Family Planning Tasmania.



Annual Report 2024-25

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We wish to acknowledge and thank our supporters and partners:































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 specialised sexual and reproductive health 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.

Sti	rategies	Objectives
1.	Drive a culture that	1.1 Create a positive employee experience
	aligns with our values	1.2 Promote clinical governance for improved
		safety and quality
		1.3 Promote continuous improvement
2.	Elevate advocacy and	2.1 Contribute to thought leadership and research
	positioning about our	2.2 Consider advantages of recognition as the
	work	Peak Body for SRH in Tasmania
		2.3 Greater community profile
3.	Expand service mix and	3.1 Explore other fixed service locations
	reach by sustainable	3.2 Explore scope for outreach services
	growth	3.3 Explore new services
4.	Strengthen strategic	4.1 Develop Stakeholder strategy to include
	partnerships	relationships with Community, Government,
		allied organisations and other providers
5.	Promote excellence in	5.1 Update organisation structure and key roles
	governance and	5.2 Board development
	management	5.3 Staff development
		5.4 Risk management



Chair and CEO Report

To members of our Family Planning Tasmania Community,

As we reflect on the achievements of the 2024–2025 financial year, we are immensely proud of the sexual and reproductive health education programs, clinical care, and the welcoming, non-judgmental support our staff consistently provide. This year has seen significant growth across our services in women's health, sexual and reproductive health, and sexual and reproductive health education.

Our three clinics have been operating at full capacity, and we have been pleased to add additional clinic room space at all three sites to allow us to provide more essential clinical services to the Tasmanian community. With forward planning and focused resource management, we have been able to expand our capacity with no additional funding.

We continued our state-wide leadership in Long-Acting Reversible Contraception (LARC) offering Implanon and IUD training across Tasmania, equipping healthcare providers with the skills needed to meet the growing demand for long-acting reversible contraception. Our efforts in addressing endometriosis and persistent pelvic pain have also remained a key focus, ensuring that individuals experiencing these conditions receive the support and care they need, and we have had a 124% growth year on year in our Persistent Pelvic Pain clinic providing 691 consultations. Our clinics have also seen continued growth in consultations for antenatal, menopause, LARC and fertility services, reflecting the growing needs of our community and our ability to respond with compassion and clinical expertise. We have continued to support men's sexual and reproductive health through our partnership with Vasectomy Australia providing 261 procedures across our clinics.

This was the second year of our SHIELD program (Sexual Health Inclusion Education Learning and Development), seeing growth of 71% from last year in appointments. Through this initiative, we are furthering our mission to provide inclusive and accessible sexual health education and support for individuals living with disabilities. Our revamped, popular and successful Growing Up Program (GUP) has seen increased demand across the schools of Tasmania with an estimated 12,000+ students benefiting from the program which is focused on body changes, respect and child safety.

Positive patient feedback has always been a highlight for our organisation. This year was the first year we have calculated a Net Promoter Score for our clinic services. The result for the year was an outstanding 92%, supporting the excellent, patient-centred care provided by our staff across all three clinics in Tasmania.

We would like to acknowledge and thank our skilled, passionate and caring staff, without whom we would not have the patient-centred and student focused service we provide today. We also acknowledge and thank our committed Board, partners, stakeholders, the State and Federal governments, and the Tasmanian community. Together, we are making a lasting impact on the health and well-being of tens of thousands of Tasmanians every year.

We look forward to another year of progress and continued excellence.

Marcus Di Martino
Chief Executive Officer

Kyle Shirkey Board Chair

At a Glance



22,026

total clinic appointments

Glenorchy: 9,841 Launceston: 7,215

Burnie: 4,970

Australian Government Services Australia Care Card

Signature of cardholder

JANE CITIZEN

This card is NOT transferable servicesaustralia.gov.au/healthcarecard Issued by the Australian Government agency, Services Australia on behalf of the Department of Social Services

55.8%

of patients hold a concession

card

Feedback

"Thankyou for making me feel seen and my feelings validated"

"I felt heard, I was afforded choices. I was not rushed"

"My doctor made me feel comfortable, didn't overload what was already a difficult situation... while still making me feel dignified."

