Annual Report 2011/12
Acknowledgements

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FPQ also thanks the following for their continued financial support.
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A year in review

Chairperson’s report

I have had the privilege of serving on the Board of Directors for the past ten years. I volunteer my time on the Board of FPQ because I believe that the organisation makes a significant impact on the lives of the people it serves, from the smallest child who learns about bodies and staying safe to men and women accessing health services, support and information.

As an organisation, FPQ remains nimble and responsive to the changing landscape in which we operate. In the past ten years we have opened and closed centres, launched new projects, developed innovative educational resources, won awards and continued to ask the community: what are the gaps that we can fill by delivering quality sexual and reproductive health and education services to promote a healthy Queensland? As Queensland’s population grows and diversifies, FPQ remains strategic in our development and delivery of services to best meet changing needs.

We approach 2012-2013 with a new set of challenges. At the end of 2011-2012, FPQ was handed down significant funding cuts by Queensland Health which impact the way we do our work and our regional service delivery in particular. We have navigated rough seas before and we believe that we are well positioned to weather this storm, drawing on the skills and expertise of the staff and Board, with the support of our stakeholders. In the pages that follow, you will open a window into the work of FPQ.

I hope you are as inspired as I am to read on, get involved and show your support by becoming a member, coming along to an event or course, purchasing our resources or telling others about the important work we do at FPQ.

Matthew Schlyder

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### Workforce Development Participants 2011-2012

<table>
<thead>
<tr>
<th>Community Education</th>
<th>Total Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary School children 12 yrs and under</td>
<td>13365</td>
</tr>
<tr>
<td>Young People (13-24yrs)</td>
<td>4115</td>
</tr>
<tr>
<td>People with a Disability</td>
<td>940</td>
</tr>
<tr>
<td>Aboriginal and Torres Strait Islander Peoples</td>
<td>529</td>
</tr>
<tr>
<td>CALD People</td>
<td>3920</td>
</tr>
<tr>
<td>General Public</td>
<td>7287</td>
</tr>
<tr>
<td>Other Targeted Groups</td>
<td>1922</td>
</tr>
<tr>
<td>Parents</td>
<td>1963</td>
</tr>
<tr>
<td>Women’s Groups</td>
<td>782</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>34813</strong></td>
</tr>
</tbody>
</table>

### Clinic Consultations Totals

<table>
<thead>
<tr>
<th>Category</th>
<th>Number of Clients</th>
<th>Number of Visits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2,020 doctors completed FPQ training courses

### Age of Clients Totals

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 15</td>
<td>0.99%</td>
</tr>
<tr>
<td>15-19</td>
<td>12.01%</td>
</tr>
<tr>
<td>20-24</td>
<td>15.77%</td>
</tr>
<tr>
<td>25-29</td>
<td>14.05%</td>
</tr>
<tr>
<td>30-34</td>
<td>11.53%</td>
</tr>
<tr>
<td>35-39</td>
<td>10.95%</td>
</tr>
<tr>
<td>40-54</td>
<td>25.86%</td>
</tr>
<tr>
<td>55 Over</td>
<td>8.71%</td>
</tr>
<tr>
<td>Not Given</td>
<td>0.12%</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

FPQ delivered sexual and reproductive health services through 20,203 client visits

### Clinic Services Totals

<table>
<thead>
<tr>
<th>Service</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contraception</td>
<td>42.21%</td>
</tr>
<tr>
<td>STI</td>
<td>8.59%</td>
</tr>
<tr>
<td>Gynaecological</td>
<td>40.52%</td>
</tr>
<tr>
<td>Pregnancy</td>
<td>2.15%</td>
</tr>
<tr>
<td>Other</td>
<td>5.37%</td>
</tr>
<tr>
<td>Unknown</td>
<td>1.16%</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>
About us

FPQ has been the leading provider of sexual and reproductive health and education services throughout Queensland for over 40 years. Based in 9 centres from Cairns to Bundaberg, Toowoomba to the Gold Coast, FPQ delivers health services, outreach, education and training about:

- personal safety, to teach children how to stay safe from sexual abuse
- contraception, to prevent unplanned pregnancy
- safe sex practices, to prevent sexually transmitted infections (STIs)
- respectful relationships, to prevent sexual assault

FPQ is a nonprofit, nongovernment organisation. We use diverse funding sources to sustain our regional operations, including grants from government and philanthropic foundations; corporate sponsorships; fee for service health services, education and professional training; resource and product sales; donations from individuals and membership fees.

The vision of FPQ is sexual and reproductive health for all.

FPQ’s key values:
- Respect for others
- Social justice
- Professionalism
- Innovation
- Courage
- Openness & honesty

Today’s members keep FPQ growing strong

FPQ is committed to continuing to work towards achieving our vision of sexual and reproductive health for all and to that end recognises this work requires investment from many different stakeholders.

We invite you to become a member of FPQ. Membership comes with a range of benefits including discounts to select training courses from 1 January 2013, access to the Brisbane information and resource centre, discounted room bookings and more. If you are inspired by what you read in the following pages, please show your support by becoming a member or making a tax deductible donation to FPQ.

www.fpq.com.au/member.php or

The Commission for Children and Young People and Child Guardian (the Commission) has long respected Family Planning Queensland (FPQ) for the courage and leadership it has demonstrated in arguing for and providing family planning, values and sexuality education over the past 40 years, even when these matters have been at times socially and politically unpopular. FPQ’s continued advocacy for children’s rights to a healthy sexuality is clearly supported in the United Nations Convention on the Rights of the Child and is critically important in the Commission’s view.

Elizabeth Fraser
Commissioner for Children and Young People and Child Guardian
Celebrating the past, planting seeds for the future

As things change, many things remain the same. In 1972, FPQ volunteers attended the Ekka and distributed 10,000 leaflets about contraception. In 2012, FPQ again attended the Ekka, but this time in a mobile clinic van providing Pap smears, contraceptive consultations, information and advice in collaboration with Royal Flying Doctor Service, Women’s Health Queensland Wide, Queensland Cervical Screening Program and Goondir Health Services.

In the forty years between, FPQ has delivered sexual and reproductive health services to 1.5 million Queenslanders, and provided community and professional education and training to 1.3 million people.

FPQ provides services from its 9 regional centres across the state. In 2012, 70% of clinic services provided by FPQ were outside Brisbane, as were 82% of community education and 64% of professional training contacts.

There have been many changes in the organisation over the years, but the vision of its early pioneers to see what was needed in communities, and their courage and passion to do something about it, inspires all involved with FPQ to this day.

Sexual and reproductive health for all is a bold vision and an ongoing challenge.

This work is shaped and inspired by our clients. Who are they? These are young people who enter our doors, fearful of STIs. Older women seeking support during menopause. People experiencing unhealthy relationships wanting a way out and a way forward. Men and women seeking advice and information about contraception choices from vasectomies to IUDs.

FPQ’s clinicians are flexible and able to deliver care that meets our clients’ complex health and information needs – and work hard to link clients with other services so that their wellbeing is looked after, holistically.

FPQ’s Education and Community services staff are innovative and progressive in their engagement with the whole spectrum of community needs in sexual and reproductive health. From children learning about their bodies, to parents learning how to foster communication and support their

FPQ is a beacon of clinical expertise in reproductive and sexual health, providing contemporary evidence-based services in all aspects of contraception. This is illustrated by its role in publishing the national desk reference, ‘Contraception: an Australian clinical practice handbook’ and its clinical skills training programs including IUD and Implanon insertion procedures. Contraception has been highlighted as a ‘best buy in health care’ and one of the UN’s pillars of women’s health – FPQ plays a much needed state and National leadership role in promoting access to these essential services.

Professor Nicholas Fisk
Executive Dean, Faculty of Health Sciences, The University of Queensland
children’s development, to young people embarking on relationships, women and men managing questions of fertility and planning their families, to sexuality in aged care – the diversity of projects and programs delivered reflects just how integral sexuality and relationships are to community life.

And this engagement with the real lives of men and women throughout Queensland, with all their complexity and diversity, is reflected in the amazing highlights of the past 40 years.

- Playing a pivotal role in Education Queensland’s 1988 decision to introduce the human relationships education policy in schools. FPQ continues to support teachers and school communities to provide sexuality and relationships education to all Queensland children.
- Leading responses to the sexuality education needs of children with a disability, work twice recognised through Disability Action Week Awards for Excellence.
- Establishing the Multicultural Women’s Health Education Project to prevent the practice of Female Genital Mutilation (FGM) in 1996.
- Developing the Out with homophobia kit in 1998 for schools to address needs of same sex attracted young people.
- Developing the innovative Traffic Lights framework in 2006.
- In 2007, publishing Everyone’s got a bottom (authored by Tess Rowley) the first children’s storybook on sexuality and child protection.
- Coordinating the forum, Lifting the Lid on men who have experienced sexual assault, for services in Far North Queensland in 2010.
- Development of an extensive resource catalogue which supports teachers, parents and professionals, including the first multimedia CD package Feel safe – addressing self protection skills for young people with intellectual disability; and interactive learning package for general practitioners (CONNECTIONS DVD).
- Receiving the Deadly Sex Congress ‘Collaboration for Change’ Award for the Sunshine Coast Aboriginal and Torres Strait Islander Young People’s Sexual Health Project in 2010.
- Redeveloping the FPQ website (more than 320,000 visits each year) and online Teacher Resource Centre in 2011.
- Delivering the first online webinars on sexuality and relationships education to Queensland teachers through the Education Queensland Learning Place in 2012.

