chairs the Clinical Governance Committee and is a member of the Governance, Remuneration and Nomination Committee.

Craig has degrees in Medicine and Business Management and gained wide healthcare experience including as a major public hospital CEO, State Chief Health Officer and Chief Medical Officer ahead of retiring in 2015.

Craig's current other Board membership includes The Pinnacle Foundation and Possability.



Elysse Blain

Elysse Blain joined the Board at the start of 2021 and is a member of the Finance, Audit & Risk Management Committee.

Elysse has strong experience in the field of corporate financial management and project management, with experience across various industries including telecommunications, mining, oil and gas, logistics and construction.

Elysse is CPA qualified with skills to assist businesses establish operational control processes of improve transparency of their performance results.



Colin Allen

Colin joined the Board in 2012 and is Chair of the Finance, Audit & Risk Management Committee. Colin is founding director of his own company established in 1999 providing consulting services in business development, encompassing strategic development, marketing, operations, governance, finances and risk.

Colin 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). Colin departed the Board in April 2022.



Natalie Nielsen

Natalie joined the Board in November 2021. Natalie has experience in the delivery of human resources services to organisations.

This experience has included organisational development, change management, project management, workplace relations, recruitment, learning & development, performance management, dispute resolution, equity and diversity projects, cultural surveys, induction and workplace health and safety including worker's compensation.

At a Glance

New Launceston Site



The then Health Minister, the Hon. Jeremy Rockliff MP officially opened our new Launceston site with CEO Cedric Manen on 31 March 2022.

The purpose-built site increases capacity and accessibility for our clients, located in close proximity to complementary services and the city centre.



Leadership and Advocacy

FPT advocated for better access to SToP and improved referral pathways including participating in a panel discussion on SToP for GPs at a DOH hosted webinar. Advocated to ensure FPT services would not be negatively impacted by proposed Religious Discriminations Bill.

74
staff
throughout the year



of our clinic
clients hold
a concession
card

16,706
clinic
visits



13,379 **students**

accessed our
education
programs



National Condom Day 2022



FPT partnered with Sexual Health Quarters for National Condom Day 2022, to promote the use of condoms & safer sex practises

FPT In the media

3 TV Nightly News
Appearances

7 ABC Radio Interviews

14 News and Journal Articles
inc. 1 Front Page

127

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



Family Planning Tasmania 2021 - 2022

Improving access for FPT Priority Populations – Culturally and Linguistically Diverse (CALD)

Family Planning Tasmania believes that all Tasmanians have the right to quality sexual and reproductive healthcare.

But unfortunately, not all Tasmanians enjoy equal access.

For some Tasmanians, there are several barriers to accessing quality and timely healthcare.

FPT priority populations have clear markers that identify marginalisation that require unique and targeted strategies to support their sexual and reproductive healthcare needs.

One such priority population group is culturally and linguistically diverse people (CALD).

In this period, Family Planning Tasmania led projects to make sexual and reproductive health more accessible to our CALD communities through specific funding.

The consultation process indicated a need to help increase support workers' confidence, skills and understanding on how best to have these conversations with migrants and refugees and where these specific services can be accessed.

The project identified a need to better support the settlement sector in Tasmania, by creating resources for workers within the sector considering their cultural norms.

The resource includes five tips to having a successful conversation, information for people to understand the importance of sexual and reproductive health care and a comprehensive list of clinical and support organisations within Tasmania.

More information about the project and the guide are now available for download and printing on the Family Planning Tasmania website.

Project: Supporting Culturally Accessible Sexual and Reproductive Health for Migrant and refugee communities

Family Planning Tasmania worked to improve the sexual and reproductive health of migrant and refugee communities through a project funded by the Tasmanian Government Department of Communities.

Through this project, we collaborated with settlement sector stakeholders including the Migrant Resource Centre North, Migrant Resource Centre Tasmania, Red Cross Bi-Cultural Health Program, Multicultural Council of Tasmania, Glenorchy City Council (Hear our Voices Project), and the Women's Friendship Group in Launceston.

Stakeholders indicated that there are many barriers to accessing appropriate care.

