

# family planning nsw annual report 2009



*“Family Planning NSW exude enthusiasm and commitment. They are to be commended for working towards continued improvements in their service.”*

**The Quality in Practice Review**



**FAMILY PLANNING NSW**

# family planning nsw

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family planning nsw

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# organisation



# family planning nsw 08-09 key achievements

## KEY DIRECTION 1

### EXPERT INFORMATION SYSTEM

**To provide credible, up-to-date, expert information to health professionals, the community and policy makers.**

- ▶ Healthline 1300 658 886 – confidential telephone service
- ▶ Healthrites Bookshop – open to the public
- ▶ Family Planning NSW Website – [www.fpnsw.org.au](http://www.fpnsw.org.au)
- ▶ Family Planning NSW Newsletters: *Clinical Update*, *Sexual and Reproductive Health Nursing Information (SARHNI)*, and *Between the Sheets*



FPNSW Website

## KEY DIRECTION 2

### CREDIBLE, RESPONSIBLE ADVOCACY THAT IS CONSIDERED AND ACHIEVES RESULTS

**To be seen as the primary advocate on issues of reproductive and sexual health.**

- ▶ Launch of *Down There* DVD, 2nd edition – a leading reproductive and sexual health resource for multicultural communities;
- ▶ Launch of *Hey Sister! Hey Brother!* – a contraceptive booklet for Aboriginal communities;
- ▶ Release of *IUD in Practice* DVD – a training DVD for medical professionals;
- ▶ Review and update of FAQs – online answers to hundreds of Frequently Asked Questions;
- ▶ Participation in key events: International Women's Day, National Condom Day, Mardi Gras, Sexual Health Week;
- ▶ Progression of community-specific strategic plans: youth, Aboriginal and Torres Strait Islander, culturally and linguistically diverse, and same-sex attracted.

## KEY DIRECTION 3

### GROWTH AND DIVERSIFICATION OF FUNDING BASE

**To increase self-sufficiency.**

- ▶ Statewide Reproductive and Sexual Health Data Needs Analysis completed and awaiting printing;
- ▶ FPNSW supported SH&FPA by operating the International Development Project 2008/09;
- ▶ Research projects and funding through pharmaceutical companies and partnerships;
- ▶ Increase of Training and Education activities.

## KEY DIRECTION 4

### BEST QUALITY HEALTH PROMOTION, PREVENTION AND CLINICAL CARE TO THE PEOPLE OF NSW

**To provide excellence in prevention and care to the people of NSW.**

- ▶ 13,109 clients attended FPNSW clinics for 23,469 total visits which represents a 2% increase in clients and a 3% increase in service delivery from the previous year;
- ▶ 98% of clients were female. 43% were less than 30 years old, 23% aged 30-39 years old, 18% aged 40-49 years and 16% aged 50 years and older. Close to 4% of clients reported having a disability;
- ▶ 46% of the clients attended the Ashfield clinic, 29% from Newcastle, 10% from Fairfield, 8% from Penrith and 7% from Dubbo;
- ▶ The main service provided was gynaecological (44%) followed by contraception (35%), STI/HIV (9%) and pregnancy (6%);
- ▶ Compared to 2007/08, there was an increase this year of Aboriginal and Torres Strait Islander clients who attended The Warehouse (33% increase), Newcastle (29% increase), Dubbo (11% increase) and Ashfield (7% increase);
- ▶ 14,213 participants attended FPNSW health promotion activities in 2008/09, of which 70% were youth.

# family planning nsw 08-09 key achievements



Resources used in Training

## KEY DIRECTION 5 RESEARCH AND EVALUATION IMPLEMENTED ACROSS NSW

**To develop and expand the culture of research and evaluation across the organisation.**

- ▶ The Sydney Centre for Reproductive Health Research, the research arm of FPNSW, increased the number of self-funded and partially self-funded projects by 22%;
- ▶ The qualitative record of the organisation has been broadened by the completion of two collaborative projects with the Applied Linguistics Dept of the University of Technology, Sydney. One examined communication in family planning consultations and the other examined our informed consent procedures;
- ▶ FPNSW staff gave eight conference presentations and 88 seminar/workshops presentations in 2008/09.

## KEY DIRECTION 6 EDUCATION AND TRAINING

**To be leaders in reproductive and sexual health best practice professional training and workforce development to health care workers and service providers.**

- ▶ There was a 45% increase in professional education activities from the previous year, with 3,603 participants attending 506 professional education activities;
- ▶ The Professional Education program has been expanded by creating an additional six more courses to the calendar. This means there are a total of 22 unique courses offered to service providers throughout the year.

# family planning nsw who we are

**With more than 80 years as a leader in reproductive and sexual health, Family Planning NSW is committed to excellence in meeting the reproductive and sexual health needs in the NSW community and continues to achieve outstanding results.**

As a company limited by guarantee incorporated under the Corporations Act 2001, we are an independent not-for-profit organisation with a voluntary board. Our organisation uses various avenues focusing on the contribution to, promotion, collection and dissemination of sexual health knowledge, information and learning to people in NSW.

## WE OFFER

- ▶ Clinics located in Ashfield, Dubbo, Fairfield, Newcastle and Penrith;
- ▶ Education and Training opportunities for doctors, nurses, educators, service providers, youth workers and members of the general public;
- ▶ Research of the highest standards and updates on the latest issues in reproductive and sexual health;
- ▶ Health Promotion designed to meet the specific needs of our target audiences;
- ▶ Resources developed with community engagement and support;
- ▶ Information that is accessible, credible and easy to understand.

These activities are focused on disadvantaged groups and in areas where access to mainstream services are restricted. These priority groups include youth, Aboriginal and Torres Strait Islanders, people with a disability, the culturally and linguistically diverse, same-sex attracted persons and those who are from regional, rural and remote NSW.

## VISION

To be a leader in reproductive and sexual health.

## MISSION

To promote the reproductive and sexual health of the people of NSW.

## PURPOSE

To contribute to, collect and disseminate reproductive and sexual health knowledge, information and learning.

## OUR LINKS

Through our membership with Sexual Health and Family Planning Australia (SH&FPA), Family Planning NSW links with other family planning organisations around the country and with the International Planned Parenthood Federation. We maintain active partnerships with other organisations that are positioned to impact on the reproductive and sexual health of the people in NSW including government, community and the corporate sector.

## OUR INCOME

Family Planning NSW is the peak organisation funded by the government to specifically provide reproductive and sexual health services throughout NSW. Family Planning NSW gratefully acknowledges our two major funders. The Commonwealth Department of Health and Aging provided grant funds through the Public Health Outcome Funding Agreement and the NSW Department of Health provided funds through the Non-government Organisation (NGO) program, which is managed by the Sydney South West Area Health Service, Western Sydney Area Health Service and Hunter New England Area Health Service.

## OUR VALUES

- ▶ Leadership in reproductive and sexual health issues of importance in our communities;
- ▶ Excellence in our services and resources by supporting the expertise of those who work for the organisation;
- ▶ Respect for the dignity and choices for our clients, communities and staff;
- ▶ Collaboration with other organisations and sectors for increased health outcomes;
- ▶ Participation from clients and communities in the development and review of our services and resources;
- ▶ Equity of services and resources for maximum distribution of reproductive and sexual health outcomes in priority groups;
- ▶ Access to services and resources that are appropriate for our clients and communities; and
- ▶ Accountability to our clients, communities, funders and stakeholders.

# family planning nsw president's report



Prof Caroline DeCosta with Dr Devora Lieberman and Ann Brassil at 2008 Open Day



Dr Devora Lieberman, President

## Another year of dynamic growth and opportunity has come and gone, and I am pleased to report tremendous productivity in all our services areas.

Our clinical services have expanded, including an overall increase in the number of clients seen, as well as a change in the demographics of our client base to be more youth focused. Implementation will begin soon for the strategic plans for our priority groups: Aboriginal and Torres Strait Islander, same-sex attracted, youth and the culturally and linguistically diverse. These audience-targeted plans provide an organisational vision and direction for all clinical services and health promotion activities.

Family Planning NSW's state of the art facilities greatly enhance the quality of professional training, including doctors, nurses and other professional groups. We have increased the number and range of professional training courses offered by the organisation, including the provision of courses tailored to specific groups. This training has also been improved by the production of a range of high quality and innovative resources, including the *Love and Kisses* DVD, about sexuality and disability, the *Down There* DVD, targeted to a multicultural audience, and the *IUD in Practice* DVD for medical professionals.

Our research program has continued to be a major strength of the organisation, with 12 publications in peer reviewed journals this year and research projects covering the breadth of issues in reproductive and sexual health. These include specific contraceptive research studies and qualitative research into the drivers surrounding teen sexuality.

This year, we engaged accreditation provider QIP/AGPAL (Quality in Practice/Australian General Practice Accreditation Limited) to manage the review of our clinical services against RACGP (Royal Australasian College of General Practitioners) standards and their response was nothing short of outstanding. The surveyors recognised the high standards of every level at Family Planning NSW.

Our Board of Directors has had a busy year as well, with the reorganisation of the Ethics Committee and the formation of the Fundraising Committee and Advocacy Committee. The Finance and Audit Committee has been very active in pursuing an appropriate asset management strategy for the organisation as well as providing input into the governance of the company's finances. At the last AGM; the membership voted to change auditors and we welcome their engagement and contribution to this Annual Report.

In June 2009, Family Planning NSW Board made the decision to incorporate International Projects under its umbrella of services and activities. Having managed the Sexual Health and Family Planning Australia (SH&FPA) International Projects for the previous 18 months, we now have a formal contract with SH&FPA to run the International Projects for the next four years. We are also expanding our international activities to regular presentations at international conferences, involvement in international delegations and to advocacy activities as appropriate. This is a very exciting and challenging development for Family Planning NSW.

My deep appreciation goes to my co-Directors for their invaluable support and input throughout the year. Our commitment to continual improvement and effectiveness is passionate at every level – the Board, the Executive, the Management and staff – and I look forward to our achievements for 2009/10.

Thanks sincerely to all.

A handwritten signature in black ink, appearing to read 'Devora Lieberman'.

**DR DEVORA LIEBERMAN**

**President**

MD MPH FRANCOG

# family planning nsw ceo's report



Down There DVD Launch



Ann Brassil, CEO

## Undoubtedly, 2008/09 has been one of tremendous growth and productivity – an inevitable result of true organisational commitment and staff flexibility.

Our focus remains on improving the reproductive and sexual health of the communities we service. Our expertise continues in the delivery of our clinical services, our professional education, our research that is well recognised and we are continuously sought after for advice and input by external agencies.

In the past year we have delivered 23,469 clinical services and facilitated health promotion services to 14,213 participants. This is an increase in service delivery (3% and 5% respectively) and we will continue to expand our reach.

Family Planning NSW staff gave eight conference presentations and 88 seminar/workshop presentations in 2008-09. Our Research Centre increased the number of full and partially funded research projects, of which five were completed during the year and six others are either awaiting final data analysis or publication of results.

Our management of the SH&FPA International Projects has grown in capacity and reach and continues to present opportunities in health promotion services to those developing countries.

This year saw the culmination of many long-term projects and our productivity in developing audience-specific health promotion resources has been outstanding. In particular, the community and statewide embrace of the *Down There* DVD, 2nd edition (released in November) and the *Hey Sister! Hey Brother!* Contraceptive Booklet (released in March) prove that our priority groups need and want reproductive and sexual health resources tailored to their cultural needs.

We continue to focus our services and health promotion on specific priority groups, including youth, the culturally and linguistically diverse, people with a disability, Aboriginal and Torres Strait Islanders and same-sex attracted people. We have focused this year on the collection of evidence about the needs within these populations to ensure the relevance of our future directions.

This report is only a brief overview of the remarkable work and it is a privilege to be the CEO of such a passionate organisation. My gratitude goes out to each staff member for their long hours and continuous efforts to push Family Planning NSW to the highest of standards.

The Family Planning NSW Board cannot go unnoted, as their support and vision continue to provide opportunity for growth and true advocacy for those communities we serve.

We could not do our work without the support of the NSW Government, who is a major funder of our activities.

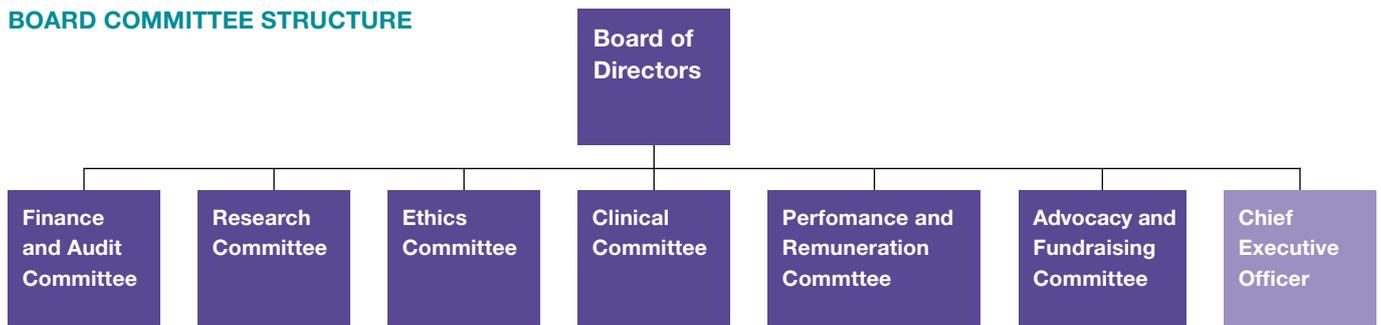
I am looking forward to finalising our strategic plans for each unique priority group and implementing these in our communities. More importantly, I see great achievements on the horizon and look forward to working with all our staff, Board members and supporters in making those achievements a reality.