Continued over
FPQ has a demonstrated history of standing at the forefront of sexual and reproductive health service provision, education and training. Frontline services delivered by FPQ are highly valued by clients, particularly those who are disproportionately disadvantaged including women, victims of sexual assault and abuse, young people, people with a disability and Aboriginal and Torres Strait Islander communities. FPQ’s unique model couples direct health care with outreach education services and clinical professional development. This ensures doctors and nurses experience hands-on clinical placements to improve their practice in sexual and reproductive health. Because these doctors and nurses – particularly in regional towns – also work in Queensland Health facilities, the whole health system is enhanced by FPQ’s doctor training and professional support. Outreach education services lead to increased community health literacy, empowering people with information about when and how to access health services to promote improved health outcomes and decreasing reliance on the tertiary health system.

Every day at FPQ, we work towards a Queensland where:

Women, men and young people from rural and remote corners of the state and urban communities have access to high quality sexual and reproductive health care and education.

Contraception is readily available and affordable, and where young people can talk openly about their contraception needs and concerns. This has a direct impact on decreasing rates of unplanned pregnancy and ensuring every child is a wanted child.

People with a disability are acknowledged as sexual beings and have access to information and resources to make informed choices about their sexuality and sexual and reproductive health.

Aboriginal and Torres Strait Islander peoples have access to culturally competent and high quality sexual and reproductive health care, information and education.

Women of all ages regardless of marital status, religious affiliation or cultural background have access to safe, legal and affordable abortion services through public hospitals.

Every school provides comprehensive, age appropriate sexuality and relationships education, to ensure children and young people have the knowledge to make informed choices about their bodies, relationships and staying healthy and safe.

Every day at FPQ we work towards sexual and reproductive health for all.

I believe FPQ is an outstanding organisation that provides excellent clinical and educational services at a world class standard as defined by the WHO. As a clinician, I base my practice on their guidelines and have been fortunate to be able to access FPQ as part of my ongoing clinical upskilling and peer review.

I strongly support the continued support of FPQ from a State and Federal level and believe that expanding the role of FPQ would represent an example of how public funding can be used in a very efficient and economical manner to deliver high quality health services.

Dr Sheilagh Cronin MBBS DRCOG MRCGP FACRRM  
Vice President, Rural Doctors Association of Australia
FPQ together with FPV and FPNSW published the updated, third edition of *Contraception: an Australian clinical practice handbook* in June.

The Handbook supports and promotes optimal clinical practice by providing clinicians with evidence based, consensus recommendations on contraceptive practice in Australia.

The updated guidelines are a valuable resource that reflects our commitment to building the capacity of the Australian health sector to provide sexual and reproductive health services for all Australians.

The new edition provides an updated review of the different contraceptive methods available, including definitions, mechanisms of action, contraindications as well as advantages and disadvantages.

It also provides updated advice on using quick start methods of contraceptive, drug interactions and extended hormonal regimens.

A comprehensive resource, the handbook also examines recommended options for women with a broad range of pre-existing medical conditions, young women and women who are post-natal and peri-menopausal.

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**Your website and fact sheets are an integral part of any consultation about contraception. No woman asking about contraception leaves my clinic without a printed copy from the FPQ website. And if I have a tricky question, I just pick up the phone. Thanks so much for sharing your experience with IUDs. This option is now available to many women who did not have access before.**

The work you do in developing resources, training and research, especially aimed at vulnerable women, is invaluable for my practice. But above all, it empowers us as clinicians and the women we care for to make their own choices. Congratulations on 40 years of making a difference and I hope you will be with us for many more!

Professor Mieke van Driel, MD DTM&H MSc PhD FRACGP
Head, Discipline of General Practice, School of Medicine, University of Queensland
Royal Brisbane & Women’s Hospital

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**Good, practical and up-to-date advice is easily accessible and presented in a clear and authoritative style. In spite of the clarity, this volume does not avoid the less clear and controversial issues, but provides a balanced view of their importance. I can strongly recommend this excellent volume to all doctors, whether they be working in primary or specialist care, and their trainees, who are likely to see and treat women in the reproductive years.**

Professor Ian S. Fraser
Professor in Reproductive Medicine at the University of Sydney, and a Reproductive Endocrinology and Infertility sub-specialist at the Royal Prince Alfred Hospital, Sydney
Traffic Lights goes global

To coincide with the February release of our new book for parents and carers, *Is this normal?* FPQ also released an updated version of the Traffic Lights brochure. The 2012 version of *Sexual behaviours in children & young people: A guide to identify, understand and respond to sexual behaviours* draws on the most current research available and includes more information about young people’s use of technologies like mobile phones, internet and social media.

The Traffic Lights framework continues to be a practical and respected resource used across health, education, counselling and child protection sectors. First released in 2006, the Traffic Lights brochure including the chart and support material has received local and international recognition. To date, five international organisations have sought copyright permission to include our Traffic Lights materials in their work and it has been translated into four different languages including Dutch, Swedish, Polish and Norwegian. FPQ is proud to support the health, safety and wellbeing of children everywhere.

There have been strong, vibrant and successful partnerships between FPQ and the Queensland Association of Special Education Leaders for many years... FPQ have partnered with state school staff, especially state special school staff to develop programs, training and materials for students with disabilities including those students with an intellectual impairment. A frequently used tool is FPQ’s Traffic Lights model... Many schools have found this model and supporting materials to not only be incredibly useful but enabled these staff members to communicate with students about issues and aspects of life that many can find difficult to discuss and/or teach. Our association looks forward to continuing our partnership with FPQ.

Chesleigh Hargreaves
President, Queensland Association of Special Educators, formerly known as ASEAOQ
Is this normal? Understanding your child’s sexual behaviour

Children’s sexual behaviours can be embarrassing and confusing and sometimes cause concern. Knowing what’s considered normal can ease some of the worry of parenting. In February this year FPQ launched our latest book to help answer some of the questions parents have.

*Is this normal?* has sold over 2,000 copies and received local and national interest, being featured in print media, on radio and TV. The book sparked discussions online and on radio talk back, showing just how much the topic resonates with parents and carers.

Holly Brennan and Judy Graham co-authored the book, *Is this normal?* Together Holly and Judy have more than 20 years’ experience working with children and their families. This book combines this experience with relevant research to support parents to help children to grow up healthy, informed and safe.

*This is a clearly written resource for parents that draws on principles identified in the latest research about sexuality, development, and the safety and wellbeing of young people. It provides practical suggestions that support parents and carers to feel more comfortable about the area of sexuality and young people.*

**Dr Daryl Higgins**

**Australian Institute of Family Studies**

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Is this normal? Understanding your child’s sexual behaviour provides parents and carers with:

- an explanation of the Traffic Lights framework for understanding and responding to children’s sexual behaviours
- stories about everyday situations where action might be needed
- tools to support communication with children about sexuality and relationships
- ideas for what to do when a child’s behaviour is not appropriate for their age
- suggestions for how to get support
Multicultural Women’s Health Education Project launches new resources

Women whose lives have been affected by the practice of female genital mutilation (FGM) shared their experiences in a new audio resource, *Breaking the chains*, launched by the Multicultural Women’s Health Education Project in November 2011.

More than fifty people from a range of community and government organisations attended the launch held at MultiLink Community Services in Woodridge. The *Breaking the chains* audio CD includes powerful and deeply moving stories told by women from diverse cultural backgrounds about their personal experiences of FGM. The resource has been developed to prevent the practice and increase women’s access to information and services to enhance their sexual and reproductive health.

Also unveiled at the launch were the project’s latest FGM awareness poster and the Multicultural Women’s Health Education Project Profile. The profile documents the history and achievements of the Multicultural Women’s Health Education Project’s 14 year journey from its establishment in 1997.

The latest resources produced by the Multicultural Women’s Health Education Project demonstrate how community involvement can transform health system responses and improve health outcomes for some of the most disadvantaged communities in Queensland. Increasing the skills of service providers and their understanding of the needs of affected women makes a real difference in the lives of these women and their families.

Teacher Resource Centre online

In February 2012, FPQ launched a new website designed for Queensland teachers. The Teacher Resource Centre (TRC) provides lesson plans, research, resources, tips and practical support for teachers. The new website invites schools to share their stories, promote their sexuality and relationships education (SRE) successes and tell us about their teacher champions. The TRC is fast becoming an online centre for resourcing and collaboration in the Queensland teaching sector. Visit www.fpqteachers.com.au to learn more.
FPQ is increasingly looked to as a credible and competent source of information and advice to assist clinicians to improve their communication and assessment skills with young people.

The CONNECTIONS workshop increases clinicians’ confidence in communicating with and assessing young people. Designed for GPs, International Medical Graduates (IMGs), GP registrars, nurse practitioners and practice nurses, CONNECTIONS helps clinicians facilitate discussions about contraception and other sexual health concerns with young people who attend general practice. The workshop uses filmed scenarios of consultations and includes interactive exercises to explore issues such as discussing confidentiality, assessing Gillick competence, medicolegal and child protection issues.

To increase accessibility of this training package, CONNECTIONS is now also available as a resource package for medical and nurse education providers across Australia. The package includes the DVD, a facilitator guide, workshop program, PowerPoint slides, participant workbook and extensive resource and referral links and factsheets. FPQ ran 3 Train the Trainer workshops in 2011 for Queensland GP educators to ensure that this education becomes part of GP education across the state. The CONNECTIONS resource package contains everything needed to run workshops or short interactive sessions or tutorials.