In most instances newly arrived migrants and refugees did not have a regular GP, let alone a doctor with expertise in sexual and reproductive health care in Tasmania.

Clinic Information Session for Migrant Resource Centre

Many intersecting layers make it challenging for new migrants and refugees to access healthcare in Tasmania.

These can include navigating a new healthcare system in a new language and culture.

The Migrant Resource Centre approached Family Planning Tasmania to provide an educational outreach session for new migrants and refugees.

Acknowledging cultural sensitivities, we decided it would be easier, and allow for the free flow of information, to have a women only group.

One of our clinic nurses went to the Centre to deliver an education session to a group of migrant and refugee women from three cultural backgrounds; the largest being from the Bhutanese community, a group from Iraq and a group from Burma (Myanmar).

It was important throughout the session to reinforce to the women that this was a safe space,

that the session was confidential, and that Family Planning Tasmania staff are experts in sexual and reproductive healthcare.

The session was supported by interpreters to make the participants feel more comfortable to engage with the content, to ask questions and ensure comprehension.

The information session sought to improve the women's health literacy by explaining the concept of sexual and reproductive healthcare and that there are services accessible to them.

The first half of the session was dedicated to explaining what sexual and reproductive health is, and who Family Planning Tasmania are and the services we offer.

The second part of the Information Session was a question-and-answer session.

One group asked about gynaecological problems in later life; in another group, there was a younger woman who had just been married who didn't want to have a baby straight away and wanted to know which contraception options were available.

The FPT nurse gave examples of the long-acting reversible contraceptive options and brought samples of the devices to explain how they operate.

In one cultural group, the person interpreting was an active member of that community, stating that many women in that community are unaware of how their bodies work, including where periods come from, how to have safer sex and how to mitigate the risk of unplanned pregnancy.

One young woman stated that someone in the community had experienced an unplanned pregnancy, so this community member wanted to arrange for people in her community to come to Family Planning Tasmania and chat about health and wellbeing.

The following week, one of the participants brought in an older woman with continence issues who had a prolapse and she was seen by the doctors and assisted.

FPT continues to work with community partners and agencies within the sector to ensure a better understanding of sexual and reproductive healthcare for our priority populations, which include the CALD community.

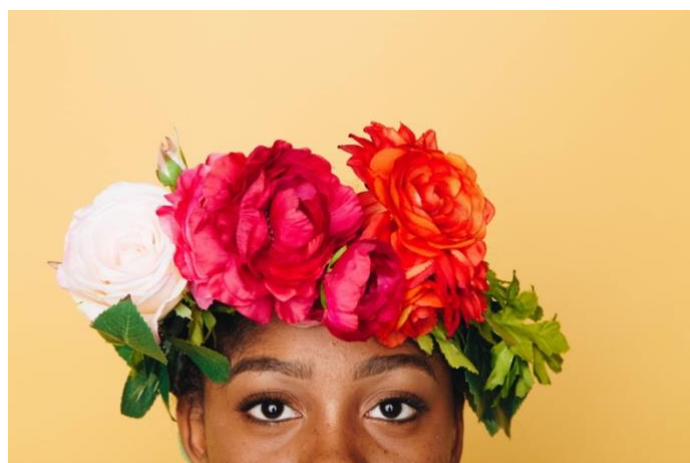
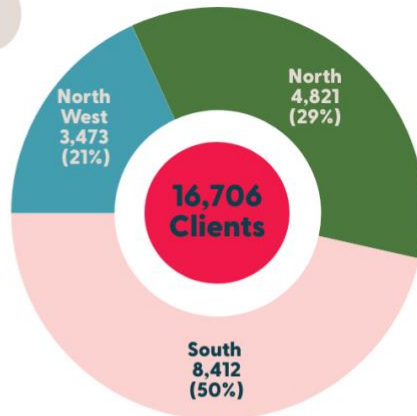


Figure 4: Image from Unsplash - Autumn Goodman

Clinics

Clinic services

18% increase in client numbers despite Covid-19 in the community and 2 week Launceston clinic shut down for move.