**ANN BRASSIL**  
**Chief Executive Officer**

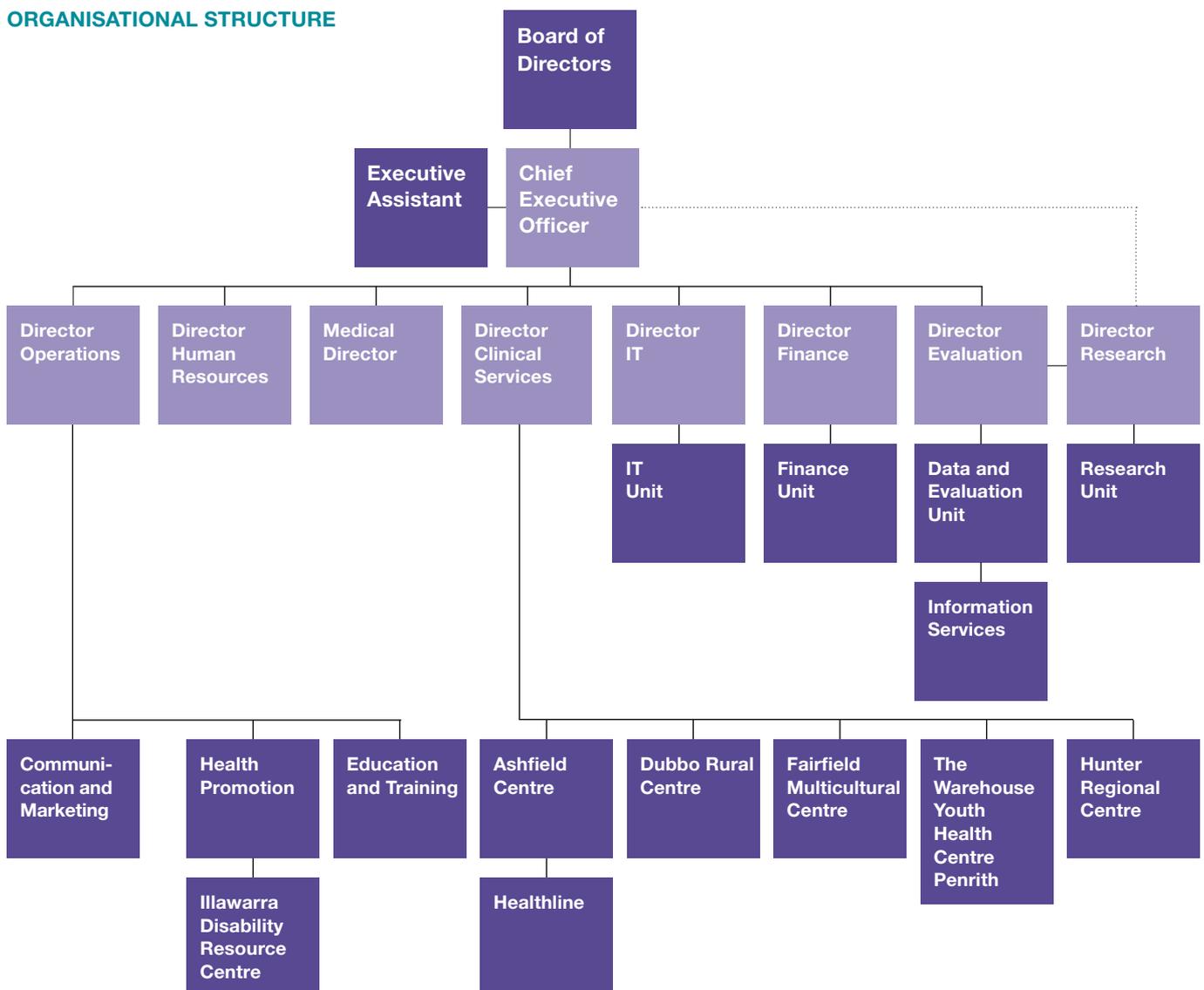
BSc (Psych) Hons MA (Hons) Clin Psych MBA

# family planning nsw organisational structure

## BOARD COMMITTEE STRUCTURE



## ORGANISATIONAL STRUCTURE

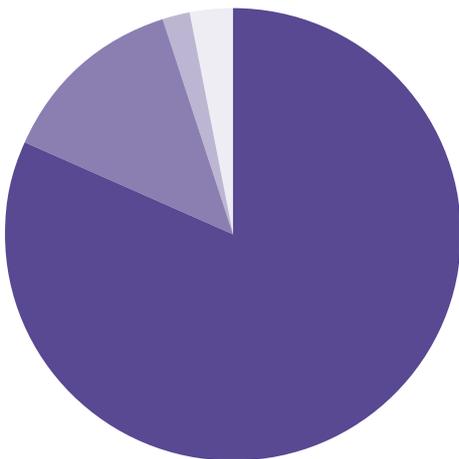


# family planning nsw profile

## STAFFING

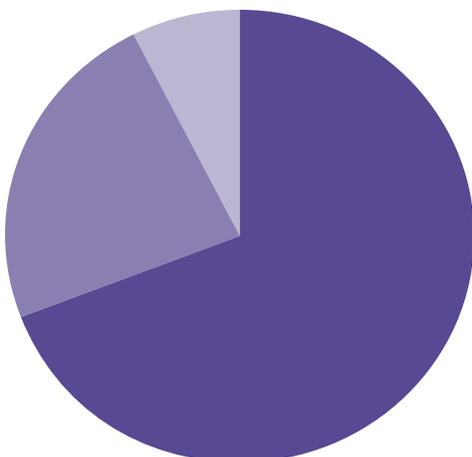
YEAR	2005/06	2006/07	2007/08	2008/09
FULLTIME STAFF EQUIVALENTS	74	84	94	97
TOTAL EMPLOYEES	111	121	123	139

## INCOME



Government Grants	\$7,957,782
Generated Income	\$1,295,065
Research Grants	\$190,954
Other Grants	\$279,888
<b>Total:</b>	<b>\$9,723,689</b>

## EXPENDITURE



Salary and Related	\$6,735,521
Project	\$2,275,382
Site	\$702,260
<b>Total:</b>	<b>\$9,713,163</b>

# services



# family planning nsw medical services



Dr Christine Read with Alice Arnott  
Open at 2008 Open Day



Professional Education Team

**This past year has been a dynamic one, with 12 months of enormous productivity, enthusiasm and even a few challenges along the way.**

Our focus continues to stay on our production of expert information and our ongoing commitment to excellent clinical service provision:

### IUD IN PRACTICE DVD

A new resource for training doctors in the insertion of intrauterine contraceptive devices was produced called *IUD in Practice*, and is a training DVD for health care professionals and is now being sold through Healthrites Bookshop. Additionally, an IUD instruction course has been developed in distance-mode followed by a structured clinical attachment.

### CONTRACEPTION: A CLINICAL PRACTICE HANDBOOK

This year we co-edited the second edition of *Contraception: a clinical practice handbook*. This document was produced in partnership with other national family planning organisations, published by SH&FPA and has wide uptake in the medical community.

### ONLINE MEDICAL INFORMATION REVIEW

Clinical information available on our website was extensively revised and updated and critical review of other Family Planning NSW resources provided.

### CLINICAL RISK MANAGEMENT

Clinical Risk Management meetings have been held monthly and included incident and systems review. This has led to changes and improvements to pharmaceutical management.

It also asked questions of the evidence for established clinical practice (the use of oestrogen vaginally in post menopausal women prior to a Pap test); a project led by the research unit and carried out in the clinics culminated in a publication in an international journal and a change of clinical practice for both our organisation and external health care professionals.

### EXTERNAL REVIEW OF CLINICAL SERVICE – HIGH COMMENDATION

The clinical centres took part in an external review of clinical practices against RACGP standards with the accreditation provider, AGPAL/QIP and were commended on their overall excellent service.

Our passion for educating and training doctors in Family Planning NSW designated priority groups has grown in capacity as well as geography, reaching into rural and remote areas of NSW.

### CREDENTIALING SYSTEM FOR EXTERNAL INSTRUCTORS

A system for developing credentialed external clinical instructors was developed to allow more clinical placements in centres outside Family Planning NSW. Two accredited external clinical trainers were appointed, Dr Linda Mann in Leichhardt and Dr Barbara Moritz in Tamworth.

### MEDICAL SCHOLARSHIPS

Scholarships to attend the FPNSW training were awarded to doctors working in Aboriginal Medical Services and in rural areas.

### 'SHORT' COURSES IN RURAL AREAS

New courses have been developed to service rural participants including a weekend 'short' course.

The keynote speaker at the Family Planning NSW Conference and Open Day 2008 was Professor Caroline De Costa, the first person in Australia to have permission to use Mifepristone (RU486), in the provision of medical abortion. More than 100 health professionals attended the day, which was a resounding success.

### HOURS SPENT IN CLINICAL TRAINING

CENTRE	MEDICAL TRAINING	NURSING TRAINING
ASHFIELD	1753	2064
DUBBO	12	153
FAIRFIELD	61	88
NEWCASTLE	341	1676
WAREHOUSE	205	156
<b>TOTAL</b>	<b>2372</b>	<b>4137</b>

# family planning nsw nursing services



Coral Lloyd Award Presentation  
2008/09

## **This year, Nursing Services has seen tremendous growth with a very busy year for Nursing Education and clinical instruction.**

Family Planning NSW nurses continue to make a significant contribution to the success of our clinical training programs through their commitment, passion and flexibility in working across a number of different sites in NSW.

### **FAMILY PLANNING NSW SEXUAL AND REPRODUCTIVE HEALTH CERTIFICATE**

The Family Planning NSW Sexual and Reproductive Health Certificate had a successful year with 45 nurses completing the full certificate, and six nurses issued with the theory only certificate. 37 nurses are yet to complete their clinical training.

### **WELL WOMEN'S SCREENING COURSE**

The Well Women's Screening Course (WWSC) is now in its 7th successful year. In partnership with the Cancer Institute NSW, Nurse Education delivered workshops in nine locations in rural, regional and metropolitan NSW. This has resulted in 54 participants being issued with full certificates, two with theory only and 33 who have yet to meet the requirements for completion.

There has been an increased utilisation of external clinical training by practice nurses participating in the WWSC. This model allows practice nurses to complete their clinical training with a Family Planning NSW clinical instructor in their own workplace. Over 30 nurses were trained using this model this year.

### **NURSING SCHOLARSHIPS**

The McCarthy Green Scholarship, launched in 2008, is designed to support an aboriginal nurse or a nurse working in an aboriginal community and was awarded to Gae McDonald, a practice nurse working at the Casino Aboriginal Medical Service.

The Tony McGrane Rural Scholarship was awarded to Margo Anderson, a practice nurse working in Lightning Ridge to support her work in rural NSW.

### **SEXUAL AND REPRODUCTIVE HEALTH NURSING INFORMATION NEWSLETTER (SARHNI)**

Growing in popularity, our quarterly newsletter highlights current issues and available resources for nurses working in reproductive and sexual health. With more than 819 nurses on the mailing list, this newsletter reaches across NSW and into other states through our networks with other Family Planning organisations.



Shane Jasiak, Director of Clinical Services

### **GENERAL HIGHLIGHTS**

- ▶ Participation in an Australian human rights delegation to China, to deliver a presentation on protecting the human rights of individuals in family planning service provision – Anshun province, central western China.
- ▶ Nursing Education delivered conference presentations to the inaugural Australian Practice Nurses Association conference in Melbourne and the Practice Nurse Clinical Education conference in Sydney.
- ▶ The memorandum of understanding with the Greater West Area Health Service was continued, providing both professional support and education to the women's health clinical nurse consultants and nurse practitioners.
- ▶ Numerous workshops and education programs delivered to external organisations such as the Australian Women's Health Nurses Association, Area Health Services, Divisions of General Practice, and the University of Wollongong.

# family planning nsw clinical services

## MAIN SERVICES PROVIDED

MAIN SERVICES PROVIDED	ASHFIELD	DUBBO	FAIRFIELD	NEWCASTLE	WAREHOUSE	TOTAL
CONTRACEPTION	3703	402	757	2394	954	8210
GYNAECOLOGY	4910	783	1291	2905	525	10414
PREGNANCY	466	124	120	423	244	1377
STI/HIV	829	46	76	698	391	2040
OTHER	517	84	130	250	337	1318
UNKNOWN	31	49	16	6	8	110
<b>TOTAL VISITS</b>	<b>10456</b>	<b>1488</b>	<b>2390</b>	<b>6676</b>	<b>2459</b>	<b>23469</b>

For more than 80 years, Family Planning NSW has been providing reproductive and sexual health services in NSW. Each of our centres provide friendly and confidential clinical services for women and men of all ages.

Our clinical services are focused on disadvantaged groups and in areas where access to mainstream services are restricted. These priority groups include youth, Aboriginal and Torres Strait Islanders, people with a disability, the culturally and linguistically diverse, same-sex attracted and those who are from regional, rural and remote NSW.

Our medical and nursing professionals are leaders in their field and offer a best practice model to the training of doctors, nurses and other professionals who are positioned to improve the reproductive and sexual health outcomes of the NSW population.

Family Planning NSW clinics are located at Ashfield, Fairfield, Penrith, Newcastle and Dubbo.



FPNSW Centre Managers

**13,109 clients attended five FPNSW clinics from July 2008 – June 2009 for 23,469 occasions of service:**

- ▶ 98% were female
- ▶ 43% were less than 30 years old
- ▶ 23% were aged 30-39
- ▶ 18% were aged 40-49 years old
- ▶ 16% were aged 50 years old or older
- ▶ 4% reported having a disability

# family planning nsw clinical services



Clinicians who work at Ashfield and Dubbo Centres



Ashfield Reception Staff

## ASHFIELD CLINIC AND TRAINING CENTRE

Our Ashfield clinic has had success in achieving its main priorities: to increase client services, establish an outreach clinic at Croydon Community Health Centre and participate in a clinical review of practices and services.

### INCREASED CLIENT SERVICES

For the past year promotion of clinical services has had a very positive outcome with doctors appointments booked to capacity nearly everyday. Contributing to this was the implementation of recommendations from the client satisfaction survey, which included the desire for more appointments being available after working hours. Committed staff shifted their working hours to meet this client need. Additionally, more car parking was also made available for clients on the Ashfield site for ease of access.

### CROYDON OUTREACH CLINIC

The Croydon Outreach Clinic was designed with two objectives: to improve the poor cervical screening rates in women aged 50 to 69 in the Burwood and surrounding LGAs, and to increase BreastScreen NSW participation of women in the same area. This would also raise awareness of the family planning services available at the Ashfield clinic.

Since October 2008, client numbers have steadily risen as word spread about the convenience of this one-stop-shop service. The vital partnership with BreastScreen NSW is continuing to develop, with reciprocal referrals between services and local BreastScreen mail outs including information about our clinic. With continued client numbers, this clinic will hopefully become a training facility for clinical staff.

### YOUTH DROP-IN CLINIC AT ASHFIELD CLINIC

Ashfield clinic is introducing strategies to increase the number of young people accessing our services by starting a Youth Drop-In clinic each Thursday afternoon from 2pm to 6pm, for those under the age of 25. Youth friendly nurses and doctors will be on hand to see young people and answer any questions they may have about reproductive and sexual health in a safe and confidential environment. Appointments are encouraged, but drop-ins are very welcome.

Relevant services include safer sex information, Pap tests, free condoms and lube, contraception advice and prescription and insertion, STI testing for girls and guys, pregnancy testing and reproductive and sexual health information.



Health Promotion Stall at Ashfield Festival

### CLINICAL TRAINING

This year has seen a high demand for training nurses and doctors from regional and remote NSW, with academic trials and clinical placements at the Ashfield site.

***"I would like to thank you all for all your support and encouragement that you gave me during my clinical placement from 9 to 14 March 2009. Everyone was very happy to give his or her time and expertise to me. Your generosity was really appreciated, especially as I know how busy you all are and to have students can add to this workload. I really enjoyed meeting you and being at Ashfield"***

*Gae McDonald, recipient of the McCarthy Green Scholarship*

Ashfield Medical Officers continue to provide fly-in medical services for the Dubbo Centre. Three Ashfield nurses also travelled to Dubbo to assist with the Dubbo clinical training load.

The Ashfield Clinic continues to provide clinical observation placements for 4th year medical students from the Northern Sydney Medical School at Sydney University, nursing students from Sydney University, UTS and the University of Western Sydney.

During this year, 60 medical undergraduate students visited the clinic as part of their community placements.

Students identified significant gains in knowledge about methods of contraception, taking thorough histories from clients ensuring clients make informed decisions and also the importance of privacy and effective communication during a clinical consultation.

# family planning nsw clinical services



## FAIRFIELD MULTICULTURAL SERVICE

Fairfield Multicultural Service continued to aim for improving the reproductive and sexual health of people from culturally and linguistically diverse (CALD) backgrounds. This included clinical services, community education, health promotion activities, professional development and local advocacy.

Our centre is well established in the Fairfield area. In the last 12 months the level of client services has been maintained and we continue to have high client numbers from our target populations. Following the pattern of previous years, more than two thirds of our clients – 68% – were born overseas with 24% being humanitarian, refugee entrants or asylum seekers. Half did not speak English as their first language and more than one in 10 required an interpreter.

## MULTICULTURAL RESOURCES AND ACTIVITIES

Having a community presence is crucial to promote our work and our activities this past year have involved staffing local stalls for important events, such as International Women's Day, World AIDS Day and Fairfield Council's 'Bring It On Festival' during Youth Week.

To make this work more effective, we have produced new promotional material in plain-English, Arabic and Assyrian. These materials incorporate photographs reflecting the local CALD community and have been disseminated locally to raise awareness of the centre's clinical services and CALD resources.

## COMMUNITY EDUCATION SESSIONS

Community education sessions have been conducted with a variety of groups, often in conjunction with other organisations or under the auspices of the Fairfield Immigrant and Refugee Women's Network. In addition, we regularly provide sessions for the Intensive English Classes (attended by young arrivals in their first 12 months) in local high schools.