No Shame: Yarn About It

The development of this DVD training resource has been a collaborative effort, made possible through the generous support and involvement of Aboriginal and Torres Strait Islander Sexual Health workers and others who support sexual and reproductive health promotion, education and health services in their communities.

During the project, surveys were completed, focus groups held and many versions of the script discussed and edited. The DVD tells the story of Liz and Dan, Sexual Health workers in the fictitious Harmony Bay Clinic. It explores ways to communicate with community members about sexual and reproductive health and address the barrier of shame, encouraging clients to be proactive about their health, to ask questions and to have health checks.

While the characters are fictitious, the scenarios provide the opportunity to look at real life issues that may impact on workers eg being new at the job, starting conversations about sexual health, discussing confidentiality, explaining about contact tracing etc.

Experienced workers from Queensland Aboriginal and Islander Health Council (QAIHC) and Queensland Health who appear in the DVD reinforce messages in the scenarios and give advice on how to approach a range of situations faced by workers in the field every day. The DVD project was funded by and is being distributed by Queensland Health.
FPQ has a long history of providing resources and professional development for the education sector. In recognition of the diverse and changing needs of teachers across the state FPQ has included eLearning opportunities in our suite of professional development activities for teachers.

In 2012 FPQ formed a partnership with Department of Education, Training and Employment’s (DETE’s) Learning Place to develop and deliver web conferences on sexuality and relationships education (SRE). The Learning Place is DETE’s secure eLearning environment which provides all Education Queensland (EQ) staff with access to an innovative range of digital resources and eSpaces for teaching and learning, collaborating and networking. Utilising web conferencing technology means that any EQ staff member, anywhere in the state can easily join us in a web conference. All they need is a computer and an internet connection and they can join in from wherever they are: in their classroom, in the staff room with a group of colleagues or at home after school.

The Learning Place provided two FPQ staff with the training and tools to use the web conferencing technology. FPQ then developed and facilitated a series of web conferences for middle school and special education staff addressing the following SRE topics: Planning an SRE program; Practical classroom strategies; and Sexual behaviours and student protection. The sessions proved popular with over 130 staff from regional, remote and metropolitan locations participating in sessions held in March, May and June. FPQ looks forward to continuing the partnership with DETE to find innovative ways to meet the professional development needs of teachers providing SRE to their students.

As a secondary school teacher and tertiary teacher educator, I have had the privilege of working in partnership with Family Planning Queensland for over twenty years. During this time FPQ has consistently provided quality resources and teacher professional development for those who are facing the challenge of providing a relevant and appropriate Sexuality and Relationships education program within their school.

A fundamental strength of FPQ is their commitment to ensuring that their work with schools focuses on capacity building and support of, as opposed to the replacing of, the classroom teacher who is best placed to deliver SRE knowledge and skills to young people.

Dr Louise McCuaig
Lecturer, School of Human Movement Studies, The University of Queensland
As a leader in sexual and reproductive health, the provision of professional development to the community and education sectors continues to be a focus for FPQ.

This year 517 professionals across a range of sectors including: early childhood, education, disability, youth work, child protection and health participated in our nationally recognised training events. FPQ offered additional courses in 2012 to meet the increased demand for quality courses which include work based assessment and accreditation.

A few months back I attended the accredited course ‘Promote the well-being and welfare of children, young people and their families’ at the Family Planning Centre in Cairns…I have been in the child care industry for 18 years now and I have never received any information in regards to understanding or supporting healthy sexual development in children. From my experience the most common training offered or advertised in this industry is about ‘Signs of abuse and how to report suspected harm/abuse’.

Now I have attended this course, as the Director of a long day care centre, I am defiantly spreading the word!! I held a session with all my educators where I passionately explained all I learnt from you and I chase down parents grabbing them for a chat, explaining the importance of talking to their children openly in regards to sexuality. Our centre has drafted a ‘healthy sexual development policy’ which will be attached to our newsletter this month for review by all families.

…I now understand the importance of this subject in early childhood. Your training staff presented this topic in a relaxed and very easy to understand manner which incorporated group work and discussions.

Barb
Course participant
The shifting sands for sexual and reproductive health (SRH) nurses in Queensland

FPQ has a long history of responding to the nursing workforce needs of the community and the health care sector. The change from Queensland to national registration, National Health Reform and changes to Medicare, are all forces which have impacted on FPQ nursing roles.

Nurse education and training at FPQ continues to respond to the external environment by adhering to the strong principles of workforce development in primary health care settings – supporting the delivery of affordable, accessible and appropriate SRH care where it is needed.

FPQ recognises the central role of nurses in the delivery of high quality, cost effective clinical services. Throughout the past 40 years, we have created training and placement options for nurses working in primary health care, sexual health and family planning clinics to enable them to build the skills required to meet the SRH needs of their clients. The past year has seen another 135 Queensland nurses complete various family planning courses and modules that will enable them to contribute to this workforce.

FPQ remains a Royal College of Nursing Australia accredited provider of endorsed courses and during 2011-2012 was the only organisation providing training to nurses to allow them to become authorised non-medical Pap smear providers with access to Queensland Health’s Pap Smear Register. This year, 2 participants working for an Aboriginal and Torres Strait Islander health organisation won scholarship positions to complete this training.

Following the national registration of nurses, sexual and reproductive health (SRH) nurse endorsement to supply specific medications under a legislated Drug Therapy Protocol by Queensland Nursing Council ceased in 2011. Specialised SRH nurses in Queensland now need to be authorised by their employer to undertake this medication supply. With concurrent changes at Griffith University, a gap in education from 2013 was identified. In 2012 Queensland Health funded FPQ to work with a steering committee to create and submit to the Royal College of Nursing Australia an ‘Authorisation’ course to fill this void for advanced practice nurses employed in SRH settings.

Funding for a nurse scholarship position has historically been a vital resource for FPQ to contribute to its (and the broader health sector’s) workforce development strategy.

However, following a review of the scholarship funding, the Communicable Diseases Branch of Queensland Health has shifted its strategy to provide support to undertake a wider range of professional development activities. Carol Burrows, our final FPQ scholar, successfully completed the 2011-2012 scholarship and consolidated her skills with a short term contract with Brisbane Sexual Health Unit. We congratulate her on her achievement and welcome her into the unique and valued workforce of sexual and reproductive health advanced practice nursing.

**FPQ as an organisation was very welcoming and supportive during all phases of my scholarship year. I particularly value the generous approach of all clinicians and support staff as they made their time, knowledge and experience available to me without hesitation.**

Nurse scholarship participant
General Practitioner (GP) training

FPQ GP education recognises that training and support of GP registrars, rural doctors and International Medical Graduates (IMGs) is key to workforce development in Queensland.

The Sexual Health and Family Planning Australia (SH&FPA) certificate course is now being delivered 4 times a year, with 2 of those courses held in Townsville and Toowoomba during the 2011-2012 year. The Toowoomba course in May 2012 was an important part of a new partnership with Queensland Rural Medical Education (QRME). FPQ has also been involved in GP registrar workshops for Central and Southern Queensland Training Consortium (CSQTC), covering a range of sexual and reproductive health topics.

The GP Cervical Screening Project continues to deliver 6-8 full day workshops a year, some of which are held in partnership with the Queensland Health Centre for International Medical Graduates (CIMG) and involve IMG participants from across Queensland. Practice based seminars on cervical screening have been delivered to GPs and practice nurses in their workplaces. A number of these have been held in the Mackay region by a GP educator who has been specifically trained and supported. Cervical screening update presentations have been given to a wider audience at the Royal Australian College of General Practitioners (RACGP) conferences.

A range of other educational opportunities are available. The new CONNECTIONS workshop on young people and sexual health has been well received. A Clinical Facilitation Workshop was developed in 2011 to support doctors and nurses in a clinical teaching role. IUD insertion training continues to be in high demand, Implanon training is delivered regularly and Contraception Overviews are offered as well.

Tailored clinical attachments are now available at all 6 FPQ clinics throughout the state, providing a unique opportunity for one on one clinical supervision, peer review, observation or skills training. The participant negotiates their specific needs with FPQ and clinic sessions are booked with an appropriate trainer and a matched range of clients to flexibly meet the stated learning objectives of doctors, nurses and students.

The Royal Flying Doctor Service (RFDS) (Queensland Section) currently delivers the Rural Women’s GP Service (RWGPS) to rural, remote and regional areas of the state, where access to female GPs is limited. In order to provide equity of access to high quality health care for women living in these areas, the RFDS seeks to ensure that our GPs are experienced and highly trained. We therefore work with Family Planning Queensland (FPQ) clinical experts to provide a range of educational and quality improvement activities for our GPs, to ensure that the medical services we provide are of the highest standard. Our female doctors complete the Sexual and Reproductive Health Clinical Certificate with FPQ as part of their training and receive ongoing support and clinical advice from FPQ. This collaboration between our two organisations has been vital to the success of the RWGPS.

FPQ provides our RWGPS doctors with excellent training and support, to ensure that we can provide the finest care to the furthest corner of Queensland.

Nino Di Marco
CEO, Royal Flying Doctor Service Queensland
Course participants have their say

Exceptionally high level of teaching from all supervisors. All supervisors were highly skilled and able to help me to identify my strengths and weaknesses. All supervisors used excellent adult teaching skills (rare in medicine!). Thank you.