"Didn't feel rushed or dismissed. Came away with some short-term solutions and long-term plans".

"Absolutely amazing, I couldn't have felt more comfortable or at ease while in consultation. Reception staff are friendly and welcoming, overall, a great experience".

"My doctor took the time to listen to my concerns, and I felt like I was talking to a good friend".



17 Health Promotion Events

4 SosAFE/ Workshops

9 SEED Workshops

Persistent Pelvic Pain



339 Physio appointments

174 Psychology referrals

65 Dietician appointments



schools accessed our Growing Up Program or Comprehensive Sexuality Education



53

SHIELD sessions held

Our Board



Kyle Shirkey

Kyle joined the Board in 2022 and was appointed Board Chairperson in November 2024. Kyle is also a member of the Clinical Governance Committee. Kyle is a Senior Partner at a Tasmania-based ICT Consulting Firm. Kyle has extensive international experience in continuous improvement and strategy deployment, serving many years in high-profile roles in the Automotive and Aerospace industries. Kyle has a Bachelor of Business and a Master of Business Administration.

Emma Dardick

Emma joined the Board in November 2022, is Deputy Chair and a member of the People and Culture Committee. Emma has worked in government, not-for-profit organisations and the United Nations. Emma is deeply committed to the principles of social justice.





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.



Gail joined the Board in November 2022 and is the chair of the People and Culture Committee. Gail has extensive experience in strategic human resource management, employee engagement and sustainability in both the not for profit and corporate environment.





Laura Pyszkowski

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

Elysse Blain

Elysse joined the Board at the start of 2021 and is a member of the Finance, Audit and Risk Management Committee. Elysse has extensive experience in the field of corporate financial management and project management, with experience across various industries.





Gerry Plunkett

Gerry joined the board in November 2020, having previously been a Board Member in the mid-'90s and then had to resign to become a member of the Education team. Gerry has extensive experience in training and assessment across a variety of industries. Gerry is currently delivering non-accredited training, as well as working as a relief Teacher at the Burnie Indie School.

Sally Hayne

Sally joined the Board in April 2025 and is on the People and Culture Committee. An ESG consultant and UTAS Game Changers graduate, she brings expertise in governance, engagement, and sustainability, with a strong focus on inclusive healthcare.





Emma Breward

Emma joined the Board in April 2025 and is on the Finance, Audit and Risk Management Committee. A GAICD graduate with legal and executive experience, she brings expertise in governance, risk, and corporate law, and is committed to supporting FPTs mission.

Laura Gazzignato

Laura joined the Board in April 2025 and serves on the Finance, Audit and Risk Management Committee. She is an experienced senior leader with expertise in corporate finance, financial governance, financial control, and business transformation. She is a Chartered Accountant (CA) and GAICD.



Health Promotion & Advocacy

20 Year Preventative Health Strategy

As Tasmania's leading provider of sexual and reproductive health services, education and advocacy, we seized the opportunity to help shape the 20-Year Tasmanian Preventative Health Strategy. Our submission championed the recognition of sexual and reproductive health and comprehensive sexuality education as essential foundations for wellbeing at every stage of life — critical to building a healthier, more equitable Tasmania.



Pelvic Pain & Endometriosis Advocacy



This year, Family Planning Tasmania proudly strengthened our advocacy in Persistent Pelvic Pain and Endometriosis. We were active voices at the Women's Health Forums in Hobart and Launceston, contributed to the Endometriosis Round Table, and our clinicians took centre stage as keynote speakers at the March Endometriosis Awareness event hosted by the Launceston General Hospital. We also brought national expertise to Tasmania by hosting a webinar with Susan Evans on Persistent Pelvic Pain, reaching more than 50 Tasmanian health professionals eager to learn and engage.

17 Community Health Promotion Events

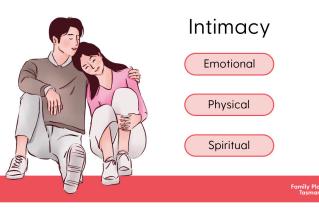


Health promotion is central to our mission of delivering high-quality sexual and reproductive healthcare to the community. Throughout the year, we engaged with our community by attending events such as College Health Expos, UTAS Clubs & Societies Days, and Women's Health Forums. Whether it's through conversations, education, or even dressing up in a condom suit, we are always ready to be there.