Our partnership with NSW Refugee Health continued with their provision of generalist clinical services from our site once a month. This expands the range of locations from which they offer clinics and makes their service more accessible.

NSW Refugee Health is an organisation with which we are naturally allied in terms of a shared commitment to improving the health of marginalised communities. Health promotion and community education sessions are conducted collaboratively and both organisations are represented on working groups dealing with services for CALD communities in general and new arrivals in particular. We share challenges in effective service provision to the most vulnerable and disadvantaged groups and participate in the ongoing inter-service dialogue involving many local service providers.

## PROFESSIONAL EDUCATION SESSIONS

Professional education sessions on cross-cultural communication are expertly delivered and continue to be in demand. We are aware of the constant need for relevant, well-targeted and culturally appropriate resources for use by many service providers and this has led us to a review of *English for Health*, a comprehensive manual for the improvement of reproductive and sexual health literacy in the context of teaching English, produced by Family Planning NSW.

## CLINICAL TRAINING

We have expanded our role in training of nurses both from the FPNSW Certificate Course in Sexual and Reproductive Health and the Well Women's Cervical Screening course. We have also taken on an additional medical placement each year as part of the agreement with the University of New South Wales for their Society and Health term. This is a unique opportunity, as the student focuses not on clinical training but on community service delivery issues.

# family planning nsw clinical services



| Aboriginal dancers at Hey Sister! Hey Brother! Launch

## HUNTER REGIONAL CENTRE

The Hunter Regional Service continues to place a high priority of its provision of youth friendly services, with over 40% of the clients being under 25 years old. Focus on Aboriginal and Torres Strait Islander clients and clients with a disability have also been priorities.

### HEY SISTER! HEY BROTHER! CONTRACEPTIVE BOOKLET FOR ABORIGINAL COMMUNITIES

The past 12 months saw the culmination of this project, with the formal launch of the booklet in March 2009. The need to develop this resource, a joint project between Hunter New England Health, Birra-Li Aboriginal Birthing Unit and Family Planning NSW Hunter Regional Centre, has been soundly demonstrated by the number of orders coming from local Aboriginal service providers, Departments of Health, Aboriginal Medical Services and related health services across many States of Australia. From March to June 2009, more than 18,200 copies were requested.



| Susan Guest, FPNSW Health Promotion Officer with artist Vicki Thom

### YOUTH OUTREACH

With the incidence of Chlamydia infections up to 12% in young people presenting at our clinic, raising awareness of Chlamydia and its prevention remains a priority for both clinical and health promotion staff.

Health promotion sessions focus on sexually transmissible infections, in particular Chlamydia and safe sex practices, while clinicians continue to provide education and opportunistic screening to young people presenting for clinical services.

A continuing priority for Hunter Health Promotion Officers is the work undertaken with disadvantaged youth, including disadvantaged high schools and those sectors who work with marginalised young people.

The partnership between Kaleidoscope, Hunter Children's Health Network Adolescent Health Unit continues, with co-facilitation of the Adolescent Development and Sexuality workshop occurring within the region.

Another significant aspect of this partnership is based on inter-referral process and relationship between clinicians and the Adolescent Health Nurse's clients. This provides an important referral base for Family Planning clinicians who are able to refer young, 'at risk' clients who have needs which extend beyond reproductive and sexual health.

### CULTURALLY AND LINGUISTICALLY DIVERSE COMMUNITIES

The Hunter Regional Centre continues to see an increase in clients who are humanitarian refugees from African Nations. Working in partnership with the Northern Settlement Services, Hunter New England Health, Health Interpreter Services and the Multicultural Health Unit Refugee Health, sessions have been facilitated with the focus on women's health issues.

Due to the work of the Health Promotion Unit and our relationship with Refugee Services our clinical work with these clients has increased. The lack of interpreters for a number of the African languages has resulted in increased use of the Telephone Interpreter Service.

### CLINICAL TRAINING

Demand for clinical training, by both nurses and doctors continues to increase. The facilitation of the Sexual and Reproductive Health Certificate (Nursing) and the Well Women's Cervical Screening workshops within the Hunter Region has seen the continuation of a strong demand for nurse clinical training at the Hunter Regional Centre.

Special Skills Postings by GP Registrars placements continue at the Hunter Centre.

The recent development of a partnership with the School of Medicine and Public Health, University of Newcastle will result in the placement of medical students for clinical observation sessions, thereby exposing the students to the management of consultations involving sensitive reproductive and sexual health issues.

| "Taken Control" – The artwork on the front of this booklet was painted by Vicki Thom, Wyanda Art.

"It represents taking control of your life, your health, your future and yourself. The background is misty. We sometimes don't really know which way to go and are unsure of what tomorrow brings and where we are. It represents the uncertainty of what to do and which way to go. The hand is what controls our life, our future. Everything in our life is controlled by the hand. The snake represents life, movement and future direction which we are faced with every day."



# family planning nsw clinical services



Mardi Gras 2009



The Warehouse 21st Birthday Celebration

## THE WAREHOUSE YOUTH HEALTH SERVICE

The Warehouse focuses on reproductive and sexual health for young people aged 12-24 years, within the Penrith, Hawkesbury and Blue Mountains local government areas. The Warehouse engages in clinical services, community development, professional education and numerous health promotional activities facilitated in a variety of settings, including Cobham Juvenile Justice Centre, schools, TAFEs and youth centres.

### 21ST BIRTHDAY CELEBRATION

The Warehouse celebrated its 21st Birthday by hosting a Youth Health Conference, held on 25 September 2008. Keynote presenters included: Professor David Bennett, Dr Melissa Kang ("Dolly Doctor"), Peter Slattery (Educator and Therapist), Michael DePercy (Lecturer in Politics, University of Canberra) and Emma Marshall, Executive Officer for NSW Association for Adolescent Health. The event was very successful with more than 100 participants joining in the celebrations and attending workshops.



The Warehouse's 21st Birthday

### RAFIKI CAMP (MEANING 'FRIEND' IN SWAHILI)

In February 2009, 32 young men and women, aged between 16 and 24, from Sierra Leone, Sudan, Liberia, Somalia, Tanzania, Afghanistan and Iran attended the Rafiki Camp. The camp, held at camp Yarramundi located at the base of the Blue Mountains, targeted newly arrived young people from a refugee background and offered avenues to explore the participants' physical and emotional concerns during the period of resettlement. It also aimed to help them to connect with their identity as young people from refugee backgrounds living in an Australian culture.

### TRUE STORY

A 19 year old young man from Afghani background who attended the Rafiki Camp said that this was the first time he was allowed to go camping without any of his family members. He had been in Australia for five months and didn't like living in Australia. He wanted to go back home because of the language barrier, cultural shock and other settlement issues.

After attending the camp, meeting others from different backgrounds and learning new skills through different educational activities, he began to like living in Australia. He loved interacting with other boys from different communities and said it was a completely new and wonderful experience. Now, he wants to join a basketball training program and would love to attend other camps or programs.

### HPV AND GARDISAL IMMUNISATION PROGRAM

The Warehouse enrolled in the Gardisal immunisation program and the vaccine has been available at The Warehouse since it was released in April 2007. During July 2008 – June 2009 more than 245 injections were provided to clients at both the Penrith Clinic and the Richmond Outreach Clinic.

### TESTICULAR CANCER POSTERS

A series of five posters were developed in partnership with Penrith Panthers and Andrology Australia with the call to action 'Know the feel of the ball'. The message was 'Check your testicles regularly for any lumps or changes. See your doctor straight away if the ball feels different' and used a 'male friendly' football theme and recognition of the Penrith Panthers players to increase awareness of testicular cancer in young men aged 12-24.

### WEST ID SAME SEX ATTRACTED GROUP AND THE MARDI GRAS PARADE

Young people involved in our Same-Sex Attracted Youth (SSAY) group attended the 2009 Gay and Lesbian Mardi Gras in Sydney. This year the group joined with another SSAY group from Campbelltown, increasing the range of young people from across the Sydney area participating in the event. The float was designed by members of the SSAY group with the purpose of raising awareness and educating people about HIV and promoting the message that HIV does not discriminate, as it affects everyone.

### CONFERENCES

The Warehouse team has also been involved in promotions at numerous conferences including: The Warehouse 21st Birthday Conference; My Space, Your Space, Our Space: Exploring the future of adolescent health together; and, the CAAH Youth Forum: We're bringing sexy back.

# family planning nsw clinical services



Early Childhood Centre Aboriginal Outreach Clinic



Dubbo Rural Centre Staff

## DUBBO RURAL CENTRE

The dual focus of our Dubbo Rural Centre is to provide demonstration reproductive and sexual health services for Aboriginal people and people from regional and remote area. The proportion of aboriginal clients was 14% against an underlying population of 9.2% and was an increase of 2% from last year.

## ALLIRA AND WEST GORDON CLINICS

The Dubbo Rural Centre provides targeted strategies to recruit Aboriginal women and is supported by the strong involvement of the Aboriginal Women's Advisory Group. During 2009, the Centre formed a partnership with the Multi-Purpose Allira Gathering Association and the West Dubbo Aboriginal Women's Place to pilot outreach Aboriginal Well Women's clinics. These clinics have contributed to the increase in Aboriginal clients to the centre.

## NEW FACILITY

After eight years at 221 Darling Street, the Dubbo Rural Centre relocated in May 2009 to new, larger premises in Macquarie Street. The new centre provides three large clinic rooms, a large training room for community workshops, training sessions and seminars and more space to accommodate staff. Since relocating to a more central location, there has been an increase in drop-in clients to the centre.

## STAFFING

A continual goal for Family Planning NSW is the attraction and retention of trained clinical and professional staff to work in rural areas to address the local shortage of medical workforce. The Dubbo Rural Centre uses the services of doctors from the Ashfield Clinic, who continue to fly in to provide clinical services. This has become a very successful model of service delivery.

Aboriginal Well Women's Flyer



Employment of nursing and health promotion staff at Dubbo has been a challenge and Family Planning NSW addressed this by sponsoring a Registered Nurse to complete the FPNSW Certificate in Reproductive and Sexual Health. The Sponsored Nurse commenced in February 2009. Family Planning NSW created a Health Promotion Trainee position in December 2008 to train local clinicians and address the shortage of local health promotion staff. The trainee is provided with structured training and supported from Senior Health Promotion Officers in Ashfield. The Dubbo Centre Manager position has been vacant during 2008/09 and the centre has been supported by management staff from Sydney to ensure maintenance of clinical and health promotion services.

## NAIDOC WEEK CELEBRATIONS

On 8 July 2008, the Dubbo Rural Centre held a very successful open day to celebrate NAIDOC Day with more than 100 people attending the celebration. Joining in the celebrations were eight Elders from the Aboriginal Community, representatives from Dubbo City Council and other services and community members.

## HEALTH PROMOTION ACTIVITIES

Health promotion staff participated in a range of community activities to promote Family Planning NSW services including Youth Week, National Condom Day, Sexual Health Week, World AIDS Day and NAIDOC week.

# family planning nsw state health promotion unit



FPNSW Resources



International Women's Day 2009

**Family Planning NSW Health Promotion staff have increased our reach in NSW, specifically in the Ashfield/Croydon and Coonamble areas, with increased client numbers in our clinics and increased health promotion activities.**



State Health Promotion Unit

This year has seen the progression of Family Planning NSW state strategic plans for working with specific high priority populations: Aboriginal communities, youth, culturally and linguistically diverse communities (CALD) and same sex attracted communities, as well as the printing and dissemination of the Disability Plan. These plans provide clear directions for our work.

Health Promotion Forums conducted in August and November 2008, April and May 2009 provided opportunities to develop an organisational Health Promotion and Education and Training Business Plan. This involves increased collaboration between units, development of skills in community education, showcasing project/activity highlights and honing health promotion practice.

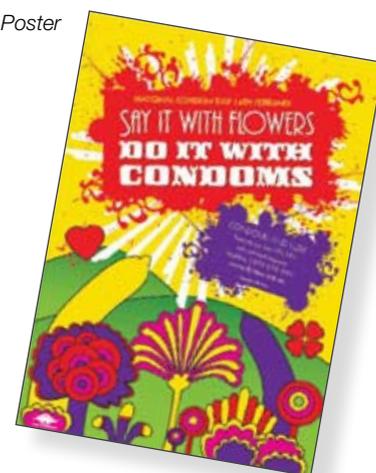
## **NATIONAL CONDOM DAY 2009 – 14TH FEBRUARY 'SAY IT WITH FLOWERS, DO IT WITH CONDOMS'**

In 2009, National Condom Day followed the long established practise of publicly disseminating safe sex packs (containing condom and lube), safer sex information, heart-shaped lollipops as well as this year's addition of glow-in-the-dark wristbands with a communal and interactive artwork display.

Health Promotion staff in all centres successfully hosted 'Say it with Flowers, Do it with Condoms' events and engaged thousands of community members in Dubbo and Newcastle main street malls, as well as in Sydney's Hyde Park.

This campaign, and others like it, form a valuable part of Family Planning NSW health promotion work as they provide an opportunity to present the face of Family Planning NSW directly to the general public in a way that positively promotes reproductive and sexual health practises.

National Condom Day 2009 Poster



## **ORAL SEX AND YOUNG PEOPLE – INTERNET SURVEY**

In June 2008, Family Planning NSW and FAR Social Enterprise conducted an online survey of young people aged 16-25 years. The survey asked young people what they think and feel about oral sex.

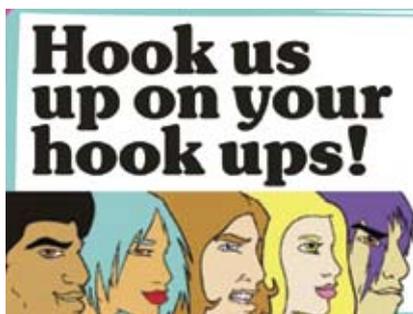
The full report is due to be released in February 2010. In the meantime, here is a brief 'taste' of some of the results.

### **WHO COMPLETED THE SURVEY?**

- ▶ 250 young people completed the survey
- ▶ 77% were female, 22% were male and 1% transgender
- ▶ 90% lived in metropolitan regions and 10% lived in rural and remote regions



Woman and HIV Factsheets



Oral Sex And Young People Survey Online

## REASONS FOR HAVING ORAL SEX

The most common reason that young people are having oral sex was “because it feels good” (59%). Other reasons included (ranked from most to least common):

- ▶ Fun and experimentation
- ▶ It's less serious than penetrative sex
- ▶ It's an expression of trust and intimacy
- ▶ It's a normal part of sexual relationships
- ▶ Less risk of pregnancy than penetrative sex
- ▶ It's convenient and discreet
- ▶ For some people it feels better than penetrative sex

***It's one part of the whole range of sexual activities that make up a sexual relationship. It feels good and can signify a level of intimacy.***

*Alice, female, 24*

Not all the reasons young people had oral sex were positive. When we asked young people “Have you ever felt pressured to have oral sex?” 50% of females and 24% of males answered “Yes”.

## TALKING TO DOCTORS AND HEALTHCARE WORKERS ABOUT ORAL SEX

We asked “What would make it easier to talk about oral sex to your doctor or healthcare worker?” Young people thought it would be easier if (ranked from most to least common):

- ▶ The doctor was accepting and non-judgmental
- ▶ They felt comfortable with the doctor (some people felt more comfortable with a young doctor or female doctor)
- ▶ Their privacy and confidentiality was assured (especially that their parent's wouldn't find out)
- ▶ The doctor raised the topic of oral sex

## WOMEN AND HIV FACTSHEETS

The Women and HIV factsheets were first written in 1997 through a partnership project between Family Planning NSW and ACON. A review was conducted in 2002 and a further three factsheets were developed and translated into six other languages.