   SH&FPA Doctors Certificate
   Clinical attachment participant

The staff have been an absolute joy to learn from. Their expert knowledge and skills as well as their enthusiasm during the clinical sessions have been most helpful in fastracking my learning. Keep up the great work! It’s making a significant difference to the community.

   Ian, SH&FPA Doctors Certificate
   Clinical attachment participant

The theory part of learning truly reinforced what knowledge I have and have reviewed during the pre-reading period of recommended materials. The matching clinical part of the workshop was really hands-on. But the best part of it all, we get to observe and imbibe how the actual Pap Smear procedure should be done or performed by our trainers before we get to try it out ourselves and the concept of using actual people as simulated patients in a simulated clinic scenario is really awesome!

   Cervical screening workshop participant

I feel empowered with the learning this week. I felt ‘safe’ saying I needed more education in areas where there is an assumption that I should already know it all. Very enjoyable experience meeting speakers (teachers) and other participants.

   SH&FPA Doctors Certificate
   Theory participant
Looking after women’s health

Services in changing times

FPQ is committed to providing quality sexual and reproductive health services to as many Queenslanders as possible, particularly those in regional areas.

The funding support we receive from Queensland Health has enabled us to develop cost effective service delivery models, and clinical services delivered by nurses.

In order to supplement this funding, FPQ has introduced Medicare billing and a client annual contribution in our six regional clinics. FPQ remains committed to seeing all people regardless of their ability to pay.

While only a small contribution to our overall costs, these initiatives also now ensure young people (under 25) and those with health care cards no longer have any out of pocket costs for procedures such as IUD and Implanon insertions.

FPQ also works to ensure that women in regional Queensland have access to quality screening and services through many partnerships, including Mobile Women’s Health Nurses, Royal Flying Doctor Service, Centre for International Medical Graduates, Health Workforce Queensland and UQ School of Medicine.
Looking after women’s health

Rural women’s health comes first at the Ekka

When women’s health is looked after, the whole community benefits. That’s why FPQ teamed up with the Royal Flying Doctor Service (RFDS), Women’s Health Queensland Wide, Queensland Cervical Screening Program and Goondir Health Services to provide a first ever health and information service specifically for rural women at the 2012 Ekka.

The three day team effort was dubbed the Outback Women’s Link (OWL). The initiative was developed to link rural women to information and services both on site at the Ekka and back in their regional centres. Free Pap smears, contraceptive consultations, information and advice from pre-pregnancy planning to parenting and menopause were delivered by female doctors, advanced practice nurses and health educators out of a clinic van provided by Goondir Health Services.

Minister for Health Lawrence Springborg visited OWL on its first day in operation. He spoke with staff about the need for appropriate health services in rural areas.

These four highly respected community health organisations have a long history of providing health care services for Queenslanders in rural and regional areas. FPQ would like to thank the Board of the RNA for donating the OWL site over three days and Goondir Health Services for transporting and offering their clinic van for free. We sincerely appreciate the hard work of all the partner organisations and volunteers who made OWL a success.

Back home you can wait up to three weeks for a doctor’s appointment and then you usually get to see a male doctor. It’s very rare to be able to have a conversation with a female doctor about contraception or women’s health…It was so reassuring, and so nice to be able to sit down with a woman who really understood, and talk through options and pluses and minuses. I’ll definitely look for this service again next year, and will recommend OWL to my friends.

OWL client
Creating Conversations

Creating Conversations was a free FPQ program designed to support families with children and young people with a disability in the Central Queensland region, offered from June 2011 to April 2012.

The program provided families with information and opportunities to practice conversations about sexuality and relationships with children and young people with a disability to support learning, personal safety and healthy development.

The program was an overwhelming success with 18 family and 27 parent sessions held throughout the Central Queensland region. Sessions covered Longreach, Maryborough, Rockhampton, Woorabinda, Mount Morgan, Gladstone, Gracemere, Bundaberg, Mundubbera, Monto, Hervey Bay, Blackwater and Emerald. In total, staff worked with 123 children and 250 parents. An additional 134 consultation meetings were conducted.

Funding for this program ceased in April and we are investigating alternative funding sources to continue the program considering its success.

Creating Conversations consisted of three key components:

Consultative services
Families referred (or self referred) to the Creating Conversations program were offered a consultation providing FPQ staff and parents the opportunity to explore the specific needs of these children.

Parent and carer intensive training
This 1.5 hour session was designed to provide parents and carers with information, skills and tools to address and support the sexuality and relationships education needs of their children who have registered to complete the program.

Family group education
This was the key component of Creating Conversations, providing age appropriate sexuality and relationships education to young people with a disability and their families in small group settings.

We have accessed the FPQ Creating Conversations to assist us in negotiating through the difficult topic of sexuality and healthy relationships for our son who has a disability. The facilitator provided a tailor-made session to suit our needs and circumstances. The ongoing support and interest in our son’s welfare has been heartwarming. The open and relaxed conversations between the facilitator and our son have provided essential valuable information in a format he was easily able to comprehend, digest and apply. FPQ has provided valuable resources which are available to other parents/individuals within our community. The Creating Conversations program does just as the name implies and is adapted to suit any family dynamic. Wonderful program!

Helen from Emerald
Growing: projects

Yarrabah Sexual Assault Project

Cairns Sexual Assault Service’s (CSAS) Yarrabah Sexual Assault Project has been working with the Yarrabah community to support victims of sexual assault since 2011.

The project works to establish a community owned approach to respond to issues of sexual assault in the region through collaboration with Yarrabah services, community members and CSAS. The project relies on a steering committee made up of representatives from the Gurriny Yealamucka Health Service, Queensland Health, Queensland Police Service and other local health and community professionals for guidance and support.

There is often shame or stigma associated with sexual assault. People living in Yarrabah recognise that sexual assault is a real issue in their community and that by working together they are better able to support those affected.

This project is funded under the Building Capacity for Victims of Crime Services Funding Program; Department of Justice and Attorney General.

Teacher professional development

FPQ received funding from Queensland Health (Communicable Diseases Branch) until 30 June 2012 to extend and reorient the focus of the HIV/AIDS, Hepatitis C and Sexual Health Youth Workforce Project to pilot approaches to improving teaching practice in sexuality and relationships education (SRE).

The development of the pilot project was informed by consultation with members of the Young People’s Working Group of the Queensland Ministerial Advisory Committee, HIV/AIDS Hepatitis C and Sexual Health (QMAC HAHCSH); as well as key staff from Queensland Health and Education Queensland. FPQ conducted an online survey of teachers and regional staff also interviewed teachers in pilot regions to assess needs and preferences.

The project provided opportunities for teachers to further develop their learning and assessment strategies and strengthen local practice networks, particularly in Cairns (Far North Queensland Education Region) and the Sunshine Coast (North Coast Education Region).

In addition, FPQ received approval to provide professional development sessions via the Department of Education, Training and Employment’s (DETE’s) One Channel. Six online web conferences were delivered to teachers from January to June. Online web conferences enable teachers to participate from anywhere in Queensland and they have been very popular. Following feedback, additional web conferences were established for teachers in special education settings.

Over 40 years, staff at FPQ have dedicated their professional lives to helping us better understand and respond to sexual and reproductive health issues. Their advocacy for comprehensive sexuality programs in schools and their transformative work with educators is peerless.

Kerryann Walsh PhD
Senior Research Fellow, Co-leader, Children’s Rights and Welfare Program, Children & Youth Research Centre, Member, Excellence in Research in Early Years Education, Collaborative Research Network, Associate Professor, School of Early Childhood, Faculty of Education, Queensland University of Technology
Growing: projects

Whole School Community Approach to Sexuality Education (WSCASE)

The WSCASE project has been developed to support Mount Morgan and Rosedale primary schools and their communities to promote healthy sexual development.

These communities experience both geographic isolation and socioeconomic disadvantage. WSCASE will boost knowledge and skills of local teachers, parents and carers by facilitating the delivery of comprehensive sexuality and relationships education (SRE) over a three year period. FPQ will also provide each of the communities with a variety of resources to assist with future SRE programs.

Extensive community consultation has taken place in both communities to date. The project strives to improve the sexual health of Mount Morgan and Rosedale children and young people, resulting in safer, happier and healthier children, both physically and emotionally.

The WSCASE project is made possible through the financial support of the Tim Fairfax Family Foundation, John Villiers Trust and the Foundation for Rural & Regional Renewal (FRRR).

Correctional Facilities Education Project comes to an end

Since 2001 FPQ received funding from Queensland Health to support the provision of education and training to inmates, officers and health staff in Queensland Correctional Facilities.

This project has focused on harm minimisation and risk reduction related to blood borne viruses, including HIV and Hepatitis C. Unfortunately, this project was cut by the Minister for Health on 29 June, following funding cuts to other programs supporting prisoners.

FPQ started working with prisoners in the late 1990s, seeing prisoners at two Wacol prisons on a fee for service basis through the prison education program. Since receiving funding from the Communicable Diseases Branch, FPQ has conducted free education sessions for inmates, custodial officers and nurses, involved inmates in the development of educational resources, introduced regular training for nursing staff in pre- and post-test counselling, and influenced the development of policy. Recently, pre-service training at the Queensland Correctional Services Academy has been introduced for new Custodial Officers and Probation and Parole Officers, to ensure they are able to protect themselves from occupational exposure.