Palliative Care Workshops

With funding from Primary Health Tasmania, through the Australian Government's Primary Health Networks Program, we delivered eight workshops—four in person and four online—for palliative care workers and allied health professionals. The workshops aimed to deepen participants' understanding of sexuality and intimacy within the palliative care context. Survey results showed that 87% of participants reported a clearer understanding of these topics, and 81% indicated they plan to apply their learnings in practice. These findings indicate a likely long-term positive impact on patient care



Your Body: Your Story

"Thank you for making me feel seen and my feelings validated."

"I felt heard. I was afforded choices.

I was not rushed."

"Always feel so comfortable at this clinic, all the staff are wonderful."

"I absolutely loved the doctor that I spoke with, she was kind and explained everything to me in a way that I'd understand easily."

"My Dr took the time to listen to my concerns, and I felt like I was talking to a good friend."

"All staff were amazing, displayed respect and understanding. Such a caring team. "

"Such a lovely vibe with the ladies working with me for an IUD insertion. Really made me comfortable and put my mind at ease."

"Absolutely amazing, I couldn't have felt more comfortable or at ease while in consultation.

Reception staff are friendly and welcoming over all a great experience."

"I cannot rate this service highly enough. It was lovely to have the time to full explore my issue and have it explained to me fully. " "The doctor made me feel so comfortable, didn't overload what was already a difficult situation... while still making me feel

dignified."

"Didn't feel rushed or dismissed

Came away with some short term solutions and

long term plans."

"I have never felt so seen and heard. We are so lucky to have amazing and compassionate doctors in this world."

"The Doctor I saw made me feel very calm and didn't rush through the appointment at all. Fantastic experience, like always! Thank you!"

"I was listened to and each of my concerns were responded to in a thoughtful, respectful and informative manner."

Every Body, Every Story: Shaping Inclusive Services Together

At Family Planning Tasmania, inclusion isn't just a word – it's how we design our services, how we work with the community, and how we imagine a healthier future for all Tasmanians. We believe every body and every story matters, which means everyone deserves equitable access to women's health and sexual and reproductive health care, education, and support. By removing barriers and recognising the unique needs of all individuals – regardless of age, gender, sexuality, cultural background, or ability – we are committed to ensuring no one is left behind. This year, our commitment to diversity and access has taken shape in many ways – through expanded clinical services, new education programs, and strong partnerships that amplify the voices of Tasmanians across our state. Inclusion isn't just the right thing to do; it's how we build a healthier, stronger, and more resilient community for everyone.

Opening the Door to Better Pelvic Health

Persistent pelvic pain affects people of all genders, yet it remains too often invisible and misunderstood. Our Persistent Pelvic Pain Pathway expands access to truly multidisciplinary care — uniting allied health and medical professionals to support the whole person: body, mind, and wellbeing. This year we also launched our Preventative Pelvic Health workshops — from mums and bubs groups to sessions for women over 40, these safe spaces help people share experiences, learn practical strategies, and feel supported in their health journey. Participants left saying the same thing: "We wish we'd heard this sooner."

Intimacy in Palliative Care

At Family Planning Tasmania we know that sexuality and intimacy don't disappear with illness – they remain central to human connection. With funding from Primary Health Tasmania (Tasmanian PHN) through the Australian Government's Primary Health Networks Program, we delivered eight workshops on sexuality and intimacy in palliative care. The response was powerful. Health professionals told us this training had been missing for far too long. These workshops are now helping ensure dignity, choice, and closeness are honoured throughout every palliative care journey – respecting every body, every story, every choice.

Planting the Seeds of Safety

A highlight of the year was the launch of our SEED program – Sexuality, Education, and Early Development. Designed for educators and professionals working with children, SEED gives them the confidence and tools to understand and support children's social and sexual safety needs.

The workshops are lively and interactive, blending research with real-world strategies that can be put into practice. Participants explore how children's sexual development unfolds across ages and stages, how to nurture protective behaviours and body autonomy, and how to weave the idea of consent into everyday life. They learn ways to use supportive, age-appropriate language, address concerns around behaviours that might seem unusual, and empower children to feel safe in their world.

