



ANNUAL REPORT

2022- 2023

Family
Planning
Tasmania.

50th
anniversary

Strategic Plan

Family Planning Tasmania Strategic Plan 2023-2025

What really matters to us

We want every Tasmanian to have better sexual and reproductive health at all stages of life regardless of background, gender or sexuality.

What we do

We provide accessible and specialized sexual and reproductive health clinical services and education for the Tasmanian community.

We play a supportive role within the wider health system and have a particular focus on the needs of the most vulnerable.

We advocate for the right of all Tasmanians to have access to this support as well as for its expansion and improvement.

We are a not-for-profit organisation.

Strategies	Objectives
1. Drive a culture that aligns with our values	<ul style="list-style-type: none">• Create a positive employee experience• Promote clinical governance for improved safety and quality• Promote continuous improvement
2. Elevate advocacy and positioning about our work	<ul style="list-style-type: none">• Contribute to thought leadership and research!• Consider advantages of recognition as the Peak Body for SRH in Tasmania• Greater community profile
3. Expand service mix and reach by sustainable growth	<ul style="list-style-type: none">• Explore other fixed service locations• Explore scope for outreach services• Explore new services
4. Strengthen strategic partnerships	<ul style="list-style-type: none">• Develop stakeholder strategy to include relationships with Community, Government, allied organisations and other providers
5. Promote excellence in governance and management	<ul style="list-style-type: none">• Update organisation structure and key roles• Board development• Staff development• Risk management



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We wish to acknowledge and thank our supporters and partners:



Chair & CEO's Report

Overview

To members of our Family Planning Tasmania community, our decision to present this annual report jointly is symbolic of the strong alignment and unity between the board and the CEO's office, representing a cohesive vision and shared commitment to the mission of Family Planning Tasmania.

As we pen this message together, we are struck not only by the significance of Family Planning Tasmania's golden anniversary but also by our relatively recent transitions within the organisation of this reporting period. While our CEO, Lalla Mackenzie, commenced her journey with Family Planning Tasmania in March 2023, and our Chair, Dr Craig White, stepped into this role in February after serving on the board for six enriching years, our collective commitment to Family Planning Tasmania's mission has only deepened.

Half a Century of Legacy and a New Chapter Begins

When Family Planning Tasmania was founded in 1973, it was born out of a clear necessity and a vision for a future where sexual and reproductive health was accessible and understood by all. Five decades later, as we commemorate our 50th anniversary, we stand testament to the unwavering drive that has powered this organisation. Our celebrations this year, highlighted by the

gracious commendation from Her Excellency, Governor Barbara Baker at our Government House Reception, have been a poignant reminder of how far we've come and the many hands that have shaped Family Planning Tasmania's journey.

Embracing our roles in these pivotal times, we have had the privilege of witnessing the organisation's dynamism first-hand. It's been a period of introspection, evolution, and a rekindled dedication to our foundational ethos.

Today's Commitments, Tomorrow's Vision

The current year has seen Family Planning Tasmania expand its spectrum of services, consistently pushing boundaries in clinics, community engagements, education, and advocacy. We wish to convey our heartfelt gratitude to our teams, our board members – especially those volunteering their time and expertise – and everyone who works diligently behind the scenes.

While we honour our past, we are very much oriented towards the future. Our strategy, moving forward, seeks to not only uphold the rich legacy of Family Planning Tasmania but to innovate and adapt to the changing needs of our community, ensuring our continued leadership in sexual and reproductive health in Tasmania.

In Closing

The narratives of transformation, the milestones crossed, and the challenges faced are more than just markers of our history; they signify our relentless pursuit of excellence and commitment to our Tasmanian community.

To all our teams, partners, supporters, and the community at large, your trust and collaboration have been our greatest assets. As we forge ahead, let's continue to deepen this bond, ensuring every Tasmanian's right to sexual and reproductive health remains at the forefront of our endeavours.

Thank you for being an integral part of our story, and here's to writing many more chapters of impact and empowerment together.

Craig White Lalla Mackenzie

Board Chair CEO

Our Board



Craig White

Craig joined the Board in 2017 and is the Board Chairperson. He has degrees in Medicine and Business Management and gained wide healthcare experience including as a major public hospital CEO and State Chief Health & Medical Officer



Sally Badcock

Sally joined the Board in November 2022 and is a Deputy Chair and a member of FARM Committee. Sally is the General Manager of Government Relations and Strategic Policy at the Department of Health.