In 2011-2012, we delivered 31 education and training sessions, providing information and resources to 226 inmates, 98 new custodial officers, 72 existing custodial officers and 21 nurses working within correctional facilities. That’s a total of 156 sessions delivered through the project since June 2009. In addition, the project continued its excellent record of working in partnership with Hepatitis Queensland, Queensland Intravenous Health Network (QuIHN), Cairns Sexual Health, West Moreton Sexual Health and the Toowoomba Liver Clinic, among others.
Woorabinda Relationship and Sexuality Education Project (RASE)

In the past year, FPQ has been working with families and community groups in Woorabinda to address community identified concerns around sexual assault and teenage pregnancy.

The RASE project has provided parent seminars and developed user friendly resources for community groups to use to meet needs in this area. Next up the Implementation of Relationships and Sexuality Education (iRASE) project will provide training to support community professionals’ capacity and communication skills to deliver ongoing sexuality and relationships education to young people and their families. This project is funded by Queensland Health.

Conversation, consultation and collaboration: the three main ingredients in the Sunshine Coast Aboriginal and Torres Strait Islander Young People’s Sexual Health Project

Now in its fifth year, this project continues to engage with young people, workers and parents and carers through the well established Black Swans program.

Black Swans promotes connectedness to Aboriginal and Torres Strait Islander cultures, arts and communities, physical activity and healthy lifestyle messages. Over the last 12 months, FPQ has supported monthly Black Swans days; the Wanna Be Deadly Carnival involving touch football teams from Cherbourg, Hervey Bay and Caboolture; STI testing by Queensland Health at the Wanna Be Deadly Carnival; a leadership camp at Fraser Island; a Hepatitis Queensland workshop; and supported research about sexual health services by the Institute for Urban Indigenous Health.

FPQ supports young leaders within Black Swans to take a more proactive role by chairing meetings, creating fundraising activities, public speaking and representing the program at public events.

FPQ convened a consultation with the Aboriginal and Torres Strait Islander community and employers from the community services sector which led to Sunshine Coast TAFE offering Caring for Our Mob, Certificate III in Community Services Work, which will include a unit on sexual and reproductive health.

The success of the project is underpinned by collaboration with and support from the project advisory group and the Black Swans youth advisory group and steering committee.

This project is funded by the Department of Health and Ageing through the Office of Aboriginal and Torres Strait Islander Health.

I have been involved in many youth programs and activities over the last 11 years, however the Black Swans/Wanna Be Deadly program is without a doubt the most successful partnership program I have had the pleasure of being a part of. The young people have flourished as leaders in this group environment with support and expertise from various elders, agencies and partners in the program. They have developed excellent initiative with taking part in community events, often taking the leadership role and running activities themselves.

Sergeant Marty Hunt
Nambour PCYC
FPQ’s Ipswich centre and Community Access and Transition Service Inc partnership

Community Access and Transition Service Inc (CATS) is an Ipswich service which supports young people with a disability between the ages of 16-25.

CATS, with the support of FPQ, developed a new module to meet service users’ needs around relationships including social interactions as well as intimate relationships.

...sexuality is a natural thing. People have the right to information about their bodies, sex and relationships. Services exist to promote service users’ rights.

CATS’ client services coordinator

The module was piloted in 2011 and a full Me Myself and Ipswich program including the new sexuality and relationships module is being delivered in 2012. The sexuality and relationships module is being co-facilitated by CATS and FPQ and the concepts are reinforced by all CATS staff each week. Information about the program is regularly shared with the young people’s parents through the CATS newsletter.

In 2012, CATS and FPQ were accepted to present at the Centre of Excellence for Behaviour Support’s Positive Practices symposium. We presented how, why and what we were doing in the program to 220 people and engaged in a number of conversations/questions from attendees.

CATS is keen to continue working with FPQ as a partner to provide information and education for their clients.

Girl talk

Girl talk is a new program for girls and their female carers to talk about puberty and relationships. Using the family education model, Girl talk responds to feedback from girls wanting more specific information about periods and growing up. So far we have run 16 programs and the demand continues to grow.
Autism Queensland and FPQ

This year FPQ partnered with Autism Queensland to deliver a series of workshops specifically for those who care for young people on the Autism Spectrum.

Through support from the Commonwealth Respite Carelink Centre, Mackay Autism Support Group and Carers Queensland we worked with professionals, parents and carers in Mackay and Toowoomba to support the sexuality and relationships education (SRE) needs of children and young people with Autism Spectrum Disorder (ASD).

At the workshops, strategies and resources for talking about sexual health, including being private, puberty, personal safety and relationships, were explored and techniques for answering questions about sexuality and relationships were provided.

The workshops were tailored specifically for young people on the Autism Spectrum, making them accessible and relevant. An example of a tailor made change is clearly illustrated when talking about personal safety and body warning signs. Often safety programs tell young people that they could have an anxious feeling in their tummy. Sometimes we might describe this as feeling like butterflies in the stomach. If this description was provided to a young person with ASD they may interpret this literally, thinking they have butterflies in their tummy. Parents and carers reported that they particularly enjoyed the opportunity to connect with each other and explore resources for starting conversations at home such as the free online activity books for parents and carers.


We at the Queensland Centre for Intellectual and Developmental Disability have had a long relationship with FPQ since 1997. We have collaborated on delivering education about safe sex to people with disabilities, and have been involved in network development to promote positive sexuality for people with disabilities.

One of the key queries of our education service, and to some extent within our clinical work, is sexuality and relationships education for people with disability under 25 years of age. Such education provides protection for the person and their care providers, in providing good body knowledge, protective behaviours and knowledge of support services.

People with intellectual disability are historically not educated about their bodies, relationships and sexuality. They are at exponentially higher risk of sexual assault and their lack of knowledge of their own bodies often leads to public behaviours which get them into trouble. Without information about their bodies, sexuality, forming healthy relationships and creating connections to social activities, they are effectively isolated. Without FPQ, there would be no other way these people would get that information.

We highly commend FPQ as an invaluable service.

Miriam Taylor
Education Coordinator, Queensland Centre for Intellectual and Developmental Disability (QCIDD), School of Medicine, The University of Queensland

I am inspired by working with the staff at Family Planning Queensland—they are professional, passionate and committed to improving outcomes for Queenslanders.

Lucas Moore
Queensland Coordinator, CREATE Foundation
Every body needs to know special education project: supporting students with a disability

FPQ has worked across Queensland to support students with a disability to receive sexuality and relationships education (SRE) thanks to funding provided by the Non School Organisations (NSO) program, Department of Education, Training and Employment. The *Every body needs to know special education project* implements a whole school approach to SRE through curriculum based resources, teacher training and student engagement.

One example of a school that embraced the *Every body needs to know special education project* is Calamvale Special School. After Tanya Jolly, a teacher at Calamvale Special School, attended FPQ’s accredited course *Teaching sexuality in a special needs context*, she introduced the *Every body needs to know special education project* at Calamvale. FPQ and Calamvale Special School collaborated for two terms towards the development of a whole of school approach to SRE. Upon completion of the project, Tanya, with the support of her colleagues, independently launched a sexuality and relationships program for the junior through to senior years.

In June this year FPQ and Calamvale Special School delivered a presentation about the partnership and process at the Queensland Association of Special Education Leaders (QASEL) iLead, iTeach, iLearn conference.

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...my skills as a sexuality and relationships education teacher have improved as well as my confidence to deliver much needed and important curriculum to my students. The young people I teach are now able to communicate about issues relating to sexuality...It is slowly starting to create a sense of belonging for some of my students who previously due to some behaviours found it difficult to socialise... they are now interacting with peers...

Tanya Jolly
Teacher, Calamvale Special School

FPQ provides flexible services that are responsive to the specific needs of students with a disability, their families as well as teaching staff, including:

- SRE lessons or individual education for students
- team teaching with FPQ educator
- professional development for teachers and specialist support staff
- co-presenting parent/carer education sessions
- support in responding to sexual behaviours
- online examples of other teachers delivering SRE to students with a disability
- reflective practice, evaluation and support through a feedback process

During 2011-2012, 412 students with a disability received SRE in metropolitan centres, regional and rural areas including Gladstone, Chinchilla, Gympie and Mackay.
Women’s Business and Men’s Business:
Hervey Bay Aboriginal and Torres Strait Islander Community
Wandiny Yarnin’ Retreats and Family Fun Day

In September, FPQ, together with Wandiny Recovery Activities, Programs and Support Services (RAPASS), Queensland Health and GP Links Wide Bay hosted Aboriginal and Torres Strait Islander father/son and mother/daughter overnight health retreats at the Oz Adventures Training & Development site at Susan River.

The mother/daughter retreat was developed in consultation with local Elders in Hervey Bay and worked to improve sexual and reproductive health for mothers and daughters alike. Improving mother/daughter and community-wide communication about women’s business enables the development of a sensitive, supportive and culturally appropriate response to issues affecting the sexual and reproductive health of women.

The following week the father/son retreat was held. The goal of the health retreat was improving healthy lifestyle behaviours, specifically risk taking behaviours like tobacco use, alcohol abuse and risky sexual behaviours. Improving father/son and community-wide communication about men’s business, health checks and harm associated with alcohol, tobacco and other drugs (ATODs) will create an environment where male members of the communities are supported in their health needs.

Throughout the father/son retreat, participants discussed issues surrounding sexual health, safer sex, teen pregnancy and the risks and harms of smoking. Discussion and knowledge exchange with facilitators and fellow participants enabled members to gain new confidence in communicating about these issues.