Services, day-to-day living and medical treatments for People Living with HIV (PLHIV) have changed dramatically over the last 12 years and since 2002 when the current factsheets were reviewed. Family Planning NSW decided to update the Women and HIV factsheets to reflect the current needs and to include up-to-date information for HIV positive women.

The revised factsheets contain basic information in plain English making them particularly appropriate for women from culturally and linguistically diverse backgrounds and for women who have been diagnosed recently and are not familiar with the complex HIV jargon. They offer women links to other resources and services for more detailed information. Family Planning NSW reviewed these factsheets in partnership with Multicultural HIV/AIDS and Hepatitis C Service, the Heterosexual HIV/AIDS Service and the ACON Women and Families Affected by HIV Project.

## DOWN THERE DVD, 2ND EDITION

Updated from the 1984 original, the *Down There* DVD, 2nd edition is designed for women from culturally and linguistically diverse (CALD) backgrounds to address a broad range of reproductive and sexual health issues such as women's bodies, reproduction, contraception, and cervical screening. The project was a collaboration between Film Australia and Family Planning NSW.

In 2008 we updated the information and format to represent changes within CALD communities and new medical information. The updated *Down There* 2nd edition DVD features both original and new material such as new medical information, illustrations, speakers, music and narration to deliver the same key messages and themes.

The DVD also includes a discussion guide with the aim of motivating and engaging CALD groups to see reproductive and sexual health as something that is important for overall health and to move beyond the view that reproductive and sexual health is too challenging to address.

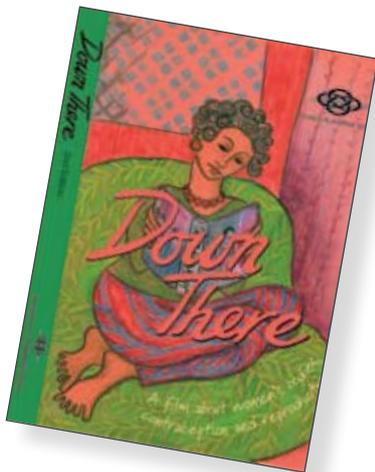
The DVD was successfully launched in November 2008 at Parramatta Riverside Theatre by the local Member for Parramatta, Tanya Gadiel.

# family planning nsw state health promotion unit



Cervical Screening Project in Coonamble

Down There DVD, 2nd edition



Since the launch we have been conducting a half-day training workshop which builds confidence and support for service providers to talk about sexual and reproductive health topics with CALD communities. Using the DVD as a tool, service providers are able to facilitate discussions and increase knowledge and understanding of culture and its impact on values and beliefs.

## SEXUAL HEALTH WEEK – 15-21 SEPTEMBER 2008

CHECK IT OUT!



Sexual Health Week 2008 Artwork

Family Planning NSW was proud to co-chair the Sexual Health Week campaign in 2008. This was the first time an NGO had co-chaired the partnership which is made up of the four metropolitan Area Health Services, the Health Outreach Team, and the Youth Accommodation Association. The call to action for young people this year was 'Check it out!'

The target group for Sexual Health Week are young people aged 24

years and under, particularly homeless young people, young people in correctional facilities, young people with disabilities, Aboriginal young people, young people from culturally and linguistically diverse backgrounds, as well as same-sex attracted young people.

All of the Family Planning NSW centres supported Sexual Health Week 2008. The centres had posters on display along with a range of innovative 'Check it out' resources, which included the safe sex packs, the innovative Chlamydia card and the re-developed GP info card. These resources proved to be extremely popular with youth services and young people themselves.

### CERVICAL SCREENING PROJECT IN COONAMBLE

Through a partnership with Coonamble Aboriginal Health Service, Family Planning NSW has been working on a health promotion project in Coonamble to raise awareness among Aboriginal women of the importance of receiving regular Pap tests.

With the aim of providing education and training to the practice nurse at the Coonamble Aboriginal Health Service (to deliver clinical and health promotion services to local community women), the project hosted three health promotion events which attracted more than 100 local women. The women spoke about an increased interest in their own health because an organisation in Sydney took the time to come and work in Coonamble to help local workers become stronger in their ability to help local women.

### SAME DIFFERENCE YOUTH PANEL SPEAKER PROJECT

The Same Difference Program is an ongoing Family Planning NSW project which uses a comprehensive approach to addressing sexual diversity and homophobia in schools and educational settings. A component of this is the Same Difference Youth Panel Speaker (SDYPS) Project which trains same-sex attracted young people to be skilled panel speakers.

Trained panel speakers work alongside Family Planning NSW staff in educational settings to talk about their experiences as a same-sex attracted young person and answer questions from the audience. Through telling their stories, same-sex attracted young people are empowered to address homophobia and deliver positive messages about tolerance and sexual diversity.

Family Planning NSW has been running the SDYPS Project since the mid-nineties and is now entering an exciting new phase in its development. In May 2009 we commenced the production of a DVD to accompany the Same Difference Youth Panel Speaker Training Manual. The aim of the resource is to increase the reach of this unique project by building the capacity of other agencies in Australia to run similar panel speaking programs.

# family planning nsw state health promotion unit



Jane Chivers, Manager Professional Education and Training  
and Liz Hammond, Manager Health Promotion

The experience for many of the young people participating in the training is empowering and life-changing. We are very excited to have captured this wonderful program on DVD to share with others and look forward to launching the resource in early 2010.

**“Doing this training, it gives you this feeling like you have this power and ability to actually make a change in the world and I think that is a beautiful, beautiful thing.”**

Ashleigh, 18, Same Difference Youth Panel Speaker training participant

## DISABILITY TEAM UPDATE

This year has seen the Disability Team venturing into new areas of work including strategies to support parents of children with a disability and developing positive sexuality policy with disability service organisations. Our unique role in supporting the disability sector has continued with our ongoing resource development work and representation on external committees. Family Planning NSW has increased its commitment to disability work by adding an additional Health Promotion/ Education Officer position to the State Health Promotion unit, who is based in the Hunter region. We now have specific disability positions in Wollongong, Sydney and Newcastle.

## RESOURCES

Demand for disability resources has continued to be strong with the reprint of the Love and Kisses poster series and the very popular *Sex Safe and Fun* resource. Two other resources are currently being reviewed, including *All About Sex* and *About Masturbation for Females*, and will be reprinted by the end of 2009. An exciting and new resource addressing same-sex attraction and intellectual disability is in the early stages of development.

## POLICY DEVELOPMENT

Disability workers who undertake training at Family Planning NSW go back to their workplace with new knowledge and skills in supporting people with disability around sexuality and relationships. However, participants often return to a workplace void of a sexuality policy to support their work with clients in this complex area. Disability organisations often feel overwhelmed with this and turn to FPNSW for support. The Disability Team has developed a new workshop, ‘Disability and Sexuality: workplace policy made easy’, to support disability service managers and policy officers in developing a workplace sexuality policy. The aim is to facilitate the development of positive sexuality policy which upholds the sexual rights of people with disability while providing workers with clear guidelines.

## WORKING WITH PARENTS

The Disability Team has experienced a growing number of requests to provide sexuality information sessions to parents of children with

an intellectual disability. There is a great need to support parents in this area. The Disability Team is addressing this need through a sustainable and capacity building approach. We are developing a train-the-trainer module to build the capacity of organisations who want to support parents in this area. We are currently working in partnership with Connecting Carers NSW to up-skill their workers to deliver sexuality information sessions to foster parents. A parent forum is also planned for 2010 to address these issues on a larger scale.

## EXTERNAL REPRESENTATION IN THE DISABILITY FIELD

Family Planning NSW continues to be represented by the state health promotion unit on the Touching Base Inc. Committee which is an unfunded group that provides information and education aimed at increasing people with a disability to have access to the sex industry.

We were also invited to be a member of the interagency reference group for the Women with Intellectual Disability Health Promotion Project which is funded by NSW Health. The aim of this project is to increase access of women with an intellectual disability to GPs. This is to be achieved by the production of two resources. One is for GPs, outlining some specific health needs of women and includes information on communication. The other is a plain English resource about a range of health issues for the women with a disability and their carers. These resources will be completed by the end of 2009.



Love and Kisses poster

# family planning nsw international projects



FPNSW International Projects Staff

During 2008/09, Family Planning NSW managed the Sexual Health and Family Planning Australia (SH&FPA) International Projects, which focus on improving the reproductive and sexual health of communities in the Asia Pacific region. SH&FPA received funding for its international projects from AusAID, the Asia Pacific Alliance and private donors.

## PAPUA NEW GUINEA – COMPASS

**Project partners – Papua New Guinea (PNG) Family Health Association and Family Planning New Zealand International.**

The COMPASS project is an AusAID funded project to 2012 that aims to reduce the transmission of HIV in PNG as part of PNG Australia Sexual Health Improvement Program (PASHIP). The project has four outputs:

- ▣ Awareness raised and positive change supported among men and boys on sexual and related behaviours;
- ▣ Training provided for staff and provincial and district health services on STI treatment in Morobe and East Sepik Provinces;
- ▣ Advanced qualification trialled using open distance learning mode
- ▣ Strengthened clinical and management capacity in existing STI referral centres or alternative centres.

## PAPUA NEW GUINEA – MEN AND BOYS SEXUAL HEALTH AND BEHAVIOURAL CHANGE PROGRAM

**Project partner – Help Resources**

Aim – improve knowledge of sexual health and promote health supporting behaviours and attitudes in men as a means of improving the reproductive and sexual health of women.

Activities – the program was focused on peer educators conducting four workshops in Maprik, Kanauki, Ambunti and Upper Sepik.

The peer education approach, engaging men from communities to facilitate activities, builds upon existing strengths within communities and engages leaders and change agents. A formal evaluation of the program was performed and showed that the program was very successful in achieving its aim and is well received in the community.

## FIJI – STEMMING THE NORTHERN TIDE – ADDRESSING HIV/AIDS IN FIJI

**Project partner – Reproductive and Family Health Association of Fiji**

Aim – increase knowledge and skills and change behaviours of communities to impact on HIV/AIDS in rural parts of Fiji.

Activities – workshops in Labasa, Wailevu, Lekutu, Vuya, Bua and Seagaga Districts with up to 30 community members at each workshop.

## COMMON GROUND

**Project partner – Australian Reproductive Health Alliance**

Aim – educate the Australian community on the links among population, the environment and development issues.

Activities – development of a resource kit available on the Common Ground website, [www.commonground.org.au](http://www.commonground.org.au), as a resource kit for trainers to run workshops on population, environment and development issues.

## COOK ISLANDS – BUILDING CAPACITY: REPRODUCTIVE HEALTH AND YOUNG PEOPLE

**Project partner – Cook Islands Family Welfare Association**

Aim – raise the capacity of reproductive and sexual health educators to deliver up-to-date health promotion programs to young people in the Cook Islands.

Activities – delivery of health promotion workshops to Board members, youth, staff and peer educators and the development of culturally appropriate reproductive and sexual health training programs targeted for youth.

## SOLOMON ISLANDS – POPULATION ENVIRONMENT COMMUNITY EDUCATION

**Project partner – Live and Learn Environmental Education**

Aim – provide opportunity for understanding the social and environmental impacts of increasing population growth and provide communities with appropriate sustainable livelihood skills.

Activities – Eight community outreach training workshops (with follow up monitoring visits and activities) were conducted on population and environment for sustainable livelihood conducted in community learning centres and rural training centres with schools and teachers.

## TIMOR-LESTE – SEXUAL REPRODUCTIVE HEALTH TRAINING AND HEALTH PROMOTION CAPACITY BUILDING

**Aim – increase the capacity of Health Promotion and Behavioural Change Communication in Reproductive Health.**

Activities – field testing of health promotion and community education resources to ensure that they are culturally appropriate and the delivery of Men and Boys Reproductive Health and Behaviour Change training to 20 participants including men and boys, reproductive health community based advocates and representatives from the Ministry of Health and other NGOs.

## SOLOMON ISLANDS – STRENGTHENING YOUTH PARTICIPATION AND ENHANCING EMPOWERMENT IN SEXUAL AND REPRODUCTIVE HEALTH

**Project partner – Solomon Islands Planned Parenthood Assoc**

Aim – increase sexual and reproductive health information to young people, using weekly youth radio broadcasts to promote youth services and activities relating to reproductive and sexual health.

Activities – delivered workshops in Honiara, refresher / up-skilling training for community-based youth educators in provinces.

# family planning nsw professional education



Prof Ed staff at the Hormone Update Day

**This year we expanded the Professional Education program, adding six more courses to our calendar. This means that we now have 22 unique and interesting courses offered to service providers such as disability workers, teachers, youth workers and allied health staff. Additionally, we have customised and delivered several workshops to meet the particular requests of client organisations. More than 50% of our courses are delivered at the invitation of various organisations throughout NSW.**

Delivering training in rural NSW is an exciting part of our work. We regularly visit regional centres and country towns and are always met by committed and enthusiastic participants.



Professional Education Team

## NEW WORKSHOPS

We have broadened our work with service providers who work with diverse cultural communities. For the first time we are offering 'Down There', a half-day workshop based on the *Down There* DVD and 'Cross-Cultural Communication'. Those who have participated in the new workshops in Wollongong, Newcastle, Sydney and Coffs Harbour have valued the experience.

***"Interesting, informative and open"***

*Course Participant – Ashfield, June 2009*

***"Thank you so much – what a fantastic day. Wish I had done this training sooner. Satisfaction with the trainers – I loved them"***

*Course Participant – Coffs Harbour, June 2009*

We have also started to work with mental health service providers and have successfully offered 'Sex Safe and Fun' – a workshop based on the Family Planning NSW low literacy resource of the same name – to workers in the Hunter region.

## DISABILITY AND TRAINING

One of our largest areas of training delivery this year has been for the disability sector. More than 430 disability workers have attended training from the half-day Love and Kisses workshop to the four day accredited program 'Issues in Sexuality and Disability and Program Planning.' Our partnership with the peak disability advocacy organisation, People with Disabilities Australia Inc, has continued this year. This has enabled us to deliver important training in relationships and sexual assault to a further 100 workers employed by the NSW Department of Ageing, Disability and Home Care.

## TEACHERS AND TRAINING

Teachers continue to be an important focus of our work and we have continued to work with NSW Department of Education and Training to deliver innovative professional development. This year we offered an update on STIs and Contraception for secondary school teachers. We also continued to deliver training to meet the needs of teachers working with special needs students. In total, more than 640 in-service and pre-service teachers attended training presented by Family Planning NSW.

## NEW TECHNOLOGY

Family Planning NSW is also entering the world of online and technology-based education. In the past couple of years we have developed educational tools including the interactive CD ROM *All About AIDS* and the DVDs *Down There*, 2nd edition and *Love and Kisses*. We are now moving to loading educational material on to the Family Planning NSW website. We see this is an important way to engage people who live and work in rural areas of the state.

# family planning nsw professional education



## PROFESSIONAL EDUCATION COURSES

Family Planning NSW is a leading provider of specialist training for teachers, community workers and other professionals in the area of reproductive and sexual health.

Family Planning NSW is a Registered Training Organisation (RTO) authorised by the NSW Vocation Education and Training Accreditation Board (VETAB) to provide nationally accredited courses under the Australian Qualifications Framework.

Following is an overview of some of the professional education courses offered by Family Planning NSW. Further details on all of our courses can be found on our website – [www.fpnsw.org.au](http://www.fpnsw.org.au).

### SEXUALITY AND HEALTH:

A two-day competency based course for service providers who have a role in delivering information about reproductive and sexual health to the community.

### ISSUES IN SEXUALITY AND DISABILITY:

A popular two-day competency based program that explores issues that people with a disability experience in having relationships and sexual lives.

### SEXUALITY PROGRAM PLANNING FOR PEOPLE WITH A DISABILITY:

A one-day program designed to take participants through the steps of planning an education program; presentation and evaluation; teaching strategies; activities and resources.