Emma Dardick

Emma joined the Board in November 2022, and is a Deputy Chair and a member of the Governance, Remuneration & Nomination Committee. Emma has worked in government, not-for-profit organisations and the UN. Emma is deeply committed to the principles of social justice.



Gail Wilson

Gail joined the Board in November 2022 and is the Chair of the Governance, Remuneration & Nomination Committee. Gail has strong experience in strategic human resource management, employee engagement and sustainably in both the not for profit and corporate environment.



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.



Gerry Plunkett

Gerry joined the Board in November 2021, having previously been a Board Member of Family Planning Tasmania in the mid-90's and resigned when she became a member of the Education Team.



Kyle Shirkey

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

Kyle is currently a Senior Business Improvement Specialist at TasNetworks, and has a Bachelor of Business (BA) and Masters of Business Administration (MBA)



Elysse Blain

Elysse 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.



Laura Pyszkowski

Laura joined the Board in November 2022 and is Chair of the Clinical Governance Committee.

At a Glance

New persistent pelvic pain service funded



In March 2023 we received the news that we would receive \$750k over three years in funding to deliver a brand-new service to assist in managing and treating endometriosis & persistent pelvic pain. As part of this funding, 13 of our GPs were able to attend a Pelvic Pain Foundation conference in Adelaide and learn from the brightest minds around the world on best practice treatments.



Leadership and Advocacy

We contributed to the Senate Inquiry into Reproductive Healthcare, which culminated in the Ending the Postcode Lottery report, with 36 Recommendations to improving access to Sexual, Reproductive and Maternal Health across Australia and received tri-partisan support. This was monumental.

11
SoSAFE!
workshops delivered



of our clinic clients hold a concession card



23,023
Tasmanians received care in our clinics.

71 schools

accessed our education programs, an increase of 19 on last year

the **GROWING UP** program
Secondary CSE

13 media features



We gained exposure through various channels, notably WIN News and The Mercury, effectively enhancing our brand recognition among diverse audiences in a cost-efficient manner.

Ultrasound service having real impact

743 MTOPs were accessed this financial year, an increase of **45%** compared to the last financial year.



one-on-one education sessions held for people with additional needs, with 17 people currently on the waiting list.

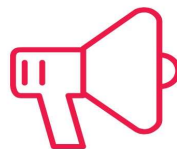
Family Planning Tasmania 2022 - 2023

Health Promotion & Advocacy

Advocacy

Some significant strides were made in the advocacy space. The Australia Senate held an inquiry into Universal Access to Reproductive Healthcare, culminating in a fantastic report with strong recommendations. We also contributed to the Tasmanian Joint Parliamentary Committee into gender bias in healthcare.

The Family Planning Alliance Australia connection has been strengthened with a sharp increase in engagement.



13 Media mentions



We were featured in the media 13 times in this period, including three newspaper front pages. Topics included cervical screening self-collection, syphilis, menopause, project grant funding announcements and introducing new CEO Lalla Mackenzie.

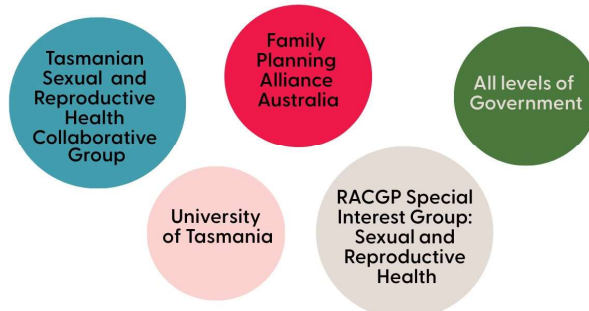


New social media channels launched

Evidence shows that people are consuming content across a variety of platforms. Previously, we had focused on promoting health literacy on Facebook and our website, but in this period we launched an Instagram page, a TikTok channel, a new YouTube channel, as well as focusing on posting even more engaging & informative content on our existing channels, Facebook & LinkedIn.