Already, SEED is making an impact. Communities are telling us the program is helping them create spaces where every child can grow up not just safe, but also supported, respected, and ready to thrive.



Shielding Our Communities

Our SHIELD program has continued to provide a safe, supportive, and deeply personal learning space for people who have experienced trauma or who have additional needs. Unlike broader education programs, SHIELD is built around the individual. Each participant works with us to create their own learning plan that reflects their needs, interests and story.

Sessions are offered one-to-one or in very small groups, always with a trusted support person present. This creates a safe, grounded, and supportive environment for participants to explore sensitive topics in ways that suit them. Conversations can cover many areas of life and relationships — from understanding safe and unsafe feelings, consent, and private versus public behaviours, to navigating intimacy, online safety, identity, or major life transitions such as becoming a parent or experiencing menopause. Each session unfolds at the participant's pace, guided by their questions and what matters most to them.

Through SHIELD, we see the power of tailored education. It gives people the knowledge and confidence to understand themselves, set boundaries, navigate relationships — and, most importantly, feel respected, safe, and empowered. Every story shapes the learning, and every body is included in shaping their journey.

More Room to Care

In Launceston and Burnie, former office spaces have been transformed into welcoming clinic rooms, offering support from the moment people walk through the door. This expansion has increased appointments, reduced wait times, and improved access to care.

To strengthen our commitment to safe and inclusive care, all frontline staff are undertaking trauma-informed practice training, ensuring every interaction is empathetic and respectful. This dedication also extends to accessibility: today, more than half of our patients are bulk billed, demonstrating our focus on equitable care and our determination to support all members of our diverse community, including those facing economic hardship or systemic barriers.

Standing Together for Change

In May, we proudly attended and sponsored the Access and Quality: Tasmanian Reproductive Health Conference, hosted by Women's Health Tasmania. The event brought together advocates, health professionals, and community members to confront key challenges in reproductive health – from persistent pelvic pain and reproductive coercion to access to education.

The conference's official statement was clear: too many Tasmanians still face barriers to sexual and reproductive health. It also outlined a bold path forward, with recommendations for a more gender-neutral and inclusive Tasmania. We are proud to stand with this movement for change – where every body and every story counts.

Looking Ahead

This has been a year of growth and connection. By expanding clinical services, launching new education programs, and amplifying community voices, Family Planning Tasmania has taken meaningful steps toward a future where everyone is welcome, and no one is left behind.

Our vision remains clear: a Tasmania where every person – regardless of gender, identity, age, or circumstance – has access to the sexual and reproductive health care and support they deserve. A Tasmania where every body, and every story matters.

Clinics

Top 3 Reasons for Clinic Visits

Contraception 19.75%



MToP Appointments **16.45%**Gynaecology **16%**



Menopause Support



We supported **765** patients with comprehensive menopause management, providing care tailored to their individual needs.

Clinical Education

This year, we remained committed to our mission of strengthening the ability of health professionals to provide sexual and reproductive health services through a range of activities, including:

- Sexual & Reproductive Extended Skills training for 6 Registrars
- Implanon NXT training sessions for 44 health professionals
- IUD training for **10** Health Professionals
- 10 Sexual and Reproductive Health Certificate practical placements
- 34 Medical student placements



Persistent Pelvic Pain Pathway

Our Persistent Pelvic Pain (PPP) Pathway brings together doctors, nurses, physiotherapists, dietitians and psychologists. By combining their skills and perspectives, this team offers care that looks at the whole person — not just the pain. Together, they support people to find practical ways to manage their symptoms and improve quality of life, tailoring care to what each individual needs most.

A total of **490** individuals participated in the Persistent Pelvic Pain Program across all three clinics.

Medical Termination of Pregnancy (MTOP)

3,623 MTOP related appointments. The MTOP-in-one appointment, including ultrasound, cuts the time needed to deliver an MTOP by over 50%, reducing the number of appointments and overall cost of the service for the patient.