Priority populations

- 39% Youth
- 65% Low socio-economic (SEIFA 1-4)
- 8% Born Overseas
- 38% Concession Card
- 7% Aboriginal

Top 3 reasons for clinic visits



Funding for new services

In February 2022, FPT received over \$450k of additional funding to help us relieve the strain on the public health system via the introduction of four new services:

- Ultrasound for medication termination
- Ring pessary fitting and management
- Disability support clinics
- Colposcopy

The period to 30 June was spent establishing the services for long term success, including purchasing hardware and conducting training.

Patient feedback

"I feel so comfortable here LIKE WOW"

"I feel like a person when I go to FPT not a rushed "in and out" number."

Our new Launceston site, opened in March

In March, we said goodbye to our old Launceston location and spent 10 days setting up our clinic in our new building at 93 Paterson Street, in the heart of Launceston.

The new clinic space is modern and welcoming, with clinic rooms that have been renovated to our exact specifications. It will allow us to expand our services and meet the needs of more people in our community.

The new clinic is close to Launceston College, Headspace and the central bus terminus, making it much more accessible for young people and those without their own transport.



Online bookings

Online bookings for most FPT services were introduced in December 2021.

The service, which required significant behind-the-scenes changes, aims to reduce barriers to accessing FPT services by providing an alternative booking option to patients who prefer convenience or who may not have phone credit or signal.

Online bookings have been well received. Approximately 25% all patients now book online.

Clinical education

This year we continued in our mission to enhance the capacity of health professionals to deliver sexual and reproductive health services through activities including:

- General practice training for two Registrars.
- Implanon training for 23 Tasmanian health professionals around Tasmania.
- IUD training for three GPs.
- Ultrasound training for four GPs.



Prioritising Long Acting Reversible Contraception (LARC)

1,200

1,200 IUDs were inserted between 1 July 2021 and 30 June 2022.

Up from 993 in 2020-2021 and an increase of 20% (on top of an increase of over 30% the year prior).

The continued growth and popularity of IUDs is evident and FPT was able to reduce the out of pocket costs thanks to a Medicare rebate increase of over 60% in March 2022.

To help meet demand, FPT trained three of its own GPs to insert IUDs during this period.

Medication Termination of Pregnancy

408 MTOPs were accessed this year, an increase of 6% compared to the last financial year. Additional MTOP capacity is available in Burnie thanks to increased doctor capacity.

LARC (Long Acting Reversible Contraception) insertion rate post MTOP remains over 30%, reflecting the time and effort clinicians spend discussing the benefits of LARC pre-and post-medication.

408

MTOPs accessed

Over 30%

LARC insertion rate post-MTOP (compared to 11% National Average)

Pessary Service growth

Our focus on prolapse and pessary continued this year, boosted by funding received in Feb 2022 to cover the cost of pessary rings to patients on low incomes.

693 prolapse and pessary related appointments were delivered and 22 fully funded pessary rings made available.



Education & Training



The Growing Up Program remains a cornerstone of Family Planning Tasmania's relationships and sexuality education programs. FPT also delivers a follow-up program to reinforce the learning of students with a disability.

The number of students participating in the Growing Up Program increased significantly in the 2021-2022 year, with a total of 13,415 students. This is an increase of **45%** from 9,241 students in the previous year.

FPT is exploring options to improve engagement with parents, such as through video and online resources.

APNA Primary Care Nurse Roadshow Presentation

Clinic Nurse Sandy gave a presentation titled 'legal issues in primary care nursing' on legal consent, medical consent, young people and sexual autonomy. Education Manager Jodie attended to support Sandy.



Feedback

"Really targeted experiences/feelings that these students may be expecting this year."

"The Growing Up program is wonderfully engaging, giving all students the opportunity to learn in a safe and comfortable environment with their peers and teacher. Highly recommend to all schools!"

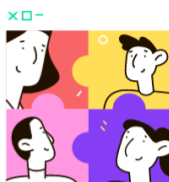
People with additional needs



Individual Sessions

127

Demand for these services continues to grow



FPT provided 127 individual education or intervention sessions for people with additional needs this year.

These sessions address a broad range of respectful relationships and reproductive and sexual health topics, and are always tailored to the needs of the client.