### DELIVERING POSITIVE SEXUALITY EDUCATION – THROUGH THE PDHPE SYLLABUS (LIFE SKILLS):

This new course developed with the support of the NSW Department of Education and Training is for high school teachers working with students with disabilities.

### LOVE AND KISSES:

A one-day workshop to raise awareness of the experiences of people with disabilities when developing intimate relationships.

### INTRODUCTION TO SEXUALITY AND DISABILITY:

This workshop covers models of sexuality, sexuality through the lifespan, the sexual lives of people with a disability, examines personal and professional values and explores legal issues.

### ADOLESCENT DEVELOPMENT AND SEXUALITY:

Conducted in partnership with Kaleidoscope, Hunter New England Health, this one-day course is for people who work with young people to increase confidence and knowledge in addressing adolescent sexuality issues.

## BEYOND THE NUTS AND BOLTS:

A popular and long running course for high school teachers, youth workers and others working with young people, which aims to increase knowledge, understanding and skills to address reproductive and sexual health issues for young people.

## THAT'S SO GAY:

A one-day workshop to develop knowledge and skills for staff working with young people, and to address sexual diversity and anti homophobia for individuals, schools and the community.

## THE BIRDS AND BEES:

A practical four-hour workshop for primary school teachers to view current resources, receive up-to-date information and discuss activities to run and use in the classroom to teach sexuality education.

## CONTRACEPTION AND SEXUALLY TRANSMISSIBLE INFECTIONS UPDATE FOR PDHPE SECONDARY TEACHERS:

A half-day workshop offered at the request of teachers, which aims to bring participants up-to-date with the latest products, information and research about STIs and contraception.

## TEACHING SEXUAL HEALTH:

Conducted in partnership with NSW Department of Education and Training, NSW Health and Family Planning NSW. This course was developed for PDHPE secondary teachers to increase confidence in delivering sexual health education to high school students.

# family planning nsw data and evaluation



*Data and Evaluation Unit*

## NEEDS ANALYSIS PROJECT

Family Planning NSW has undertaken a comprehensive Statewide Reproductive and Sexual Health Data Needs Analysis. Drawing on epidemiological surveys, existing literature and primary data, the Needs Analysis reports the incidence and trends in fertility, teenage pregnancy, assisted reproductive technology, induced abortion, infant mortality and morbidity, contraceptive use, cancers of the reproductive tract and cervical screening, and sexually transmissible infections. The analysis identified the gaps in data needs and the areas where Family Planning NSW can further direct health promotion, clinical service, education and training. The report is scheduled for release by end of 2009.

## SURVEYS

It is essential that Family Planning NSW routinely evaluates its services and resources to promote quality and continuous improvement. Following the success of the Oral Sex and Young People and RSVP online surveys, the Data and Evaluation team has ventured into utilising more online surveys.

The Healthline E-mail Recipient online survey was conducted to assess the Healthline service. The result of the survey indicated high levels of satisfaction across all aspects of the Healthline Email service. Results showed that one of the areas where Healthline Email could be improved is to reduce the time clients wait before receiving a reply.

Family Planning NSW is currently conducting two online surveys intended for people who have purchased, watched or used *Love and Kisses*, the DVD ([www.LoveKissesSurvey.fpnsw.org](http://www.LoveKissesSurvey.fpnsw.org)) and the *Down There* DVD ([www.DownThereSurvey.fpnsw.org](http://www.DownThereSurvey.fpnsw.org)). The surveys aim to assess whether health professionals found the DVDs and facilitation guides useful. Responses will be used to assist in the development of new resources.

## DATABASE SYSTEMS

Family Planning NSW seeks to collect and disseminate relevant data efficiently and accurately, through the development and continual enhancement of its data systems. Information from our wide-ranging services and activities is used to inform operations and management within the organisation, report to our funding bodies and inform government and policy.

## MEDICAL DIRECTOR AND STAKEHOLDER DATABASE

In 2008/09, the Data and Evaluation team has been involved in the development of two cutting edge databases. Medical Director, which will collect the organisation's clinical data, has been customised to meet our specific needs and enable us to move towards paperless clinical records.

The Stakeholders Database will capture course and clinical training information, as well as Healthrites, and Media and Communications activities. Through the integration of data collection across these units, this data system will enhance the accuracy and efficiency with which the units collect and use information. Both data systems are due to be implemented in the 2009/10 financial year.

## FPNSW REFERRAL DATABASE

The FPNSW Referral Database is an extensive and up-to-date record of health and other community services. It is an invaluable tool used by FPNSW service providers to provide referral information to clinic clients and Healthline callers. In 2008/09 the FIRST (FPNSW Information and Resource Share and Track) Referral Database was further enhanced to ensure accuracy and access across the organisation.

## QUALITY MANAGEMENT ACTIVITIES AND EXTERNAL REVIEW

In 2008, accreditation provider Quality in Practice/Australian General Practice Accreditation Limited (QIP/AGPAL) was engaged to manage the review of our clinical services against Royal Australasian College of General Practitioners (RACGP) standards. The external audit of our five clinics, Healthline and the Research Centre was conducted during April 2009.

The results of the assessment have been very encouraging. In particular the surveyors commended the Family Planning NSW Board and management for supporting staff training and education and maintaining efficient clinical management systems. Staff were praised for their inclusive and collegiate approach to the provision of high standards of clinical care and commended for their achievements in relation to health promotion and illness prevention.

# family planning nsw data and evaluation



Quality in Practice Review Team with FPNSW staff

***“This is a high quality service that is committed to continuous quality improvement... Staff at all levels are proactively engaged in quality and achieving the best outcome for clients.***

***The staff invested considerable effort to ensure that all standards were addressed and the friendliness and cooperation of all staff enabled the survey visit to be completed with ease. All staff demonstrated enthusiasm and commitment to quality service. Family Planning NSW is to be commended for the work done in preparing for the assessment and working towards continued improvements in their service.”***

*Comments from QIP/AGPAL*

While not all the indicators are relevant to our practice, the review process has enabled the organisation to explore the notion of best practice in primary care. Family Planning NSW cannot be defined as a general practice and therefore cannot be accredited under the standards, but our efforts and achievements will be appropriately acknowledged by QIP/AGPAL when the final report is released.

## **ETHICS COMMITTEE**

The Family Planning NSW Ethics Committee has worked in the last year to further streamline and standardise review processes, so that researchers who submit proposals are assured of clear and explicit communications within agreed time frames. To achieve this, the committee has developed and adopted Standard Operating Procedures which include provision for expedited review of low risk research or minor amendments. The committee has also made a commitment to ensuring that research proposals undergo scientific as well as ethical review, by means of a Scientific Review panel to be implemented in 2009/10.

The main task of the Ethics Committee is to ensure that research proposals are conducted in accordance with the National Statement on Ethical Conduct in Clinical Research (2007), a document that outlines the obligations of researchers toward research participants. The ethical review process is essentially one that aims to make research better, more transparent, accountable and humanitarian both in its aims and its processes.

# family planning nsw information services



Healthrites Bookshop Staff

## LIBRARY

The Family Planning NSW library is one of the largest family planning collections in Australia and the South Pacific. The library provides information and research services to Family Planning NSW and is open to the public. The library is also regularly accessed by disability workers, clinicians, students and the community.

The library's General Resource Collection focuses on sexuality, reproductive health, sex education, intellectual disability and sexuality, health promotion and family planning services. Anyone wishing to use the library should contact library staff to make an appointment.

The library's Disability Resource Collection (DRC) contains a range of teaching resources, kits and DVDs aimed at educating people with a disability about sexuality. Items are available for loan to carers as well as organisations that provide services for people with a disability. The top three most popular resources in the DRC are:

- ▶ Teach-A-Bodies – a resource for professionals working in child and adolescent therapies and with people with an intellectual disability;
- ▶ Special Girls' Business – a book containing practical information about puberty and managing periods for girls with an intellectual disability. This resource is easy to understand with excellent illustrations;
- ▶ Love & Kisses, DVD – A 43 minute DVD that provides a positive look at the intimate lives of people with a disability. Personal stories are told through drama and interviews and reveal the joys and heartbreak of love, sex and relationships.

## WEBSITE

The Family Planning NSW website continues to play an important role in helping the organisation to carry out its mission and vision.

More than 25,000 people a month from around the world visit the website and its most popular resources continue to be the Factsheets and Frequently Asked Questions.

A new website and online ordering system is currently under development and is anticipated to be launched in 2009.

Other new internet related activities have included:

- ▶ trialing of targeted online advertising;
- ▶ setup of an advanced email marketing systems for better communication with external stakeholders;
- ▶ the introduction of online surveys.

These have been a great success and have helped the Research Centre survey over 1800 women over the course of seven weeks, as well as facilitating the evaluation of other Family Planning NSW products and services.

## HEALTHRITES BOOKSHOP

The Healthrites bookshop and mail order service is a specialty bookshop providing a wide range of quality resources about reproductive and sexual health for health professionals, educators and the general public. Resources include books, manuals, teaching kits and DVDs. While Healthrites sells Family Planning NSW publications, it also stocks recommended titles from other publishers. Titles can be viewed and purchased online at [www.fpnsw.org.au](http://www.fpnsw.org.au), or by visiting the bookshop at Ashfield.

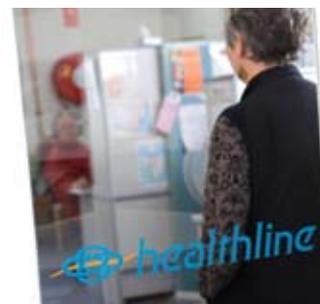
### TOP FIVE FPNSW BEST SELLING ITEMS

- ▶ *Contraception the Basic Facts* – pamphlet
- ▶ *Contraception: an Australian clinical practice handbook* – 2nd edition
- ▶ *Why would I want to use condoms?* – booklet
- ▶ *Pregnancy Choices* – booklet
- ▶ *Reproductive and Sexual Health: an Australian clinical practice handbook*

During the year, Healthrites sent catalogues and flyers in 14 targeted mail-outs to libraries, community centres, disability organisations, schools, multicultural organisations, medical centres and individuals. Despite the difficult economic climate, Healthrites maintained a strong presence, processing a total of 1,218 orders from online, phone, and walk-in customers and providing a valuable service to people throughout NSW and as far as the USA and the Netherlands.

In 2008/09, Healthrites' top selling items were the Family Planning NSW Contraceptive Kit and the new edition of *Contraception: An Australian clinical practice handbook* co-authored by Family Planning NSW and family planning organisations across Australia. *Love and Kisses*, the DVD, produced by FPNSW for people with intellectual disability was also among the top selling items.

# family planning nsw information services



## HEALTHLINE – 1300 658 886

### 'SIMPLE ANSWERS TO TRICKY QUESTIONS'

Healthline is our confidential telephone and email information and referral service, which plays an key role in the dissemination of knowledge through:

- ▶ Answering telephone enquiries
- ▶ Responding to emails
- ▶ Writing, updating and reviewing the Frequently Asked Questions (FAQs) section of the Family Planning NSW website.

Nurses disseminate reproductive and sexual health information to health professionals, the general public and especially people with restricted access to health services. These can include Aboriginal and Torres Strait Islanders, people with a disability, people from CALD communities and those from regional, rural and remote NSW.

The line is staffed daily by Family Planning NSW trained nurses and is open 9am-5pm, Monday to Friday.

***"I am a woman from Albury NSW and I contacted your Healthline this morning in regards to my contraception as I had some queries about abnormal bleeding. I just wanted to thank the nurse for all her help and guidance. She was very knowledgeable and helpful on every matter. I found your service had a very personal approach which I really appreciate. I will certainly be recommending your Healthline to my girlfriends."***

*– From a grateful caller*

This past year Healthline nurses answered 7,801 calls, of which 933 were calls from health professionals. Healthline received and answered 640 emails.

## HEALTHLINE CALLERS BY AGE

AGE	NUMBER	PERCENTAGE
< 25 YO	1255	16%
25-29 YO	976	13%
30-39 YO	1946	25%
40-49 YO	1005	13%
50 YO & OLDER	584	7%
NOT PROVIDED	2035	26%
<b>TOTAL</b>	<b>7801</b>	<b>100%</b>

Updating the answers to the online Frequently Asked Questions (FAQs) is a yearly task for Healthline nurses and continue to be a popular resource for our clients.

***"I was working with some young people from Fairfield High and the one thing they liked the most and the thing that engaged them most was the frequently asked question on the website."***

*Health Promotion Officer*

Healthline staff accomplished implementing quality assurance for the service, including a client caller satisfaction survey and an email client satisfaction survey. The service was also involved in a review of clinical practices which the staff successfully accomplished.

# family planning nsw research centre



| Research Centre Team

## **SYDNEY CENTRE FOR REPRODUCTIVE HEALTH RESEARCH**

This financial year has been particularly successful for the Research Centre. Seven new studies were initiated during the year and seven existing projects were satisfactorily completed. Although we are still involved in international multi-centre trials for pharmaceutical companies, the Research Centre has increased the number of self-funded projects both in the clinics and with outside organisations. We are extremely grateful to the clinic staff for their invaluable assistance with recruiting not only for these but for many other studies.

The Centre has continued its collaboration with tertiary institutions including the School of Psychology, University of Western Sydney with whom we were successful in obtaining an Australian Research Council Discovery Grant, the School of Public Health and the Department of Obstetrics and Gynaecology at the University of Sydney and Centre for Health Economics Research and Evaluation (CHERE) and the Applied Linguistics Department both at the University of Technology, Sydney (UTS).

The qualitative experience of the centre has been broadened by the completion of two collaborative projects with the Applied Linguistics Department, the first examining communication in family planning consultations – comparing the experience of clients and medical practitioners-and the second examining our informed consent procedures. Both these were partially funded by Family Planning NSW.

We have completed two questionnaire based studies, one looking at uptake by Family Planning NSW clients of the HPV vaccine in the catch-up program provided by GPs and another looking at the knowledge, attitudes and practice in regard to sexual health of women accessing the online dating service RSVP. The latter web-based project, carried out by Dr Deborah Bateson, Senior Medical Coordinator, resulted in a huge amount of data from 1700 respondents.

The larger multiple-dosing study for management of frequent and/or prolonged bleeding during Implanon use, based on the results of our pilot study and funded by a grant from the National Institutes of Health, United States of America has been completed and the results published.

The volume of multi-centre international projects has increased as we become increasingly recognised as an efficient research centre with the initiation of four new pharmaceutical company funded studies including a trial of a low-dose contraceptive skin patch and a low dose progestogen-releasing intrauterine system.

The workload of the Research Centre has increased exponentially and has been accompanied by an increase in staff and working hours. Professor Ian Fraser continues to provide expert advice as an Honorary Director of the Research Centre.

The three students in the Master of Reproductive Health Sciences

and one honours student in the undergraduate medical course at the University of Sydney, whom we have been supervising, had their treatises accepted for their degrees.

## **PUBLICATIONS**

HPV vaccination catch up program – Utilisation by young Australian women. Weisberg E, Bateson D, McCaffery K, Skinner SR. *Aust Fam Physician* 2009. January/February; 38(1/2):72-76.

Does readily available emergency contraception increase women's awareness and use? Novikova N, Weisberg E, Fraser IS. *Eur J Contracept Reprod Health Care*. 2009 Feb; 14(1):39-45.

Fertility control? Middle-aged Australian women's retrospective reports of their pregnancies. Weisberg E, Bateson D, Read C, Estoesta J, Lee C. *Aust N Z J Public Health*. 2008 Aug; 32 (4):390-2.

HPV testing versus repeat Pap testing for the management of a minor abnormal Pap smear: evaluation of a decision aid to support informed choice. McCaffery KJ, Irwig L, Chan SF, Macaskill P, Barratt A, Lewicka M, Clarke J, Weisberg E. *Patient Educ Couns*. 2008 Dec; 73(3):473-9, 481. Epub 2008 Aug 30.