Relationships and Networks



16 Partnerships, Committees and Advisory Bodies



Activities with 50 key organisations

Promoting self-advocacy & self collection

This year has seen a boon in new services and health promotion campaigns. Thanks to a Healthy Focus Grant by Healthy Tasmania, we ran a health promotion campaign on inclusive cervical screening, highlighting self-collection. We launched this campaign on Wear It Purple day, and were featured on WIN News.



Book your test now.
Visit fpt.org.au/screen



Redesigned newsletter moved to monthly sends for 2023

To enhance our newsletter engagement, we launched a revamped external newsletter design in 2023. This redesign aims to drive more traffic to our website, respect our readers' time, and boost health literacy, ensuring our audience fully engages with the entire content. If you haven't already, please sign up for our newsletter via our website - fpt.org.au

National Condom Day

14 February



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

Half a century of choice: Commemorating a Family Planning Tasmania's milestone year

In the intricate mosaic of healthcare evolution in Tasmania, no story shines brighter than that of Family Planning Tasmania.

Envisioned and brought to life in 1973, Family Planning Tasmania not only survived but thrived, blossoming into a cornerstone entity advocating sexual and reproductive health in the Tasmanian community.

Today, as we stand amidst the glowing embers of its 50th-anniversary celebration, it's crucial to glimpse back, contemplating the vibrant history and pondering the promising future of this extraordinary organisation.

A look back at 1973

In the throes of the 1970s, Tasmania witnessed an era where sexual and reproductive health were not only heavily stigmatised topics but also locked behind doors of inadequate information and resources. The challenges were monumental: women grappled with limited access to contraception, safe abortion was a distant reality, and sexual education was ensnared in the clutches of conservatism.

At many GPs, only married women could be prescribed the pill, and it was illegal to display condoms in public view until 1987, when Family Planning Tasmania campaigned heavily and spoke to Parliament to remove this archaic practise. This was the terrain upon which Family Planning Tasmania was built, by the tenacious Pat Mavromatis (then Hewitt) and the late Professor Colin Wendell Smith, who dared to envision a future where Tasmanians were empowered with access, choice and safe options.

The nascent days of Family Planning Tasmania were anything but smooth. The foundational leaders faced an uphill battle against socio-political resistance.

Stories echo from those days, of women flying, isolated and scared, to Melbourne to access safe abortion services, and of condoms being incredibly difficult to procure. It was within this milieu that Family Planning Tasmania embarked on its audacious journey to alter the narrative and demystify sexual and reproductive health.

The Journey of Family Planning Tasmania

Navigating through the whirlwind of opposition, Family Planning Tasmania's journey has been significantly shaped by its courageous advocates.

Topsy Evans, a life member, echoes the resilience and determination that permeated through Family Planning Tasmania's early days, recounting how unwavering champions like Paul Duncombe, then Treasurer, astutely managed scarce resources to ensure the organisation stayed afloat, subtly navigating the "Hollow Log" funding strategy. This fortitude, coupled with the keen understanding of the disparaging ground realities shared by teenagers of the era, fuelled the organisation's relentless pursuit to install sexual and reproductive health education and services into the Tasmanian community.

In the encompassing 50 years, Family Planning Tasmania has blossomed from a small grassroots committee fighting for survival into a robust, vital state-wide organisation, overcoming the initial opposition and scepticism thrown its way.

The victories have been many: from establishing accessible sexual and reproductive health services to pioneering education and advocacy that have shifted societal norms and policies.

A Golden Milestone Celebration

The 50th-anniversary reception hosted at the prestigious Government House, witnessed a gathering of 120 individuals, all connected through a common thread – the unwavering belief in Family Planning Tasmania’s mission. Her Excellency, the Governor Barbara Baker, graciously acknowledged Family Planning Tasmania’s accomplishments, painting a picture of a history marked with challenges, yet beautifully overcome through persistence and unity.

The celebration was not confined to Government House but echoed across our three sites, weaving through coffee, cupcakes, and cherished conversations. The week-long events, enriched by the dedication of individuals like Wendy, Lalla, Jo, Judy, Nathan, Katie, Nerine, Elle, and Maria, echoed the collaborative spirit that has always been the pulse of Family Planning Tasmania. Every balloon secured and every cupcake shared was a small but significant nod to the collective efforts that have sailed this organisation through its 50-year journey.