Following the retreats, participants and members of the Aboriginal and Torres Strait Islander community in Hervey Bay were invited to attend a Family Community Fun Day at Susan River. GP Links, Wandiny RAPASS and FPQ with the support of Parental and Community Engagement Program (PaCE) developed and delivered a day of engaging healthy lifestyle activities as a platform for delivering and following up on health messages.

The success of the Wandiny Yarnin’ Retreats and Family Community Fun Day demonstrated the effectiveness of community based health promotion activities in improving intergenerational communication about sensitive topics.

Feedback from retreat participants and members of the Hervey Bay Aboriginal and Torres Strait Islander community was overwhelmingly positive and highlighted the need for more community based, health promotion events.
Making noise about sexual assault for Sexual Violence Awareness Month (SVAM)

Sexual Violence Awareness Month (SVAM) was held again in October 2011, to bring people together to work towards the elimination of sexual violence in our communities.

On 1 October, FPQ’s Cairns Sexual Assault Service (CSAS) marked the launch of SVAM with a Trivia Night to raise awareness about sexual assault and commemorate the month long campaign. Approximately 180 people were in attendance and participants were challenged by questions about healthy relationships and healthy sexuality.

Following the Trivia Night, CSAS hosted Reclaim the Night at the Red Arrow Walking Track. Over 100 people turned out in support of the event. Reclaim the Night is a worldwide protest against sexual violence held on the last Friday in October each year. Reclaim the Night is typically a community event drawing women together to protest men’s sexual violence against women and children.

Protecting children is everyone’s business

Around the state in September FPQ participated in a wide range of events and activities promoting the right of children to be safe.

The week’s program ranged from early childhood workshops in Bundaberg and Rockhampton, young parents programs in Brisbane, readings of Everyone’s got a bottom in council libraries and professional training on the Sunshine Coast, Ipswich and Cairns. FPQ’s Holly Brennan who was the 2011 Chair of the Queensland Child Protection Week Committee spoke at several public gatherings including the launch and awards ceremony at Parliament House in Brisbane. These awards received national media interest as Bruce and Denise Morcombe were honoured at this event along with many other well known child protection champions. FPQ is very proud to play our part every year in this important event.
The courage to make history

Unplanned pregnancy is an issue that has significant health consequences. The possibility of an unplanned pregnancy is a reality that women face throughout their reproductive years.

There is no contraceptive method that is 100% effective. Access to safe and affordable abortion services ensures the rights of women to reproductive self determination, but in Queensland, women encounter many barriers including:

- limited abortion service providers and high travel costs for women in remote areas
- almost non-existent provision of abortion services in Queensland’s public hospital system
- high cost of abortion procedure
- taboos, myths, and misinformation surrounding abortion
- criminality of abortion (abortion is the only surgical procedure covered by the Queensland Criminal Code)

Following our AGM, FPQ joined forces with Children by Choice and a host committee of 10 organisations to convene more than 125 people at the Parliamentary Annexe for a presentation by Dr Leslie Cannold and Professor Nicholas Fisk about abortion law reform. Generously hosted by Grace Grace, the then Member for Brisbane Central, the audience of community members, leaders and Parliamentarians heard a compelling presentation outlining why abortion law must be reformed in Queensland and how we can work together to ensure women’s access to reproductive choices in Queensland.

Valentine’s Day, condoms and sexual health

14 February is widely recognised as Valentine’s Day, a day to express love. It is also International Condom Day and in 2012 it marked the launch of Sexual Health Awareness Week. For this occasion, the Brisbane team partnered with the Queensland Positive Speakers Bureau (QPSB) to produce a free professional development program for youth workers, funded by Queensland Health.

The program featured two speakers who were diagnosed with HIV and Hepatitis C before the age of 25. The speakers’ first hand experience and information was extremely beneficial and informed the youth workers about the needs of young people who may be in their care. Not only did information about sexual health need to be provided, but emotional support and confidentiality was vital in assisting young people.

FPQ presented complementary information and strategies that youth workers could employ in the workplace to increase awareness about STIs, safer sex practices and sexual health checks. To provide thorough support to young people, information needs to be sustainable, from a trusted source and accessible at the time when it is required.

Participants were given resources to use in their workplace to assist in this ongoing support process.

I congratulate Family Planning Queensland on its 40th Anniversary...Four decades on from those early days, it is sometimes easy to forget that talking openly about reproduction, sexuality, contraception, unplanned pregnancy and the human rights of women has often required the bravest of hearts and the strongest of wills. Thankfully, those who have built FPQ have always had these in good measure and been fearless in their dedication. They have tackled the many constraints and taboos and given us all a language to discuss some of the hardest of issues, the ability to conquer our ignorance and, preciously, to plan our families. As a result, generations of us have been supported to better understand ourselves, our bodies and our relationships...I have the greatest admiration for FPQ...Congratulations on 40 years of wisdom, courage and success and good luck for the next 40 and beyond.

Anna Bligh
Former Premier of Queensland
FPQ turns 40

The first FPQ clinic opened in Fortitude Valley on 28 March 1972. To mark this milestone the first of a series of 40th birthday celebrations was held on 23 March.

With 67 people in attendance, it was a festive opportunity to both reflect on the origins of FPQ with several of our founding members and to articulate our vision for the future.

Speeches were delivered by founding members, Dr Alan Blunt and Marjorie Millburn, along with the Lord Mayor Graham Quirk. Marjorie was the first CEO of FPQ and was at the helm of the organisation for 30 years. We recognise the extraordinary contributions of FPQ’s founding members and staff, and current supporters and staff during our 40th year.

FPQ’s 40th birthday in Townsville

Townsville City Council partnered with FPQ to launch National Youth Week at YOUTHFEST in April. YOUTHFEST promoted positive choices and an active and healthy lifestyle amongst young people while at the same time celebrating FPQ’s 40th birthday with show bags and free sexual health check cards to young people in attendance.

In Townsville, more than one third of FPQ’s clinic clients are under the age of 25. Young people often encounter the biggest barriers to accessing sexual health information. FPQ is committed to ensuring young people have access to information and services to take care of their sexual and reproductive health.

Celebrity guests, Aboriginal comedian Sean Choolburra and up and coming young chef Outback Matty, hosted the day ensuring FPQ was well recognised for our involvement and birthday celebrations.

Rockhampton celebrates FPQ’s 40th birthday

In April our Rockhampton centre held a Disability Family Fun Evening to celebrate 40 years of FPQ. The event was held at the local Crazy Joker. Around 140 people were in attendance on the night with everyone enjoying the celebration of FPQ’s history.
Holly Brennan awarded Medal of the Order of Australia

In early 2012, Manager of Research and Program Development, Holly Brennan, was awarded a Medal of the Order of Australia for her work promoting the rights and welfare of children. Holly is a tireless advocate for children and young people, working to ensure they receive the information they need to keep safe. The award is yet another acknowledgement of Holly’s ongoing enthusiasm and passion for her work.

Odette Tewfik recognised for her achievements

Odette Tewfik, Project Coordinator for the Multicultural Women’s Health Education (FGM) Project was selected as one of four finalists for the Multicultural Affairs Queensland’s Queensland Multicultural Award, announced in November 2011. In the Community Organisations category, Odette was Highly Commended for her ongoing achievements in the area of multicultural women’s health in Queensland.

Ipswich centre relocates

The first Ipswich centre was formally opened in August 1975. From 1997 to 2011, FPQ’s Ipswich centre was located in the Ipswich Health Plaza, through the generous support of Queensland Health. In the middle of 2011, Queensland Health underwent planned renovations and reorganised where their services would be situated, which led to FPQ seeking a new home.

On 27 March, stakeholders gathered to celebrate the new centre’s home in Limestone Street at Ipswich’s Open House. Councillor Antoniolli, others from the Mayor’s office and Ipswich City Council, along with the Director of Obstetrics and Gynaecology from Ipswich Hospital, Professor Kassam Mohammed and many key players from local services were in attendance. The Ipswich team continues to build partnerships with local services and the community.
Research exploring sexual and reproductive health services for rural and regional young people

The collaborative project with James Cook University to investigate young people’s needs in relation to sexual and reproductive health (SRH) services in their local area has continued through 2011-2012.

Data has been collected from approximately 400 young people so far using ipads or via the survey web link. Data collection is focused on 4 areas: The Atherton Tableland, Townsville, Rockhampton and Toowoomba. Preliminary data analysis is underway and an ARC linkage grant application has been submitted.

The online survey is still open. Young people aged 15 to 24 from rural and regional Queensland are invited to participate. We are interested in the views of young people who live in regions where there are no specialised SRH services (such as FPQ or Sexual Health clinics) and particularly in the views of young Aboriginal and Torres Strait Islander people. The survey is confidential, and participants can go in the draw to win an ipad 2. For more information and to complete the survey visit www.jcu.edu.au/srhproject/

Young people’s views are essential to help shape policy and services in future. Results of this research will provide evidence to assist FPQ and other services to better meet the SRH needs of rural young people.
Supporting children and young people to lead happy, healthy and safe lives is everybody’s business. Working together across government and nongovernment organisations is an essential aspect of developing good practice and continuity of service which meets the needs of children and young people and their families.