Rights to emergency contraception. Weisberg E, Fraser IS. *Int J Gynaecol Obstet*. 2009 Jun 17. [Epub ahead of print]

An open-label randomized trial to determine the most effective regimen of vaginal estrogen to reduce the prevalence of atrophic changes reported in postmenopausal cervical smears. Bateson DJ, Weisberg E. *Menopause*. 2009 Jan 16. [Epub ahead of print]

A randomized controlled trial of treatment options for troublesome uterine bleeding in Implanon users. Weisberg E, Hickey M, Palmer D, O'Connor V, Salamonsen LA, Findlay JK, Fraser IS. *Hum Reprod*. 2009 Apr 15. [Epub ahead of print]

The catch up program for human papillomavirus vaccine. Weisberg E. *Aust Fam Physician*. 2008 Dec;37(12):983

Judaism and women's health. Weisberg E, Kern I.J *Fam Plann Reprod Health Care*. 2009 Jan;35(1):53-5. No abstract available.

Contraception and Pregnancy then and now: examining the experiences of a cohort of mid-age Australian Women. Read C, Bateson D, Weisberg E, Estoesta J. *Australian and New Zealand Journal of Obstetrics and Gynaecology* 2009 Aug; 49(4): 429 – 33.

Marrying research, clinical practice and cervical screening in Australian Aboriginal women in western New South Wales, Australia. Read CM, Bateson DJ. *Rural Remote Health*. 2009 Apr-Jun;9(2):1117. Epub 2009 May 21.

Effect of community consultation on recruitment of Indigenous women to a human papillomavirus prevalence study. Read CM, Bateson DJ, Ohrin CJ. *Med J Aust*. 2008 Aug 18;189(4):233. No abstract available.

# family planning nsw committees

## BOARD OF DIRECTORS

Dr Devora Lieberman	<b>President</b>
My Chappell	<b>Treasurer</b>
Dr Marion Haas	<b>Vice President</b>
Rosalind Winfield	<b>Vice President</b>
Neil Jackson	<b>Legal Advisor</b>
Fiona Larnach	
Sandra Nicholson	
Alice Arnott Oppen	
Susan Templeman	

## ETHICS COMMITTEE

Dr Walter Stern	<b>Scientist (Chair)</b>
Sandra Nicholson	<b>FPNSW board affiliate (Vice Chair)</b>
Ms Elena Berrocal Capdevila	<b>Female Layperson</b>
Ms Beverley Essue	<b>Female Layperson</b>
Mr Thomas Kelly	<b>Lawyer</b>
Ms Kerrie Chambers	<b>Lawyer</b>
Ms Blaise Lyons	<b>Lawyer</b>
Mr Adam Craig	<b>Male Layperson</b>
Dr John Troughton	<b>Male Layperson</b>
Mr Edward (Ted) Grantham	<b>Pastoral care role</b>
Dr Yvonne Selecki	<b>Professional care, counselling or treatment of people</b>
Dr Kirsten Black	<b>Professional care, counselling or treatment of people</b>
Dr Vijay Ramanathan	<b>Professional care, counselling or treatment of people</b>
Ms Rachel Reid	<b>Professional care, counselling or treatment of people</b>
Dr Craig McLachlan	<b>Researcher</b>
Dr Gisselle Gallego	<b>Researcher</b>
Dr Lina Safo	<b>Researcher</b>
Dr Betty Chaar	<b>Researcher</b>
Ms Marina Berbic	<b>Researcher</b>

## CLINICAL ADVISORY BOARD

Prof Ian Fraser	<b>Gynaecologist (Chair)</b>
Dr Ken Atkinson (resigned Aug 2009)	<b>Gynaecological Oncologist</b>
Prof Richard Bern (resigned Feb 2009)	<b>Microbiologist</b>
Dr Georgina Hale	<b>Infections disease and women's health</b>
Dr Devora Lieberman	<b>Gynaecologist – fertility</b>
Dr Michael Lowy	<b>Men's sexual health</b>
Dr Meredith Makeham	<b>General Practitioner</b>
Dr Amanda McBride	<b>General Practitioner</b>
Dr Karuna Raja	<b>Gynaecologist and Obstetrician</b>
Dr Lynne Wray	<b>Sexually Transmissible Infections and HIV</b>

## FINANCE AND AUDIT COMMITTEE

My Chappell (Chair)
Rosalind Winfield
Fiona Larnach

## PERFORMANCE AND REMUNERATION COMMITTEE

Dr Devora Lieberman
Alice Arnott Oppen
Sandra Nicholson

# family planning nsw partnerships

## NSW AREA HEALTH SERVICES

- ▶ Sydney South West Area Health Service
- ▶ Hunter New England Area Health Service
- ▶ Sydney West Area Health Service
- ▶ Greater Western Area Health Service
- ▶ Northern Sydney Central Coast Area Health Service
- ▶ South East Sydney and Illawarra Area Health Service

## OTHER NSW HEALTH SERVICES

- ▶ Cancer Institute NSW
- ▶ Health Care Interpreter Service
- ▶ Heterosexual HIV/AIDS Service (Pozhet)
- ▶ Multicultural HIV/AIDS and Hepatitis C Service
- ▶ NSW Institute of Psychiatry
- ▶ NSW Multicultural Health Communication Service
- ▶ NSW Refugee Health Service
- ▶ NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS)
- ▶ New South Wales Association for Adolescent Health (NAAH)
- ▶ NSW Centre for Advancement of Adolescent Health (CAAH)
- ▶ Sexually Transmissible Infections Program Unit (STIPU)
- ▶ Sydney Sexual Health Centre
- ▶ Youth Health Services

## OTHER GOVERNMENT PARTNERSHIPS

- ▶ NSW Department of Ageing, Disability and Home Care
- ▶ NSW Department of Education and Training-Curriculum K-12 Directorate, Student Wellbeing Unit, Regional Student Representative Councils
- ▶ NSW Department of Community Services
- ▶ NSW Department of Women/Law Access
- ▶ NSW Anti Discrimination Board
- ▶ NSW Institute of Teachers
- ▶ BreastScreen NSW
- ▶ Department of Corrective Services
- ▶ NSW Sport and Recreation

## NON GOVERNMENT PARTNERSHIPS

- ▶ Aboriginal Health and Medical Research Council (AH&MRC)
- ▶ ACL
- ▶ AFL NSW/ACT
- ▶ AIDS Council of NSW
- ▶ Andrology Australia
- ▶ Anti-Homophobia Interagency
- ▶ Bankstown Women's Health Service
- ▶ Blue Mountains Women's Health Clinic
- ▶ Blue Mountains Youth Council

- ▶ Break Thru Solutions
- ▶ Burnside Doorways
- ▶ Cabramatta Community Centre
- ▶ Cabramatta Youth Team
- ▶ Cancer Council Helpline
- ▶ Centre for Advancement of Adolescent Health
- ▶ Cessnock Young Parents Network
- ▶ Community Drug Action Team
- ▶ Diversity Health Institute (Transcultural Mental Health Centre)
- ▶ Dubbo Aboriginal Community Working Party
- ▶ Dubbo Aboriginal Women's Alliance
- ▶ Fairfield Immigrant and Refugee Women's Network
- ▶ Fairfield Migrant Interagency – Health Subcommittee
- ▶ Fairfield Multicultural Health Service
- ▶ Families First
- ▶ Gay and Lesbian Information and Support Services (GLISS)
- ▶ Gay Men's Education Team
- ▶ General Practice NSW
- ▶ Hawkesbury District Health Service
- ▶ Hawkesbury Hills Division of General Practice
- ▶ HIV/AIDS and Sexual Health Interagency
- ▶ HIV roundtable
- ▶ Hunter Women's Centre
- ▶ Immigrant Women's Health Service
- ▶ Inner City Legal Centre
- ▶ Inner West Youth Interagency
- ▶ Inspire Foundation (Reach Out)
- ▶ Jean Hailes Foundation
- ▶ Job Placement, Employment and Training (JPET)
- ▶ Leichardt Women's Health Service
- ▶ Lower Mountains Youth Committee
- ▶ Liverpool Women's Health Service
- ▶ Mandarin Creative Solutions
- ▶ Merana Aboriginal Community Service
- ▶ Migrant Resource Centres (Blacktown, Auburn and Fairfield)
- ▶ Mount Druitt Ethnic Communities Agency (MECCA)
- ▶ Multicultural HIV/AIDS and Hepatitis C Service
- ▶ Multi-Purpose Allira Gathering Association
- ▶ Nandos Australia
- ▶ Nepean Division of General Practice
- ▶ Nepean Migrants Access Centre
- ▶ Northern Settlement Services
- ▶ NSW Personal Development, Health and Physical Education Teachers Association
- ▶ NSW Anti-Homophobia Interagency

# family planning nsw partnerships

- ▶ Parents and Friends of Lesbians and Gays
- ▶ Penrith Panthers
- ▶ Penrith, Blue Mountains and Hawkesbury Youth Intergencies Networks
- ▶ Penrith City Council
- ▶ Penrith Disabilities Resource Centre
- ▶ Penrith Women's Health Centre
- ▶ Playback Theatre
- ▶ Police Community Youth Club
- ▶ QLBTIQ Diverse Sexuality Intergency
- ▶ Refugee Health Information Network
- ▶ Refugee Women's Health Working Group
- ▶ Rosemount Youth Services
- ▶ Royal Women's Hospital, Melbourne
- ▶ Royal Hospital for Women, Randwick
- ▶ Samoan Advisory Council
- ▶ Sexual Health Network
- ▶ Sex Workers Outreach Project
- ▶ St Clair Youth Service
- ▶ Sydwest Multicultural Services
- ▶ Telephone Information Support and Counselling Association (TISCA)
- ▶ The Breast Centre
- ▶ The Junction Medical Service
- ▶ The Kirketon Road Centre
- ▶ Touching Base Inc.
- ▶ Translating and Interpreting Services
- ▶ Western Sydney Drug and Alcohol Resource Centre (WESDARC)
- ▶ Wesley Dalmar Adolescent Counselling
- ▶ West Dubbo Aboriginal Women's Consultative Group
- ▶ Youth Block
- ▶ Youth Accommodation Association
- ▶ Youth Intergency

## TRAINING AND EDUCATION PARTNERSHIPS

- ▶ Australian Catholic University
- ▶ Genesis Ed
- ▶ NSW Department of Education and Training
- ▶ NSW Department of Health
- ▶ People with Disability Australia Inc
- ▶ Royal Australian College of General Practitioners (RACGP)
- ▶ Royal Australian College of Physicians, Chapter of Sexual Health Medicine
- ▶ Royal Australian Navy
- ▶ Royal College of Nursing Australia
- ▶ Royal Hospital for Women Annual Hormone Day

- ▶ Rural Doctors Network
- ▶ Rural Health Education and Development in the West of NSW (RHEDwest)
- ▶ Rural Health, Support, Education and Training (RHSET)
- ▶ TAFE Colleges
- ▶ Valley to Coast GP Training Consortium
- ▶ University of New South Wales – Liverpool Hospital
- ▶ University of Sydney (School of Medicine, Rural Clinical Training School, Northern Sydney Clinical School)
- ▶ University of Canberra
- ▶ University of Newcastle
- ▶ University of New South Wales – St George Hospital

## RESEARCH PARTNERSHIPS

- ▶ University of Western Sydney
- ▶ University of Technology
- ▶ Royal Women's Hospital, Melbourne
- ▶ Medical Devices Evaluation Committee
- ▶ Merck Sharp and Dhome
- ▶ Glaxo Smith Kline
- ▶ Aboriginal Health and Medical Research Council
- ▶ Australian Research Council (ARC) Linkage Grant
- ▶ Royal Women's Hospital, Melbourne
- ▶ Burnet Institute, Melbourne
- ▶ University of Sydney (Department of Public Health and Department of Education)
- ▶ University of Newcastle
- ▶ University of Western Sydney
- ▶ Aboriginal Health and Medical Research Council
- ▶ NSW Health Workforce Development
- ▶ NSW Health Area Health Service
- ▶ FAR Social Enterprise

## NATIONAL AND INTERNATIONAL PARTNERSHIPS

- ▶ International Planned Parenthood Federation
- ▶ National Health and Medical Research Council
- ▶ National Centre for Health and Social Research
- ▶ National Institute of Health, USA
- ▶ Aust Health International
- ▶ Sexual Health and Family Planning Australia
- ▶ La Trobe University, Australian Research Centre for Sex Health and Society
- ▶ Australian Council for Health Physical Education and Recreation (ACPHER)

# financials

# family planning nsw directors' report

Your directors present this report on the entity for the financial year ended 30 June 2009.

## DIRECTORS

The name of each person who has been a director during the year and to the date of this report are:

Dr D Lieberman	<b>President</b>
Ms R Winfield	<b>Vice President</b>
Dr M Haas	<b>Vice President</b>
Ms M Chappell	<b>Treasurer</b>
Mr N Jackson	<b>Legal Adviser</b>

Ms F Larnach  
Ms S Nicholson  
Ms A Oppen  
Ms S Templeman

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

## COMPANY SECRETARY

The following person held the position of entity secretary at the end of the financial year:

Ms K Gannon – Bachelor of Commerce, Certified Practising Accountant, Graduate Diploma of Applied Corporate Governance. Ms Gannon has worked for Family Planning NSW for the last 14 years, in financial and management roles. Ms Gannon was appointed Company Secretary on 26 September 1995.

## PRINCIPAL ACTIVITIES

The principal activity of the entity during the financial year was to provide clinical, health promotion, educational and research services in the area of reproductive and sexual health.

No significant changes in the nature of the entity's activity occurred during the financial year.

## OPERATING RESULTS

The profit of the entity amounted to \$10,526 (2008: \$1,092,092).

## DIVIDENDS

Under the organisation's constitution no dividends are permitted.

## REVIEW OF OPERATIONS

A review of operations of the entity during the financial year indicated that revenue had decrease by 1.6%. The major contributing factor to the reduction in revenue is the absence of the 2008 donation of \$741,901 on the winding-up of Family Planning NSW Foundation Limited. The decrease in revenue contributed to a decrease in entity profit.

## SIGNIFICANT CHANGES IN STATE OF AFFAIRS

No significant changes in the entity's state of affairs occurred during the financial year.

## AFTER BALANCE DATE EVENTS

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the entity, the results of those operations, or the state of affairs of the entity in future financial years.

## FUTURE DEVELOPMENTS

The entity expects to maintain the present status and level of operations and hence there are no likely developments in the entity's operations.

## ENVIRONMENTAL ISSUES

The entity's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

## VOLUNTARY DIRECTORS

Under the organisation's constitution no director is permitted to receive fees or a salary.

# family planning nsw profile of directors



**DR DEVORA LIEBERMAN**  
PRESIDENT

MD MPH FRANZCOG

Devora Lieberman is a miscarriage and infertility specialist at Sydney IVF, where she is Director of the Miscarriage Management Program. Before returning to clinical practice in December 2003, Devora was the Associate Medical Director Women's Health for Organon Australia. Devora is a Director of the Board of the Fertility Society of Australia in the area of Fertility Control. Devora is also a visiting Medical Officer in the Menopause Clinic, Royal North Shore Hospital. Prior to migrating to Australia in 1998, Devora was a lecturer at Harvard Medical School in Obstetrics and Gynaecology and received her Masters Degree in Public Health from Harvard in 1996. Devora began her career in women's health as a contraception and abortion counsellor at Planned Parenthood of New York City, while attending university. Devora has a long standing interest in and commitment to women's health issues as well as several years experience within the commercial sector. Devora is the immediate past President of Sexual Health and Family Planning Australia and a member of the Executive of the Board of Directors of Family Planning NSW, the Clinical Advisory Board, the Advocacy Committee and of the Performance and Remuneration Committee. Elected to the Board in November 2002.