Requests and referrals come from a wide range of services, including the Tasmanian Health Service, the Guardianship Board, the Department of Justice, schools, parents, and disability services.

Addressing online safety through The Growing Up Program

An unfortunate reality of living in this digital age is that many young people, including children, are being exposed to imagery of nudity and pornography online. When asking a Year 4, 5 or 6 class who has had an image "pop up" that they didn't intend to see, 60-70% of hands go up.

The Growing Up program is continuously reviewed to ensure alignment with the Australian Curriculum and with contemporary education practices.



7

Secondary schools participated in our Comprehensive Sexuality Education program

SoSAFE! Professional Learning



115

People have received training in SoSAFE! this year including family members, teachers, teacher assistants, disability support workers, psychologists and social workers.

SoSAFE! promotes social and sexual safety for people with moderate to severe intellectual disability or Autism Spectrum Disorder.

The program also teaches strategies for moving into intimate relationships in a safe and measured manner.

In the previous period, 38 people participated in the SoSAFE training, and this year 115 people participated, an increase of 77 people. Many of the participants were able to access a free ticket, thanks to funding from Communities for Children grants from Catholic Care Tasmania and the Salvation Army.

100

100% of participants agreed our SoSAFE! professional learning program increased their skills and strategies for promoting social and sexual safety for people with an intellectual disability.

Health Promotion and Professional Learning

41

Health Promotion activities including information sessions, workshops and expos.

39

Participants in GP education/information sessions including Implanon training and Ultrasound training.

3

GPs trained in the Family Planning Alliance Australia National Certificate in Sexual and Reproductive Health.

6

New Education staff, including a new Education Manager

Promoting inclusivity

Our Educators prioritise inclusivity of all gender identities and sexual orientations throughout The Growing Up program, which is evidently appreciated by teaching staff:

"I was a huge fan of not referencing a boy/girl body in session. Loved it! The whole sessions were great!"

-Classroom Teacher



"The songs/sayings were great! The kids couldn't stop saying them."

"This has been an extremely worthwhile program. It has complemented our classroom program on developing respectful relationships, respecting others' personal space and speaking up in response to others' negative behaviours."

-Primary School Teachers, Growing Up Program.



High Quality, Evidence-based and Accessible

Health Promotion & Advocacy

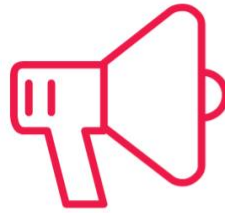
Advocacy - Making ToP accessible

This reporting period included significant improvement in access to termination of pregnancy (ToP) within Tasmania.

After many years of advocacy from Family Planning Tasmania staff, the Department of Health reduced barriers of access to surgical termination of pregnancy (SToP) in Tasmania.

Previously, people in Launceston were not able to access SToP in the public hospital, so would have to travel to Hobart to have this routine medical procedure. In October 2021, a new pathway was announced by the Department of Health to ensure SToP was available at no cost to Tasmanians in all three public hospitals - Mersey, Launceston General and the Royal Hobart Hospitals. FPT staff were featured in seven media appearances on SToP.

In March 2022, the vulnerability criteria was removed, meaning all women could access SToP in the public hospitals for free.



Health Promotion




We have prioritised building new Health Promotion partnerships with key providers in the Tasmanian health field, such as the Building Health Promotion Practice & Partnerships network.

We continue to work with priority populations to ensure equity of access for Tasmanians during the period.

Relationships and Networks



 16 Partnerships, Committees and Advisory Bodies

 Activities with 50 key organisations

Increased media presence

In this period, FPT continued to build a strong public profile as the go-to expert in sexual and reproductive healthcare in Tasmania. Our two regional Medical Officers both gained experience speaking in the media. Our FPT Regional Medical Officer - South was featured on ABC Radio Mornings on segments on contraception, prolapse and periods.

FPT also made five media appearances with the US Supreme Court overturning Roe vs Wade.