In March this year, FPQ convened a forum to explore policy and practice issues relating to sexual behaviour and child protection. The topic was *Children and young people: Issues of consent, protection and support*. With a view to strengthening partnerships and exploring how government and nongovernment agencies provide support and protection, FPQ brought together key speakers for a panel presentation and audience discussion. Joining FPQ’s Medical Director, Dr Caroline Harvey, on the panel were:

- Barry Salmon – Assistant Commissioner for Children and Young People and Child Guardian;
- Joanna Gurd – Policy Unit, Manager of Maternity Child Health and Safety, Queensland Health;
- Belinda Mayfield – Director of Child Protection Development, Child Safety Services, Department of Communities;
- George Marchesini – Detective Inspector, Operations Manager Child and Sexual Crime Unit, Queensland Police Service;
- Jan Howarth – Senior Advisor on Child Safety, Student Services Branch, Department of Education and Training.

Scenario examples were used to focus discussion around issues of education, prevention, support and reporting of harm. Discussion revealed important policy and practice issues and highlighted gaps in service provision, particularly in the area of prevention support services to children, young people and families in need of help to address concerning sexual behaviours.

FPQ is committed to strengthening professional partnerships to inform policy and shape responsive services to the community.
A cross-generational study of contraception and reproductive health among Sudanese and Eritrean women in Brisbane

Understanding the needs and perspectives of women from migrant, refugee and culturally and linguistically diverse (CALD) backgrounds is vital to effective and equitable reproductive health care.

This pilot study, undertaken with a small cohort of Sudanese and Eritrean women in Brisbane, explored intergenerational experiences, sources of knowledge and access to, and utilisation of, contraception and reproductive health services. The research was conducted in conjunction with the Centre for International Health, Curtin University, Western Australia. The research was supported by FPQ’s Multicultural Women’s Health Education Project.

Drawing on the voices of Sudanese and Eritrean women, the study proposes recommendations to reduce language, cultural and economic barriers to health services and information such as: increasing cultural competency of educators, health care professionals and translators; providing translated health information accessible to different literacy levels; establishing links between health care services and CALD communities; and providing culturally appropriate strategies for CALD parents to communicate with their children about sexual and reproductive health.

FPQ and Curtin University sincerely thank all participants involved with the research.

Research collaborations: contributing to clinical excellence and service development

Collaborative research projects continue to investigate factors which impact on best practice in sexual and reproductive health (SRH) service delivery and clinical practice for FPQ services while providing evidence to enhance other providers' practice.

The Australian Collaboration for Chlamydia Enhanced Sentinel Surveillance (ACCESS) project continues to collect data on testing patterns and Chlamydia positivity rates from one FPQ clinic. It has led to an internal FPQ clinician record audit and in 2011-2012, a mixed methods study with family planning clinicians nationally. FPQ is pleased to be working with a research team from both The Kirby and Burnett Institutes on a clinician survey and focus groups. A great deal of discussion, clinician reflection and ideas for quality improvements within FPQ have resulted from this research partnership.

A qualitative study interviewing general practice nurses who have completed FPQ’s Pap smear provider training module conducted by James Cook University’s School of Nursing in collaboration with FPQ, General Practice Queensland and Queensland Cervical Screening Program has been completed. It has identified several key factors which enable practice nurses trained in cervical screening to effectively translate these skills into their general practice role and findings will be published later in 2012.

Clinical research project findings, including the access to IUDs research conducted jointly with FPNSW, help shape our service model and protocols to improve appropriate and safe access to intrauterine and implantable contraceptive methods. In 2012, FPQ has again partnered with the Sydney Centre for Reproductive Health Research in a new clinical trial investigating treatment options for women with problem bleeding patterns using the contraceptive implant, Implanon NXT®.
In May and June 2012, nearly 2,000 teachers and school professionals attended the Positive Schools: Mental Health and Wellbeing Conferences in Fremantle, Brisbane and Melbourne to explore issues regarding the healthy sexual development of their students.

Holly Brennan, FPQ’s Manager of Research and Program Development was a keynote speaker, panel member and workshop presenter at each of these events. Her keynote address *Ignorance is not innocence: Why talk about sexuality, sexualisation, sexual behaviours and prevention of sexual abuse in our classrooms?* highlighted the important role that schools play in supporting children and young people’s wellbeing. The Eyes Wide Open panel sessions facilitated by Channel 10 personality Sandra Sully at each event in a Q&A format encouraged some interesting and at times challenging questions from the audience.

The expert panel consisting of Dr Michael Carr-Gregg (Psychologist), Melinda Tankard Reist (Author), Professor Elizabeth Handsley (Professor of Law and President of the Australian Council on Children and Media) and Holly Brennan (Sexuality Educator) answered tricky questions on topics ranging from when to start talking to your child about sex, teaching strategies for talking about sexting and sexualisation, resources for helping students who may be accessing pornography to how to support students with a disability find safe and happy relationships. At the Melbourne conference, FPQ co-presented with Family Planning Victoria.
Conference presentations

Working Together for Young People Queensland Youth Affairs Conference (Brisbane, July)
The journey of YACI (Youth Accessing contraception and information): Georgina Livingstone for Chris Payze

What young people know, like and need: sexual health, blood borne viruses and youth-friendly services – an online resource for people who work with young people: Yvonne Black and Angela Wunsch

Annual Women’s and Children’s Health Update (St Lucia, July)
Tailoring oral contraception – practical tips: Caroline Harvey

Understanding sexual behaviours in young children: Holly Brennan

Playgroup Queensland Families and Children Together: Early Intervention through Playgroup Conference (Brisbane, August)
Positive and protective: Promoting the safety, wellbeing and welfare of children and their families: Kerry Smith

Australian Council for Health, Physical Education and Recreation (ACHPER) Queensland 2011 HPE Conference (Brisbane, August)
Productive pedagogies for the teaching of HRE in middle school: Ellie McAlister

RACGP North Queensland Conference 2011: A little further north (Mackay, August)
Cervical screening update – Your FAQs answered: Kay Strom

Training and development seminar, Disability Support Services Unit DET (Brisbane, September)
Glenleighden School and Family Planning Queensland: Kerry Smith

2011 Australasian Sexual Health Conference (Canberra, September)
Progressing education-health sector collaboration in the context of an emerging national curriculum: Cecelia Gore

Tensions in Competing Agendas: Australian Association of Special Educators Conference (Gold Coast, September)
Improving health and well-being – a call for an integrated approach to sexuality and relationships education: Robyn Kavanagh and Mandy Stephens

Courageous Communities Conference (Gympie, September)
Traffic Lights model: Ellie McAlister and Holly Brennan

National Foster and Kinship Care Conference (Gold Coast, October)
Whose job is it anyway? Resources for supporting carers to talk about sexuality, relationships and being safe with the children and young people in their care: Georgina Livingstone and Tanya Messinbird

11th Annual Australasian Society for Intellectual Disability (ASID) Disability Support Worker Conference: Research to practice (Melbourne, November)
A framework for professionals to support healthy sexuality and relationships: Georgina Livingstone

46th Annual Australasian Society for Intellectual Disability (ASID) Conference (Glenelg, SA, November)
Creating conversations – building the capacity of families to support sexuality and relationships for young people with disabilities: Georgina Livingstone

19th Annual Women’s Health Conference (Gold Coast, February)
Contraception: 2012 and beyond: Caroline Harvey

Keeping Children Safe in an Uncertain World: Learning from Evidence and Practice – 8th Congress of the British Association for the Study and Prevention of Child Abuse and Neglect (Belfast, UK, April)
Is this normal? Using the Traffic Lights framework as a guide to understand and respond to sexual behaviour in children and young people: Judy Graham

55th RACGP Clinical Update Weekend: General Practice Kaleidoscope (Brisbane, May)
Human Papilloma Virus and Paps: a cervical screening update: Kay Strom

Australian Council for Health, Physical Education and Recreation (ACHPER) Queensland 2012 Conference, HPE Schools Conference (Townsville, May)
Sexuality education in schools – The how to: Georgina Hughes

Health WA (Perth, May)
Is this normal? Using a traffic lights framework to support the healthy sexual development of children and young people: Holly Brennan

Positive Schools 2012: Mental Health and Wellbeing Conference – Eyes Wide Open (Fremantle, May)
Ignorance is not innocence: Why talk about sexuality, sexualisation, sexual behaviours and prevention of sexual abuse in our classes?: Holly Brennan

Understanding and responding to sexual behaviours in schools: Holly Brennan

Queensland Association of Special Education Leaders (QASEL) iLead iTeach iLearn (Brisbane, June)
Strong partnerships lead to strong program development: Rachel Hanrick and Tanya Jolly
OVERVIEW

The principal activities of the Company remained unchanged during the year and were to provide sexual and reproductive health and family planning services in accordance with the Constitution and to ensure all services are adequately funded.

The operating budget approved by the Board for 2011-12 was a deficit of $149,000. The final result for this period was a deficit of $274,934. The variance is attributed to:

- There was $690,124 budgeted for fees from Education and Training with outcome being $44,724 lower. The primary reason for this was, in the absence of accrual accounting processes being adopted throughout the year in prior years, $55,690 of Clinical Training revenue for 2011-12 was attributed to 2010-11. This process issue has now been corrected with accrual accounting processes implemented consistently.

- Revenue estimated from the two new initiatives introduced in the year, that is, Medicare and Annual Fee, was $631,648, with the actual at $484,064, being $147,584 short. At the time of preparing the budget, there was minimal relevant data available that could be used to derive an accurate budget. In addition, consistent with the use of accrual accounting processes $47,357 of receipts in the year has been retained in the balance sheet as advance revenue.