Forward into the Future:

While the golden anniversary is a poignant moment to reflect, it also serves as a pivotal point to gaze into the future.

The ambitious vision that CEO Lalla Mackenzie articulated during the Government House reception sets the stage for a future where Family Planning Tasmania not only continues its pivotal role in the community but also forges new pathways to navigate the emerging challenges and opportunities in sexual and reproductive health.

In an era that is radically different from 1973, Family Planning Tasmania now navigates through digital landscapes, evolving social norms, and global health crises, endeavouring to ensure that sexual and reproductive health and rights are not just accessible but also inclusive and devoid of judgment and barriers.

As we commemorate this monumental milestone, it's imperative to remember that Family Planning Tasmania's story is interwoven with stories of courage, resilience, and relentless pursuit of a future where everyone has the right to make choices about their own bodies, to access to that information and the resources required to exercise those rights.

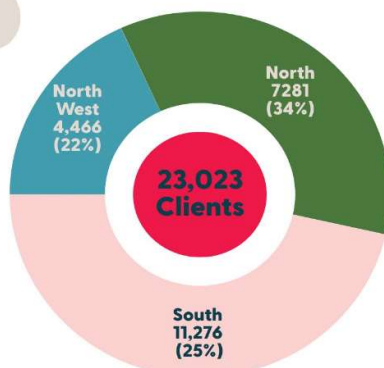
It's a narrative crafted not just by its founders but every hand that has contributed along the way - from the devoted staff and board members to the resilient community that has stood by it.

Here’s to Family Planning Tasmania - celebrating 50 golden years of empowering choices and championing sexual and reproductive health and to many more years of being a beacon of support, education, and advocacy in sexual and reproductive health and justice.

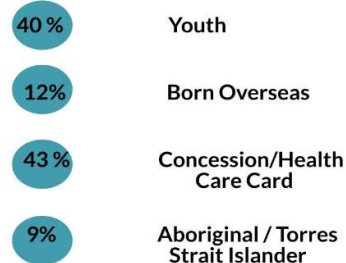
Clinics

Clinic services

31% increase in client numbers despite continued Covid-19 in the community.



Priority populations



Top 3 reasons for clinic visits



Patient feedback

"Wonderful Doctor that really listened to me and was very knowledgeable."

"Great staff, kind and supportive. They take time with you each time, regardless."

Endometriosis and Pelvic Pain Clinic

The Persistent Pelvic Pain initiative is supported by funding from Primary Health Tasmania (Tasmania PHN) through the Australian Government's Primary Health Networks program.

This initiative is a comprehensive approach to understanding, managing and supporting individuals with endometriosis and persistent pelvic pain.

The service will be a focused person-centered approach and is comprised of an experienced multidisciplinary team who will assist clients to manage their pain, symptoms and mental health.

Medication Termination of Pregnancy

We now have 18 doctors trained in ultrasound and offer MTOP-all-in-one appointments making MTOP more accessible to patients.

743 MTOPs were accessed this financial year, an increase of 45% compared to the last financial year.

LARC (Long-Acting Reversible Contraception) insertion rate post MTOP remains over 30% (compared to 11% national average), reflecting the time and effort clinicians spend discussing the benefits of LARC pre-and post- medication.

743
MTOPs
accessed

18
Doctors now
trained in
ultrasound

Over 30%
LARC insertion rate
post-MTOP

Online bookings

Online bookings have continued to be well received, with approximately 25% of all patients booking online.

The continuation of our online booking service aims to reduce barriers to accessing Family Planning Tasmania services by providing an alternative booking option to patients who prefer convenience or who may not have phone credit or signal.



Top 6 Overseas Countries of Birth

- United Kingdom
- Nepal
- China
- India
- New Zealand
- Philippines

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 4 Registrars.
- Implanon training for 28 Tasmanian health professionals.
- IUD training for 3 GPs.
- Ultrasound training for 14 GPs.

Outreach

Family Planning Tasmania was contacted by Break O'Day Child and Family Learning Centre in St Helens to provide an outreach clinic to help service the unmet sexual and reproductive health needs of women attending their facility.