**ROSALIND WINFIELD**  
VICE PRESIDENT

BA LLB

A lawyer in private practice since 1982, Rosalind Winfield has a special interest in legal issues affecting women and women's health. Convenor Women's Electoral Lobby (Brisbane) 1977-1978. President of the Women Lawyers' Association of NSW 1988-1989 and committee member 1983-1991. Rosalind was a member of the Women's Advisory Council 1986-1989 and Director of the Women's Legal Resources Centre 1983-1987. Family Planning Australia President's Award 1995. Rosalind is a member of the Executive of the Board of Directors of Family Planning NSW and of the Finance and Audit Committee and has previously served on the Ethics Committee. Elected to the Board in November 1986.



**DR MARION HAAS**  
VICE PRESIDENT

BPhy MPH Grad Dip App Epi PhD

Marion Haas is a Deputy Director of the Centre for Health Economics Research and an Associate Professor of Health Services Research at UTS. Formerly a physiotherapist, she has a Master of Public Health and a PhD from the University of Sydney and a Graduate Diploma of Applied Epidemiology (NSW Public Health Officer's Training Program). Her research interests include economic evaluation and its application to policy and practice, the application of discrete choice methods to consumer preferences in health and understanding the impact of health policy on access to and utilisation of health care services. Marion is a member of the Executive of the Board of Directors of Family Planning NSW and of the Research Committee. Elected to the Board in November 2003.

# family planning nsw profile of directors

continued



## MY CHAPPELL TREASURER

BSc (Hons) Grad Dip (Accounting) M Comm

Prior to becoming a professional director, My Chappell held senior executive accounting and finance positions in both the government and corporate sectors. She is a qualified accountant with extensive experience in treasury and enterprise-wide risk management. She is also a board member and treasurer of Shopfront Theatre for Young People, a not-for-profit organisation, training and helping youth to develop themselves through the arts. My is a member of the Executive of the Board of Directors of Family Planning NSW, the Finance and Audit Committee and of the Fundraising Committee. Elected to the Board in November 2005.



## NEIL JACKSON LEGAL ADVISER

LLB BEc LLM

Neil Jackson practises as a barrister, largely in workers compensation, family law and de facto relationships law. He is a member of the Conciliators and Arbitrators Association, the Australian Association of Family Lawyers and Conciliators, and the Family Law Section of the Law Council of Australia. He is also a member of the Australian Plaintiff Lawyers Association.

In 2002 he was appointed as an Arbitrator of the New South Wales Compensation Commission. In 2004 he was appointed a Mediator of the New South Wales Supreme Court and an Arbitrator of the New South Wales District Court. Neil is a member of the Executive of the Board of Directors of Family Planning NSW and of the Advocacy Committee. Elected to the Board in November 1999.



## FIONA LARNACH

BSc Dip Ed, Masters (Bbus finance), CPA, Grad Dip Acctg

Fiona is a partner with Ernst and Young in the Risk Advisory Services area. Prior to this Fiona was Chief Risk Officer at Westpac, responsible for the Retail Bank Credit and Operational Risk's. After graduating from University with a BSc DipEd, Fiona worked at IBM within Treasury. Fiona then worked at Citibank with roles in Risk Management and IT, where she was responsible for the delivery of credit risk training principles and audits for the South East Asia region. Fiona then moved to GE Capital where she spent time at Fairfield, and was an attendee at the GE Executive Programme. During this period, she achieved her Masters in Banking and Finance and qualified as a CPA.

From 1998 to 2002 Fiona was employed at AMP, during which time AMP were applying for a bank licence on demutualisation, and was responsible for setting up the Risk function for AMP Bank. During her time at AMP, Fiona was appointed CFO and established their UK branch; moving on to become Deputy Treasurer and Head of Group Capital Management with responsibility for London and New Zealand based staff. Fiona is a member of the Finance and Audit Committee and of the Fundraising Committee. Elected to the Board in November 2006.

# family planning nsw profile of directors

continued



## SANDRA NICHOLSON

BA (Hons) M.Media Prac

Sandra Nicholson works in the marketing and communications section of the RTA's Transport Management Centre. She was a radio journalist for more than a decade and holds a Master of Media Practice from the University of Sydney. Her undergraduate studies focused on politics and gender studies, and she completed an Honours thesis about Aboriginal language maintenance and public policy implementation. Sandra is a member of the Media, Entertainment and Arts Alliance (MEAA). She has previously worked at the NSW Working Women's Centre and volunteered at a Kings Cross women's refuge. Sandra is a member of the Performance and Remuneration Committee, the Advocacy Committee and of the Ethics Committee. Elected to the Board in November 2003.



## SUSAN TEMPLEMAN

BA (Comm)

A journalist for more than a decade, Susan Templeman runs a specialist media training and communication consultancy. Susan started as a federal political reporter with Radio 2UE in the mid-eighties, went on to be a foreign correspondent in New York and moved to London with the Austereo network. On her return to Australia, she worked in media relations before establishing a media training business. In the past 15 years she has worked with a broad range of participants in the health sector - government, non-profit and business - advising on their media communication. Elected to the Board in November 2005.



## ALICE ARNOTT OPPEN

B.A., M.A.T., M.A., F.A.I.C.D

Alice Oppen taught Australian, English and American literatures, and her book *Shakespeare: Listening to the Women* was published in 1999. She has edited and contributed to publications on Australian literature, heritage and town planning, the environment and women's educational and legal concerns. In 1993 Alice was active in the campaign to keep Australian companies Australian and served on the Arnotts Board until 1997. A Fellow of the Institute of Company Directors, she was a member of their National Education Committee and a consultant for the Advanced Course. Alice served on the boards of the State Library Foundation, of Child Fund Australia and ChildFund International. She currently serves on the International Advisory Committee of Sexual Health and Family Planning Australia and the Ethics Committee of the Cancer Council. Alice is the founder and Chair of Women's Plans Foundation, a charitable trust that raises funds to enable a family planning component in overseas aid and development. Alice is a member of the Performance and Remuneration Committee and of the Advocacy Committee. Elected to the Board in November 2006.

# family planning nsw profile of directors

continued

## MEETING OF DIRECTORS

During the financial year, 11 meetings of directors were held. Attendances by each director were as follows:

DIRECTOR'S NAME	# ELIGIBLE TO ATTEND	# ATTEND
DR DEVORA LIEBERMAN	11	10
MS ROSALIND WINFIELD	11	11
DR MARION HAAS	11	10
MS MY CHAPPELL	11	10
MR NEIL JACKSON	11	8
MS FIONA LARNACH	11	5
MS SANDRA NICHOLSON	11	9
MS SUSAN TEMPLEMAN	11	8
MS ALICE ARNOTT OPPEN	9	9

## INDEMNIFYING OFFICERS OR AUDITOR

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the entity with the exception that the entity has paid premiums to insure officers of the entity and each of the persons listed above as directors against certain liabilities arising out of their conduct while acting in the capacity of officer of the entity.

Under the terms of the insurance contract, neither the nature of liabilities insured against nor the premium paid can be disclosed.

## PROCEEDINGS ON BEHALF OF THE ENTITY

No person has applied for leave of Court to bring proceedings on behalf of the entity or intervene in any proceedings to which the entity is a party for the purpose of taking responsibility on behalf of the entity for all or any part of those proceedings.

The entity was not a party to any such proceedings during the year.

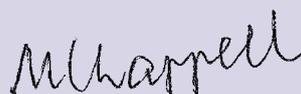
## AUDITOR'S INDEPENDENCE DECLARATION

The lead auditor's independence declaration for the year ended 30 June 2009 is included with the directors' report.

Signed in accordance with a resolution of the Board of Directors:



**DR DEVORA LIEBERMAN**  
PRESIDENT



**MS MY CHAPPELL**  
TREASURER

Date this 29th day of September 2009

# family planning nsw auditor's independence declaration



## Auditor's Independence Declaration

### Under Section 307C of the Corporations Act 2001

To the Directors of Family Planning NSW:

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2009 there has been:

- no contraventions of the auditor independence requirements as set out in the Corporations Act 2001; and
- no contraventions of any applicable code of professional conduct in relation to the audit.

William Buck  
Chartered Accountants

L.E. Tutt  
Partner  
Sydney, 29 September 2009

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# family planning nsw income statement

for year ended 30 June 2009

	Note	2009 \$	2008 \$
Revenue	2	9,723,689	9,883,351
Changes in inventories of finished goods		12,182	(15,493)
Employee benefit expenses		(6,735,521)	(6,017,887)
Cost of contraceptive supplies		(99,786)	(86,669)
Cost of Healthrites resources for resale		(74,925)	(69,290)
Depreciation and amortisation expenses		(89,568)	(75,042)
Lease/rent		(160,961)	(137,161)
Insurance		(106,581)	(145,391)
Relocation of business operations		(144,482)	–
Computer services and software		(112,087)	(92,728)
Printing / postage / stationery / advertising / photocopying		(316,783)	(275,489)
Repairs and maintenance / cleaning		(252,657)	(289,146)
Teaching resources		(320,724)	(358,280)
Travel		(216,310)	(153,893)
Materials and equipment		(51,637)	(185,000)
Labour hire – external		(907)	(59,967)
Medical consumables		(51,666)	(38,420)
Consultancy		(242,106)	(151,255)
Utilities		(57,445)	(47,280)
Telephone / internet		(146,545)	(131,003)
Staff recruitment		(26,147)	(32,232)
Conferences and seminars		(91,667)	(85,154)
Other expenses		(426,840)	(344,479)
<b>PROFIT FOR THE YEAR</b>		<b>10,526</b>	<b>1,092,092</b>

The accompanying notes form part of these financial statements.

# family planning nsw balance sheet

for year ended 30 June 2009

	Note	2009 \$	2008 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	7,190,126	6,832,468
Trade and other receivables	5	73,826	507,863
Inventories	6	96,689	108,871
Other current assets	7	72,572	177,071
<b>TOTAL CURRENT ASSETS</b>		<b>7,433,213</b>	<b>7,626,273</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	8	5,378,523	5,275,947
<b>TOTAL NON-CURRENT ASSETS</b>		<b>5,378,523</b>	<b>5,275,947</b>
<b>TOTAL ASSETS</b>		<b>12,811,736</b>	<b>12,902,220</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	9	2,406,585	1,968,127
Income in advance	10	1,613,580	2,123,833
<b>TOTAL CURRENT LIABILITIES</b>		<b>4,020,165</b>	<b>4,091,960</b>
<b>NON-CURRENT LIABILITIES</b>			
Trade and other payables	11	49,570	78,785
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>49,570</b>	<b>78,785</b>
<b>TOTAL LIABILITIES</b>		<b>4,069,735</b>	<b>4,170,745</b>
<b>EQUITY</b>			
Reserves	12	2,740,900	2,740,900
Retained earnings		6,001,101	5,990,575
<b>TOTAL EQUITY</b>		<b>8,742,001</b>	<b>8,731,475</b>
Capital and leasing commitments	13		
Contingent liability	14		

The accompanying notes form part of these financial statements.

# family planning nsw statement of recognised income and expenditure

for year ended 30 June 2009

	NOTE	RETAINED EARNINGS	ASSET REVALUATION RESERVE	GENERAL RESERVES	TOTAL
<b>BALANCE AT 1 JULY 2007</b>		<b>4,841,117</b>	<b>2,665,900</b>	<b>75,000</b>	<b>7,582,017</b>
Profit attributable to the entity		1,092,092			1,092,092
Write-off prior year provision	1(o)	57,366			57,366
<b>BALANCE AT 30 JUNE 2008</b>		<b>5,990,575</b>	<b>2,665,900</b>	<b>75,000</b>	<b>8,731,475</b>
Profit attributable to the entity		10,526			10,526
<b>BALANCE AT 30 JUNE 2009</b>		<b>6,001,101</b>	<b>2,665,900</b>	<b>75,000</b>	<b>8,742,001</b>

The accompanying notes form part of these financial statements.

## cash flow statement

for year ended 30 June 2009

	Note	2009 \$	2008 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from government grants	3	7,741,236	7,468,732
Donation-Family Planning NSW Foundation	3	–	741,901
Other grants received	3	380,137	308,782
Receipts from customers		1,345,339	1,036,316
Payments to suppliers and employees		(9,309,501)	(9,284,682)
Interest received		393,461	502,255
<b>NET CASH GENERATED FROM OPERATING ACTIVITIES</b>	<b>18</b>	<b>550,672</b>	<b>773,304</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Payment for property, plant and equipment		(193,014)	(60,147)
Proceeds from sale of property, plant and equipment		–	17,291
<b>NET CASH (USED IN) /PROVIDED BY INVESTING ACTIVITIES</b>		<b>(193,014)</b>	<b>(42,856)</b>
Net increase in cash held		357,658	730,448
Cash at beginning of year		6,832,468	6,102,020
<b>CASH AT END OF YEAR</b>		<b>7,190,126</b>	<b>6,832,468</b>

The accompanying notes form part of these financial statements.

# family planning nsw notes to the financial statements

for year ended 30 June 2009

## 1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users who are dependent on its general purpose financial report. This report is therefore a special purpose financial report that has been prepared in order to meet the requirements of the *Corporations Act 2001*.

The financial report has been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the *Corporations Act 2001* and the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the preparation of this report are as follows:

### (A) PRINCIPLES OF CONSOLIDATION

The directors believe that the controlled entities of Family Planning NSW are not material, as their omission or non-disclosure does not have the potential to adversely affect:

- (i) decisions about the allocation of resources made by users of the consolidated accounts; or
- (ii) the discharge of accountability by the directors or the members of the governing body of the entity;

and as such the financial statements of Family Planning NSW have not been consolidated with its controlled entities.

### (B) INVENTORIES

Inventories are measured at the lower of cost and current replacement cost. Inventories are determined on an average cost basis.

Inventories acquired at no cost, or for nominal consideration are valued at the current replacement cost as at the date of acquisition.

### (C) BAD AND DOUBTFUL DEBTS

Bad debts are written off as they occur and the provision for doubtful debts is based on an appraisal of individual outstanding accounts that are in excess of normal trading terms.

### (D) PROPERTY, PLANT AND EQUIPMENT

Each class of property, plant and equipment is carried at cost or fair value as indicated, less, where applicable, accumulated depreciation and impairment losses.

#### Property

Freehold land and buildings are shown at their fair value based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. Increases in the carrying amount arising on revaluation of land and buildings are credited to a revaluation reserve in equity. Decreases that offset previous increases of the same class of asset are charged against fair value reserves directly in equity, all other decreases are charged to the income statement.

Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

#### Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment loss. Items with a first cost of less than \$500 (2008: \$10,000) are expensed in the period they are purchased in accordance with the terms of the NSW Health funding conditions.

#### Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised leased assets, but excluding freehold land, is depreciated on a straight line basis over the asset's useful life to the entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful life of the improvements.

The depreciation rates used for each class of depreciable assets are:

CLASS OF FIXED ASSET	DEPRECIATION RATE
BUILDINGS	2%
LEASEHOLD IMPROVEMENTS	2%
FIXTURES & FITTINGS	10%
MEDICAL & OFFICE EQUIPMENT	12.5%
MOTOR VEHICLES	15%
COMPUTERS	33.3%

# family planning nsw

## notes to the financial statements

for year ended 30 June 2009

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

### (E) EMPLOYEE BENEFITS

Provision is made for the entity's liability for employee benefits arising from services rendered by employees to Balance Sheet date. Provision for long service leave is raised in respect of employees who have in excess of five years continuous service. Contributions are made by the entity to an employee superannuation fund and are charged as expenses when incurred.

Employee benefits to be settled within one year together with benefits arising from wages, salaries and annual leave which may be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on costs.

### (F) LEASES

Lease payments for operating leases, where substantially all the risk and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

### (G) INCOME TAX

No provision for income tax has been raised, as the entity is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

### (H) CASH AND CASH EQUIVALENTS

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, net of bank overdraft.

### (I) PROVISIONS

Provisions are recognised when the entity has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of amounts required to settle the obligation at reporting date.