23

Media appearances



Bulk-billed clinics for Jean Hailes Women's Health Week Sept 2021

We partnered with Jean Hailes for Women's Health Week in September 2021, and as part of this week, we ran fully bulk-billed clinics for any women's health issue (excluding procedures) on Wednesday 8 September 2021, and gained media coverage, including tv news stories, commercial and ABC Radio appearances and newspaper features.

National Condom Day

14 February

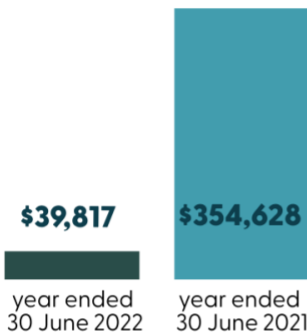
Health promotion events were held to promote National Condom Day, particularly to younger audiences. We partnered with Sexual Health Quarters in WA to produce this collateral.

Venues included Hellyer College and University of Tasmania campuses and the messaging and artwork was used throughout the first half of 2022. FPT was featured on ABC Radio Mornings on the day.

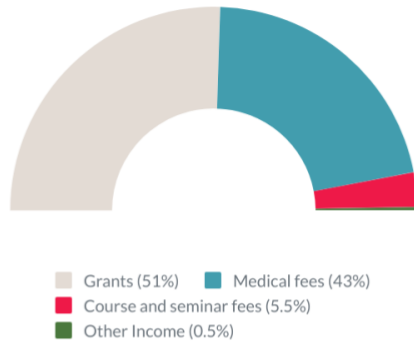


People & Finances

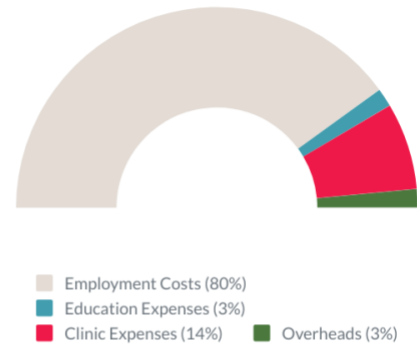
Surplus



Income Sources



Major Expenses



In the last 5 years

In this period, grant funding constituted 51% of operating income, and self-generated funding 49%

↑47%

Total Income

↓9%

Education Fees-for-service

↑109%

Clinic Fees-for-service

FPT employed 74 staff



15 Education Staff

72

Female

2

Male

4

Full-time

19

Part-time

51

Casual



10 Nurses and
34 Doctors

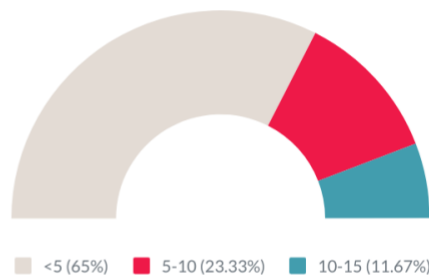


11 Administrative
Staff



4 Managers

Years of Service



FPT staff have a total of 274 years service with the organisation.

The average length of service with us is more than 4.5 years.

Culture



81% staff engagement score



Our Employee Value Proposition was created



Statewide consultations with staff



Enterprise Agreement was ratified by Fair Work Commission

Our total equity is positive and we continue to invest in staff and projects

Health Promotion Activities



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 Graham 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 Claire Roberts	2017
Dr Mary Kille	2018
Dr Susan Carruthers	2019
Lisa Haas	2021

List of Acronyms

Acronym	Explanation
CALD	Culturally and Linguistically Diverse
CEO	Chief Executive Officer
CMT	Clinical Management Team
DOE	Department of Education
DOH	Department of Health
ETHP	Education, Training and Health Promotion
FPAA	Family Planning Alliance Australia
FPT	Family Planning Tasmania
GP	General Practitioner
IUD	Intrauterine Device, e.g. Mirena, copper intrauterine device
LARC	Long-Acting Reversible Contraception
MCS	Manager Clinical Services
MToP	Medication Termination of Pregnancy
RACGP	The Royal Australian College of General Practitioners
CSE	Comprehensive Sexuality Education
SEIFA	Socio-Economic Indexes for Areas
SToP	Surgical Termination of Pregnancy
ToP	Termination of Pregnancy
UTAS	University of Tasmania



Family, Planning Tasmania.



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