The clinic ran over two days, and 24 patients were seen regarding a wide range of sexual and reproductive health needs, including;

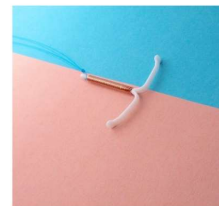
- CSTs
- Contraception
- Period issues
- Pelvic pain
- Genital dermatology



Prioritising Long Acting Reversible Contraception (LARC)



1,200 IUDs were inserted between 1 July 2022 and 30 June 2023.



Pessary Service Growth

Our focus on prolapse and pessary continued this year,

Approximately 690 prolapse and pessary related appointments were delivered and 120 fully funded pessary rings made available, up from 22 the previous year.



Education



The Growing Up Program remains in high demand across Tasmania with a total of 18 schools currently waitlisted, hoping to receive the program for 2023.

Overall, Family Planning Tasmania delivered the Growing Up Program to 67 schools statewide, reaching a total of 13,192 students from July 2022 to June 30th, 2023. Four of these schools received the program for the first time.

Family Planning Tasmania is looking to move into 2024 with a holistic approach to not only deliver the Growing Up Program to students within schools but to deliver parent/carer sessions and staff sessions to promote sexual health outside of schools and into the community.

Feedback

"Students were engaged and comfortable to ask questions and develop their understanding".

"My kids loved learning the phrase 'from my head to my toes I say what goes' "

"An excellent program, wonderful educators, explanations and support.

"This was the most valuable element of the session: Discussions that challenged fixed thinking".

"Content set at a very appropriate level....therefore easily accessible to students. Practical examples given of what to do in different scenarios".

"The Educator did such a fantastic job, kids were engaged, program relevant, best one I have ever seen".

People with additional needs

Family Planning Tasmania provided 90 one on one education sessions for additional needs clients and their parents/carers. These sessions included education for topics such as:

- Categories of difference people in the client's life and the types of touch that are ok with them, public and private body parts and the rules that are associated with them.
- Public and private places/behaviors. Where it is and is not appropriate to touch your own private parts.
- Consent - in detail, with examples and scenarios. Including age of consent, the law, nonverbal consent and what to do if they have an experience where there is confusion or lack of consent.
- Respectful relationships, how to identify when things are not ok or if the relationship is unhealthy.
- Online safety, how to spot 'red flags' when talking to people online, how to navigate online dating and meeting people from the internet safely.
- Puberty.
- Contraception and how to make sure that consent is ongoing during sexual touch.



Individual Sessions

90

Demand for these services continues to grow



17

New clients awaiting support



High Quality, Evidence-based and Accessible

SoSAFE! Professional Learning



4


4 closed workshops conducted statewide

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.

7

7 open workshops conducted statewide



4 Secondary schools participated in our Comprehensive Sexuality Education program



Our Comprehensive Sexuality Education program has been under re-development, which has limited program delivery to 4 schools this financial year.



5 additional secondary schools are booked for program delivery in 2023. 3 of these schools having booked the program over consecutive years.



Key messages from student participants in Comprehensive Sexuality Education Program

Consent can be withdrawn

Legal age of consent when under 18

Communicate when trying something new

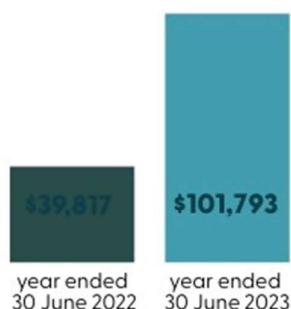


Comprehensive Sexuality Education for Secondary/Tertiary Schools (CSE)

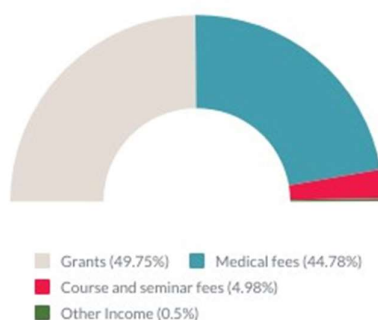
Family Planning Tasmania

People & Finances

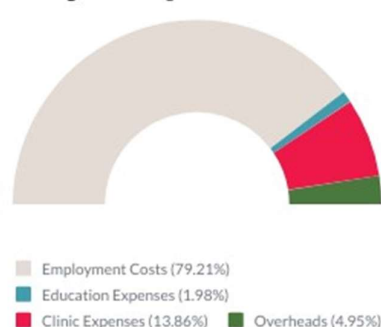
Surplus



Income Sources



Major Expenses



In the last 5 years

In this period, grant funding constituted 50% of operating income, and self-generated funding 50%