### (J) REVENUE

Revenue from the sale of goods is recognised upon the delivery of goods to customers. Grant revenue is recognised in the income statement when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be

measured reliably. If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the balance sheet as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

Donations and bequests are recognised as revenue when received unless they are designated for a specific purpose, where they are carried forward as prepaid income on the balance sheet.

Interest revenue and distribution income from investments is recognised on a proportional basis taking into account the interest rate applicable to the financial assets.

Revenue from the rendering of a service is recognised upon delivery of the service to the customers.

All revenue is stated net of the amount of goods and services tax (GST).

### (K) UNEXPENDED GRANTS

The entity receives grant monies to fund projects either for contracted periods of time or for specific projects irrespective of the period of time required to complete these projects. It is the policy of the entity to treat grant monies as unexpended grants in the balance sheet when the entity is contractually obliged to provide the services in a subsequent financial period to when the grant is received or in the case of specific project grants where the project has not been completed.

### (L) GOODS AND SERVICES TAX (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the Balance Sheet are shown inclusive of GST. Cash flows are presented in the Cashflow Statement on a gross basis, except for the GST component of investing activities, which are disclosed as operating cash flows.

### (M) COMPARATIVE FIGURES

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

# family planning nsw notes to the financial statements

for year ended 30 June 2009

## (N) ECONOMIC DEPENDENCE

Family Planning NSW, Not For Profit (Non-reporting) is dependent on NSW Health for the majority of its revenue used to operate the business. At the date of this report the Board of Directors has no reason to believe the support will not continue.

## (O) ADJUSTMENT FOR PRIOR PERIOD ERROR

As at 30 June 2008, the entity had provided for a general accrual of \$57,366. In accordance with AASB 137: *Provisions, Contingent Liabilities and Contingent Assets*, provisions and accruals are reviewed at the end of each reporting date to reflect the current best estimate. The general accrual was not previously reviewed at the prior period reporting date in accordance with the requirements of AASB 137. This is deemed an error from prior period. This error has therefore been corrected in the current year, and the prior period figures adjusted in accordance

with AASB 108: *Accounting Policies, Changes in Accounting Estimates and Errors*. The adjustment is disclosed for the earliest period reported in the financial statements, being the opening retained earnings at 1 July 2007. The impact of the error is as follows:

	REPORTED	RESTATED
RETAINED EARNINGS 1 JULY 2008	5,933,209	5,990,575

## 2. PROFIT FROM ORDINARY ACTIVITIES

### EXPENSES

	2009 \$	2008 \$
Depreciation and amortisation	89,568	75,041
Remuneration of auditor		
– Audit or review	27,900	23,375
– Other services	–	4,125
Rent - premises and equipment	160,961	137,161

### REVENUES

Government grants	7,957,782	7,428,197
Other grants	392,336	240,435
Family Planning NSW Foundation Donation / Grant	78,506	759,626
Interest income	383,752	525,973
Sales income	611,611	637,729
Other income	299,702	291,391
<b>TOTAL REVENUE</b>	<b>9,723,689</b>	<b>9,883,351</b>

# family planning nsw notes to the financial statements

for year ended 30 June 2009

	2009 \$	2008 \$
<b>3. GRANTS RECEIVED DURING THE YEAR</b>		
<b>NSW HEALTH GRANTS</b>		
<b>PUBLIC HEALTH OUTCOMES FUNDING AGREEMENT</b>		
Fairfield Multicultural Women's Health	461,200	448,600
Women's Health	6,227,200	6,070,400
	<b>6,688,400</b>	<b>6,519,000</b>
<b>NGO FUNDING</b>		
HIV/AIDS Program	226,100	219,300
Outreach and Community Education, The Warehouse	416,850	384,950
Young Men's Sexual Health, The Warehouse	116,025	107,075
	<b>758,975</b>	<b>711,325</b>
<b>AREA HEALTH GRANTS</b>		
Hunter New England-Health Program	42,300	40,139
	<b>42,300</b>	<b>40,139</b>
<b>OTHER GOVERNMENT GRANTS</b>		
Cancer Institute NSW – Well Women's Screening Training for Practice Nurses	138,047	101,268
Cancer Institute NSW – Coonamble Project	58,716	
Cancer Institute NSW – GP's Up-Skilling	54,798	
Cancer Institute NSW – Well Women's Screening Training – Practice Nurses Working With Indigenous Communities	–	26,700
Cancer Institute NSW – Aboriginal Women's Screening – Dubbo	–	3,000
Department of Ageing, Disability and Home Care – Preventing Sexual Assault	–	49,800
SWAHS – New Technologies	–	17,500
	<b>251,561</b>	<b>198,268</b>
<b>OTHER GRANTS</b>		
Research Grants	196,795	253,303
McCarthy-Green Indigenous Nurse Scholarship	6,000	–
Sexual Health and Family Planning Australia	174,542	–
Penrith City Council	800	800
NSW Association for Adolescent Health	2,000	–
Alliance of NSW Divisions – Well Women's Screening Training	–	40,000
The Aurora Group – SAY Project	–	2,000
Penrith Local Government – CDSE Scheme	–	3,000
St Mary's District Band Club	–	5,182
	<b>380,137</b>	<b>304,285</b>
<b>FAMILY PLANNING NSW FOUNDATION</b>		
Grants – Research / Other	–	4,497
Donation	–	741,901
	<b>–</b>	<b>746,398</b>
<b>TOTAL GRANTS RECEIVED</b>	<b>8,121,373</b>	<b>8,519,415</b>

# family planning nsw notes to the financial statements

for year ended 30 June 2009

	2009 \$	2008 \$
<b>4. CASH AND CASH EQUIVALENTS</b>		
Cash at bank	7,184,996	6,827,123
Cash on hand	5,130	5,345
	<b>7,190,126</b>	<b>6,832,468</b>
<b>RECONCILIATION OF CASH</b>		
Cash and cash equivalents	7,205,990	6,858,079
Bank overdraft	(15,864)	(25,611)
	<b>7,190,126</b>	<b>6,832,468</b>
<b>5. TRADE AND OTHER RECEIVABLES</b>		
<b>CURRENT</b>		
Trade receivables	28,320	64,771
Sexual Health and Family Planning Australia	23,482	409,091
Other receivables	22,024	34,001
	<b>73,826</b>	<b>507,863</b>
<b>6. INVENTORIES</b>		
<b>CURRENT</b>		
Stock at cost	<b>96,689</b>	<b>108,871</b>
<b>7. OTHER CURRENT ASSETS</b>		
Prepayments	<b>72,572</b>	<b>177,071</b>

# family planning nsw

## notes to the financial statements

for year ended 30 June 2009

	2009 \$	2008 \$
<b>8. PROPERTY, PLANT AND EQUIPMENT</b>		
<b>LAND AND BUILDINGS</b>		
Freehold land at:		
– Independent valuation 2007	3,085,800	3,085,800
<b>TOTAL LAND</b>	<b>3,085,800</b>	<b>3,085,800</b>
Buildings at:		
– Independent valuation 2007	1,744,200	1,744,200
Less accumulated depreciation	(75,582)	(40,698)
<b>TOTAL BUILDINGS</b>	<b>1,668,618</b>	<b>1,703,502</b>
<b>TOTAL LAND AND BUILDINGS</b>	<b>4,754,418</b>	<b>4,789,302</b>
<b>LEASEHOLD IMPROVEMENTS</b>		
– At cost	10,045	10,045
– Independent valuation 2007	400,000	400,000
Less accumulated amortisation	(26,604)	(17,855)
<b>TOTAL LEASEHOLD IMPROVEMENTS</b>	<b>383,441</b>	<b>392,190</b>
<b>PLANT AND EQUIPMENT</b>		
At cost	407,681	232,122
Less accumulated amortisation	(167,017)	(137,667)
<b>TOTAL PLANT AND EQUIPMENT</b>	<b>240,664</b>	<b>94,455</b>
<b>TOTAL PROPERTY, PLANT AND EQUIPMENT</b>	<b>5,378,523</b>	<b>5,275,947</b>

The entity's land and buildings were re-valued at 17 May 2007 by independent valuers. Valuations were made on the basis of open market value. The revaluation reduction was debited to the asset revaluation reserve in equity. No capital gains tax has been taken into account in determining re-valued amounts as the company is exempt from income tax.

## 9. TRADE AND OTHER PAYABLES

	2009 \$	2008 \$
<b>CURRENT</b>		
Trade payables	122,686	57,020
Sundry payables and accrued expenses	1,058,983	820,963
Employee benefits	1,224,916	1,090,144
	<b>2,406,585</b>	<b>1,968,127</b>

# family planning nsw

## notes to the financial statements

for year ended 30 June 2009

	2009 \$	2008 \$
<b>10. INCOME IN ADVANCE</b>		
<b>CURRENT</b>		
Funding for special projects	1,613,580	2,123,833
<b>11. TRADE AND OTHER PAYABLES</b>		
<b>NON-CURRENT</b>		
Employee benefits	49,570	78,785
Number of employees at year end	139	123
<b>12. RESERVES</b>		
Asset revaluation reserve records revaluations of non current assets.	2,665,900	2,665,900
General reserve records funds approved by the Board to be set aside to fund specific activities.	75,000	75,000
	<b>2,740,900</b>	<b>2,740,900</b>
<b>13. CAPITAL AND LEASING COMMITMENTS</b>		
Non cancellable operating leases contracted for but not capitalised in the financial statement		
Payable: minimum lease payments		
– not later than twelve months	114,085	40,706
– between twelve months and five years	225,193	77,889
– greater than five years	32	33
	<b>339,310</b>	<b>118,628</b>
<b>14. CONTINGENT LIABILITIES</b>		
Estimates of the maximum amount of contingent liabilities that may become payable:	–	–

### 15. MEMBERS' GUARANTEE

The entity is incorporated under the *Corporation's Act 2001* and is a company Limited by Guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstandings and obligations of the company. At 30 June 2009 the number of members was 44 (2008:52).

# family planning nsw

## notes to the financial statements

for year ended 30 June 2009

	2009 \$	2008 \$
<b>16. RELATED PARTY TRANSACTIONS</b>		
Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated:		
<b>SYDNEY REPRODUCTIVE HEALTH SERVICES LIMITED</b>	375	270
Payment of ASIC fees by Family Planning NSW for Sydney Reproductive Health Services Limited. Dr Devora Lieberman, Mr Neil Jackson and Ms My Chappell are directors of both Sydney Reproductive Health Service Limited and Family Planning NSW.		
<b>17. ENTITY DETAILS</b>		
The registered office and the principal place of business is:		
<b>Family Planning NSW</b> 328-336 Liverpool Rd, Ashfield 2131		
<b>18. CASH FLOW INFORMATION</b>		
Reconciliation of cash flow from operations with profit for the year		
Profit for the year:	10,526	1,092,092
Non-cash flows in profit:		
Amortisation	8,749	9,004
Depreciation	80,819	66,038
Net (profit) / loss on disposal of plant and equipment	870	(10,247)
Changes in assets and liabilities:		
Decrease /(Increase) in inventories	12,182	(15,493)
Decrease /(Increase) in receivables *	434,037	(522,576)
Decrease /(Increase) in other assets	104,499	(119,606)
(Decrease) in income in advance	(510,253)	(92,658)
Increase in trade and other payables *	409,243	366,750
<b>CASH FLOWS PROVIDED BY OPERATING ACTIVITIES</b>	<b>550,672</b>	<b>773,304</b>

\* Netting off of GST asset and liability resulting in increase of \$109,778 in 2008 movement in receivables and offsetting increase in 2008 movement in trade and other payables – net impact is nil.

# family planning nsw directors' declaration

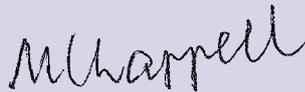
The directors of the company declare that:

1. The financial statements and notes are in accordance with the *Corporations Act 2001* and:
  - a) comply with Accounting Standards and the Corporations Regulations 2001; and
  - b) give a true and fair view of the company's financial position as at 30 June 2009 and of its performance for the year ended on that date.
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



**DR DEVORA LIEBERMAN**  
PRESIDENT



**MS MY CHAPPELL**  
TREASURER

Dated this 29th day of September, 2009.

# family planning nsw independent auditor's report



## **INDEPENDENT AUDITOR'S REPORT** **To the members of Family Planning NSW**

### **Report on the Financial Report**

We have audited the accompanying financial report, being a special purpose financial report, of Family Planning NSW, which comprises the balance sheet as at 30 June 2009, and the income statement, statement of recognised income and expenses and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the Directors declaration.

### **The Responsibility of Directors for the Financial Report**

Directors of the entity are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the financial reporting requirements of the *Corporations Act 2001* and are appropriate to meet the needs of the members. The Directors responsibility also includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

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

The financial report has been prepared for distribution to members for the purpose of fulfilling the Directors financial reporting responsibilities under the *Corporations Act 2001*. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

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

### **Independence**

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

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# family planning nsw independent auditor's report



## Matters Relating to the Electronic Presentation of the Audited Financial Report

The auditor's report relates to the financial report of Family Planning NSW for the year ended 30 June 2009 included on Family Planning NSW's website. The entity's Directors are responsible for the integrity of Family Planning NSW's website. We have not been engaged to report on the integrity of Family Planning NSW's website.

The auditor's report refers only to the statements named above. It does not provide an opinion on any other information which may have been hyperlinked to / from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this website.

## Auditor's Opinion

In our opinion:

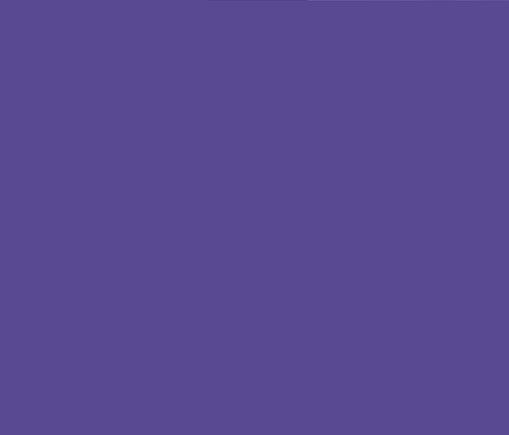
- a) the financial report of Family Planning NSW is in accordance with the *Corporations Act 2001*, including:
  - i) giving a true and fair view of the company's financial position as at 30 June 2008 and of its performance for the year ended on that date; and
  - ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.

William Buck  
Chartered Accountants

L.E. Tutt  
Partner  
Sydney, 29 September 2009



# FAMILY PLANNING NSW



## Family Planning NSW State Office

328-336 Liverpool Road  
Ashfield NSW 2131  
T 02 8752 4300 F 02 8752 4392

## Healthrites Bookshop (mail-order service)

T 02 8752 4307 F 02 9799 8835

## Healthline (information service)

T 1300 658 886  
TTY (for deaf) 02 8752 4360

## Website

[www.fpnsw.org.au](http://www.fpnsw.org.au)

## Ashfield Inner Metro & Training Centre

328-336 Liverpool Road  
Ashfield NSW 2131  
T 02 8752 4316 F 02 8752 4392

## Fairfield Multicultural Service

Suite 5, Level 2  
Neeta City Shopping Centre  
Smart Street Fairfield NSW 2165  
T 02 9754 1322 F 02 9754 1676

## The Warehouse Penrith Youth Health Service

13 Reserve Street  
Penrith NSW 2750  
T 02 4749 0500 F 02 4731 6787

## Hunter Regional Centre

15-19 Queen Street  
Cooks Hill NSW 2300  
T 02 4929 4485 F 02 4926 2029

## Dubbo Rural Centre

2B / 155 Macquarie Street  
Dubbo NSW 2830  
T 02 6885 1544 F 02 6885 3677

## Illawarra Disability Resource Service

2 / 26 Park Road  
Woonona NSW 2517  
T 02 4283 2877 F 02 4283 2577