Vasectomy

At Family Planning Tasmania, we believe decisions about contraception shouldn't rest solely with one partner. This year, through our partnership with Vasectomy Australia, we continued to support people to make informed choices about permanent contraception, including vasectomy services — with **261** procedure -related appointments across our clinics.



Sexually Transmitted Infection (STI) clinics

Our clinical staff conducted **1,666**STI related appointments, including checks and treatment. This equates to approx 6.5
STI appointments per day.



Pessary & Prolapse Service

Continued our service by providing **1,145** prolapse and pessary related appointments. A 12% increase from last year.



Long Acting Reversible Contraception (LARC)

LARCs are over 99% effective at preventing pregnancy, for between three and ten years (depending on the type).

7,123 appointments related to ENGs and IUDs, including assessments, insertions, checks and removals.

Cervical Screening Appointments

Regular cervical screening saves lives — and with self-collection now available, it's easier and more comfortable than ever. This year, Family Planning Tasmania conducted 1,595 cervical screening appointments, helping more Tasmanians take control of their sexual and reproductive health.



Education

The Growing Up Program

Tasmania's leading relationships, sexuality, and protective behaviours program for Kindergarten to Year 6 is delivered by our expert educators. Evidence-based and age-appropriate, GUP reflects the latest research in sexual and reproductive health.

In 2024–25, the program reached 81 schools across the state, supporting children's learning in a safe and respectful environment. GUP educators help children build confidence to talk with parents, carers, and other trusted adults, while encouraging them to reflect on their own and their family's values.

81 Schools



*12,000 Students * Approximately

Comprehensive Sexuality Education

14 Sessions Our Comprehensive Sexuality Education (CSE)
Essentials program offers age-appropriate,
evidence-based education on relationships,
sexuality, and protective behaviors for secondary
students. Aligned with the Australian Curriculum, it
reinforces knowledge on topics like sexuality,
respectful relationships, and consent.

*112
Students
* Approximately

Contraception & Sexual Health Demonstration Kits



Eight contraceptive education kits were provided during the year, offering interactive tools such as condom demonstrators, contraceptive models, STI prevention resources, and pregnancy tests. These kits supported educators and school nurses in delivering engaging, practical lessons that build knowledge and confidence in sexual health.



SHIELD Education Sessions

SHIELD offers individual or small group sessions tailored for people of all ages and abilities, and for those who have additional needs. These sessions cover topics like relationships, private body parts and consent, with a customised learning plan created for each participant.

53
Sessions





32
Participants

Sexuality Education Early Development

SEED is a program designed for educators and professionals working with children, to give them the confidence and tools to understand and support children's social and sexual safety

needs.



Blending research with real-world strategies, participants explore how children's sexual development unfolds across ages and stages, and how to empower children to feel safe in their world.

9 Workshops



4 Workshops SoSAFE! is a targeted, evidence-based program that uses standardised concepts, simple visuals and tools to support social, sexual, and safety learning for people with disability and additional needs, addressing their heightened vulnerability to physical, emotional and sexual abuse.



2024 Life Member - Dr Craig White



Family Planning Tasmania is proud to recognise the late Dr Craig White with a Life Membership in honour of his outstanding service, leadership, and enduring commitment to improving sexual and reproductive health for all Tasmanians.

Craig joined Family Planning Tasmania in 2017 as a Board Member, bringing with him more than three decades of senior leadership experience in the health sector. His commitment to FPT was immediate and unwavering, and he quickly became a highly respected and valued member of the Board. In 2023, he was elected Chair, a reflection of both his deep connection to the organisation and the esteem in which he was held by his colleagues.

Craig's involvement with FPT was marked by tireless dedication, even during times of ill health. He was always available to take a call, respond to a message, or sit down one-on-one to work through board papers and strategic directions. His generosity of spirit, patience, and genuine care shaped every interaction, and his leadership provided steadiness through periods of change and growth.

Drawing on his previous roles as Tasmania's Chief Health Officer, Chief Medical Officer, and CEO of a major hospital, Craig brought invaluable insight, professionalism, and integrity to his work with FPT.

He supported and mentored fellow Board members, worked closely with the executive team to strengthen governance, and always ensured that strategic decisions were grounded in the organisation's long-term sustainability and commitment to equitable, high-quality care.