↑47%

Total Income

↓2%

Education Fees-for-service

↑102%

Clinic Fees-for-service

FPT employed 74 staff



10 Education Staff



9 Nurses and
34 Doctors



16 Administrative
Staff



5 Managers

72

Female

2

Male

5

Full-time

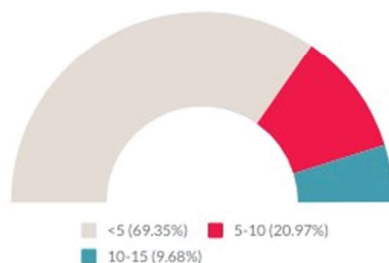
19

Part-time

50

Casual

Years of Service



FPT staff have a total of 258 years service with the organisation.

The average length of service with us is more than 4.2 years.

Safety Culture



No Lost time injuries



Quarterly Safety Focus
Group Meetings



We are committed to
ensuring all of our
people go home safe
every day

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

50th Anniversary Government House Reception



Life Members

Jean Perkins	1975	Prue Lake	1997
Dr Valerie Davenport	1979	Nick Toonen OAM	2000
Prof Colin Wendell-Smith AO	1981	Margot Kingston	2002
Sue Williams	1982	Dr Pauline Carruthers	2002
Dr Eric Cunningham-Dax	1985	Paul Duncombe	2004
Pat Hewitt/Mavromatis	1985	Helen Bird	2006
Jill Roberts	1986	Esme Murphy	2010
Topsy Evans	1989	Dr Christine Bush	2012
Jean Hearn	1992	Virginia Thorold-Smith	2012
Dr Helen Cutts	1993	Joan Dolbey	2013
Helen Fotheringham	1994	Professor Ian Lewis AO	2014
Jan von See	1995	Julie Downie	2015
Nancy Jiracek	1996	Liz Ling	2016
Dr Graham Riddoch	1996	Dr Claire Roberts	2017
Jo Crothers	1996	Dr Mary Kille	2018
		Dr Susan Carruthers	2019
		Lisa Haas	2021

Pat Hewitt (now Mavromatis) – Celebrating 50 Years

In addition to celebrating 50 years of sexual and reproductive health in Tasmania, we would like to recognise Pat's significant contribution to Family Planning Tasmania.

After working for five years in India on a village health program, Pat returned to Australia in late 1972. She commenced working in Tasmania as a child health nurse where she was not allowed to mention the topic of family planning to mothers, as this was seen to be the role of their GP. As it turned out, Pat was the exact type of boundary pusher, the Family Planning Association of Tasmania was seeking.

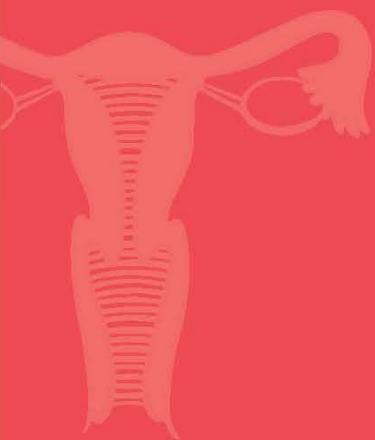
Pat was appointed the position of Administrator, an extremely broad role which included duties such as clinic nurse, nurse educator, counsellor, and bookkeeper.

In 1977, Pat was awarded a Churchill Fellowship and from April to July that year travelled to England, Italy, Hong Kong, Singapore, and Malaysia looking at family planning education services, with an emphasis on youth service, bringing her observations and learnings back to Tasmania.

In 1985, after 12 years with the association, Pat decided to move on and celebrated her farewell with staff who had all been appointed by her. In the same year, Pat was made a life member and in 2023 we are delighted to celebrate her 50 years with Family Planning Tasmania.

List of Acronyms

Acronym	Explanation
CALD	Culturally and Linguistically Diverse
CEO	Chief Executive Officer
CMT	Clinical Management Team
CSE	Comprehensive Sexuality Education
CSTs	Cervical Screening Tests
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
GUP	Growing Up Program
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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