Craig was a passionate advocate for inclusive and accessible health services, both within FPT and across the wider community. His involvement with the Victorian Ministerial Advisory Council on LGBTIQ+ Health, along with his board roles with Oak Tasmania, The Pinnacle Foundation, and The Possibility Group, highlighted his dedication to marginalised communities. In retirement, he remained active in community health advocacy, ensuring that community voices were heard and respected.

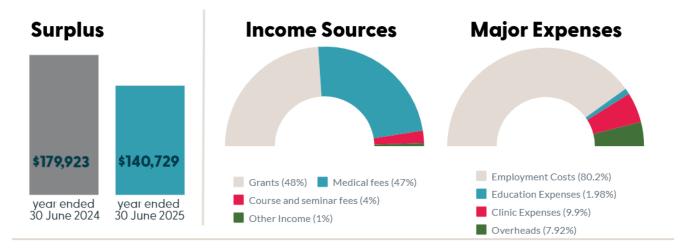
Craig's contribution to FPT is enduring. His calm, collaborative leadership and his strong belief in health equity have left a lasting legacy. His Life Membership recognises his extraordinary service, his commitment to excellence, and the profound difference he made to FPT and to the lives of Tasmanians.



Life Members

Jean Perkins	1975	Nick Toonen OAM	2000
Dr Valerie Davenport	1978	Margot Kingston	2002
Prof Colin Wendell-Smith AC	1981	Dr Pauline Carruthers	2002
Sue WIlliams	1982	Paul Duncombe	2004
Dr Eric Cunningham-Dax	1985	Helen Bird	2006
Pat Hewitt/Mavromatis	1985	Esme Murphy	2010
Jill Roberts	1986	Dr Christine Bush	2012
Topsy Evans	1989	Virginia Thorold-Smith	2012
Jean Hearn	1992	Joan Dolbey	2013
Dr Helen Cutts	1993	Professor Ian Lewis AO	2014
Helen Fotheringham	1994	Julie Downie	2015
Jan von See	1995	Liz Ling	2016
Nancy Hiracek	1996	Dr Claire Roberts	2017
Dr Grahan Riddoch	1996	Dr Mary Kille OA	2018
Jo Crothers	1996	Dr Susan Carruthers	2019
Prue Lake	1997	Lisa Haas	2021

People & Finances



In the last 5 years

In 2024 - 2025, operating Income was 48% Grant Funding and 52% Self-Generated

†44%Total Income

T9%Education Fees-for-service

† 59%Clinic Fees-for-service

Family Planning Tasmania employed 74 staff















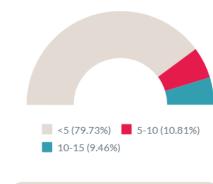




15 Administrative Staff



Years of Service



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

Safety Culture



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

<u>Acronyms</u>

Acronym	Explanation
CALD	Culturally and Linguistically Diverse
CEO	Chief Executive Officer
CGC	Clinical Governance Committee
CSE	Comprehensive Sexuality Education
CSTs	Cervical Screening Tests
DECYP	Department for Education, Children and Young People
DoE	Department of Education
DoH	Department of Health
FARM	Finance, Audit and Risk Management
FPAA	Family Planning Alliance Australia
FPO	Family Planning Organisation
FPT	Family Planning Tasmania
GP	General Practitioner
GuP	Growing Up Program
IUD	Intrauterine device, e.g. Mirena
LARC	Long-Acting Reversible Contraception
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer or Questioning,
	Intersex, Asexual and / or Aromatic + all other identities
MToP	Medical Termination of Pregnancy
NDIS	National Disability Insurance Scheme
PHN	Primary Health Network
PPP	Persistent Pelvic Pain
RACGP	The Royal Australian College of General Practitioners
SEED	Sexuality, Education and Early Development
SEIFA	Socio-Economic Indexes for Areas
SHFPACT	Sexual Health and Family Planning ACT
SHIELD	Sexual Health Inclusion Education Learning Development
SRH	Sexual & Reproductive Health
STI	Sexually Transmitted Infection
SToP	Surgical Termination of Pregnancy
UTAS	University of Tasmania

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