- Salary and Wages related expenditure was $89,730 over budget. The primary reason for this was increase in Provision for On-costs to comply with Australian Accounting Standard AASB119 Employee Benefits. This was a result of an external audit finding.

- Accommodation related expenditure was $66,745 over budget. This relates to rent, utilities and repairs being higher than estimated (loss of peppercorn lease at Ipswich; we now have a commercial lease).

There were favourable variations not listed above that partly compensated for the negative variances. The significant items were unbudgeted grant revenue of $278,922 and staff associated, for example training and travel expenses were lower than expected by $108,887.

The previous year’s result was a deficit of $275,522.

On 29 June FPQ was notified by the Minister of Health that seven grants would not be renewed for the 2012-13 financial year. This was despite reassurances from the Communicable Diseases Branch (CDB) and the Policy & Priority Unit that several of these projects were not at risk of not being renewed. We had written confirmation that the Women’s Reproductive Health Services grant was to be rolled over till June 2014.

The Board and the Executive team are looking at all opportunities to address the impact of these funding cuts. The State Government has clearly indicated that the responsibility for the delivery of health services will be devolved to the Hospital and Health Services (HHS). FPQ is well placed, as the sole provider of a variety of training programs and as the peak body in the delivery of sexual and reproductive health services, to work with the HHS in meeting the sexual and reproductive health needs in their districts.

2010-11 saw the introduction of the Quality Management System (QMS). The QMS supported our successful accreditation with Quality in Health ISO 9001 + Core Standards. RosterLive was also introduced to improve payroll efficiencies. We continue to build on both systems to ensure we maximise efficiencies and follow best business practices.

SharePoint has been introduced within the internal IT platform to improve the management of multiple data management systems within the organisation. SharePoint will allow the internal hosting of the QMS reducing costs and ensuring reliability of the system at all times.

A shopping cart function has been introduced to the FPQ website. The shopping cart will improve customer access to and facilitate the purchase of FPQ’s information resources. The shopping cart will ultimately be expanded to simplify FPQ course enrolment in the future.
### Revenue

<table>
<thead>
<tr>
<th>Revenue</th>
<th>$</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Product sales</td>
<td>308,578</td>
<td>3.56%</td>
</tr>
<tr>
<td>Individual donations</td>
<td>22,901</td>
<td>0.26%</td>
</tr>
<tr>
<td>Queensland Health Reproductive Health Program</td>
<td>4,480,737</td>
<td>51.76%</td>
</tr>
<tr>
<td>Grants for education and community projects</td>
<td>2,524,845</td>
<td>29.17%</td>
</tr>
<tr>
<td>Clinic revenue</td>
<td>408,259</td>
<td>4.72%</td>
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<tr>
<td>Interest received</td>
<td>61,855</td>
<td>0.71%</td>
</tr>
<tr>
<td>Course fees</td>
<td>645,400</td>
<td>7.46%</td>
</tr>
<tr>
<td>Other income</td>
<td>204,357</td>
<td>2.36%</td>
</tr>
<tr>
<td><strong>Total revenue</strong></td>
<td><strong>8,656,933</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>

Course fees breakdown:

<table>
<thead>
<tr>
<th>Course fees breakdown</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical</td>
<td>317,460</td>
</tr>
<tr>
<td>Education and community sector</td>
<td>327,940</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>645,400</strong></td>
</tr>
</tbody>
</table>
### Expenditure

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>$</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regional Education Services</td>
<td>1,024,081</td>
<td>11.47%</td>
</tr>
<tr>
<td>Information and Communication Services</td>
<td>252,829</td>
<td>2.83%</td>
</tr>
<tr>
<td>Clinical Services</td>
<td>2,681,420</td>
<td>30.02%</td>
</tr>
<tr>
<td>Education and Community projects</td>
<td>2,496,039</td>
<td>27.95%</td>
</tr>
<tr>
<td>Operational Support Services</td>
<td>1,101,232</td>
<td>12.33%</td>
</tr>
<tr>
<td>Operations</td>
<td>1,376,265</td>
<td>15.41%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>8,931,866</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>

Operations includes:
- Facilities
- Insurance and professional fees
- Utilities
- Telecommunications
## Revenue and Expenditure 5 Year Trend

<table>
<thead>
<tr>
<th>Revenue and Expenditure 5 Year Trend</th>
<th>Revenue</th>
<th>Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY2007-2008</td>
<td>6,352,931</td>
<td>6,343,106</td>
</tr>
<tr>
<td>FY2008-2009</td>
<td>6,993,386</td>
<td>6,973,481</td>
</tr>
<tr>
<td>FY2009-2010</td>
<td>7,212,707</td>
<td>7,188,492</td>
</tr>
<tr>
<td>FY2010-2011</td>
<td>7,559,028</td>
<td>7,834,550</td>
</tr>
<tr>
<td>FY2011-2012</td>
<td>8,656,933</td>
<td>8,931,866</td>
</tr>
</tbody>
</table>
## Statement of Comprehensive Income for the Year Ended 30 June 2012

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>8,656,933</td>
<td>7,559,028</td>
</tr>
<tr>
<td>Change in inventory of finished goods</td>
<td>14,528</td>
<td>160</td>
</tr>
<tr>
<td>Raw materials and consumables used</td>
<td>(239,999)</td>
<td>(420,275)</td>
</tr>
<tr>
<td>Employee benefits expense</td>
<td>(6,627,407)</td>
<td>(5,791,735)</td>
</tr>
<tr>
<td>Course expenses</td>
<td>(118,500)</td>
<td>(64,583)</td>
</tr>
<tr>
<td>Depreciation and amortisation expense</td>
<td>(149,880)</td>
<td>(145,865)</td>
</tr>
<tr>
<td>Insurance</td>
<td>(88,111)</td>
<td>(85,091)</td>
</tr>
<tr>
<td>Professional fees</td>
<td>(144,243)</td>
<td>(53,391)</td>
</tr>
<tr>
<td>Rent, rates, repairs and maintenance</td>
<td>(471,961)</td>
<td>(460,155)</td>
</tr>
<tr>
<td>Staff training and recruitment</td>
<td>(57,998)</td>
<td>(85,876)</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>(84,436)</td>
<td>(93,557)</td>
</tr>
<tr>
<td>Travel costs</td>
<td>(83,821)</td>
<td>(137,712)</td>
</tr>
<tr>
<td>Other expenses</td>
<td>(880,039)</td>
<td>(496,470)</td>
</tr>
<tr>
<td>Surplus (Deficit) before income tax</td>
<td>(274,934)</td>
<td>(275,522)</td>
</tr>
<tr>
<td>Income Tax expense</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Surplus (Deficit) for the year</td>
<td>(274,934)</td>
<td>(275,522)</td>
</tr>
<tr>
<td>Other Comprehensive income</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total Comprehensive Income (Deficit)</td>
<td>(274,934)</td>
<td>(275,522)</td>
</tr>
</tbody>
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### FAMILY PLANNING QUEENSLAND

(A Company Limited by Guarantee)

ABN 61 009 860 164

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2012

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>1,087,182</td>
<td>1,205,461</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>99,148</td>
<td>158,750</td>
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<tr>
<td>Inventories</td>
<td>114,876</td>
<td>100,348</td>
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<tr>
<td>Other current assets</td>
<td>182,871</td>
<td>300,653</td>
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<tr>
<td><strong>Total current assets</strong></td>
<td>1,484,078</td>
<td>1,765,212</td>
</tr>
<tr>
<td><strong>Non current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>2,866,443</td>
<td>2,964,011</td>
</tr>
<tr>
<td>Intangible assets</td>
<td>25,570</td>
<td>752</td>
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<tr>
<td><strong>Total non current assets</strong></td>
<td>2,892,013</td>
<td>2,964,763</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>4,376,091</td>
<td>4,729,975</td>
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</table>

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>1,591,269</td>
<td>1,656,203</td>
</tr>
<tr>
<td>Interest bearing liabilities</td>
<td>46,322</td>
<td>26,669</td>
</tr>
<tr>
<td>Short-term provisions</td>
<td>345,180</td>
<td>152,824</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>1,982,771</td>
<td>1,835,696</td>
</tr>
<tr>
<td><strong>Non current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest bearing liabilities</td>
<td>1,263,627</td>
<td>1,326,547</td>
</tr>
<tr>
<td>Long-term provisions</td>
<td>69,989</td>
<td>233,097</td>
</tr>
<tr>
<td><strong>Total non current liabilities</strong></td>
<td>1,333,616</td>
<td>1,559,644</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>3,316,388</td>
<td>3,395,340</td>
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<table>
<thead>
<tr>
<th></th>
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<th>2011</th>
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</thead>
<tbody>
<tr>
<td><strong>Net Assets</strong></td>
<td>1,059,702</td>
<td>1,334,635</td>
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<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated Surplus</td>
<td>1,059,702</td>
<td>1,334,635</td>
</tr>
<tr>
<td><strong>Total Equity</strong></td>
<td>1,059,702</td>
<td>1,334,635</td>
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</table>

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<table>
<thead>
<tr>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Commitments</strong></td>
</tr>
<tr>
<td>Description</td>
</tr>
<tr>
<td>----------------------------------</td>
</tr>
<tr>
<td>Balance at 1 July 2010</td>
</tr>
<tr>
<td>Surplus for the year</td>
</tr>
<tr>
<td>Balance at 30 June 2011</td>
</tr>
<tr>
<td>Surplus / Deficit for the year</td>
</tr>
<tr>
<td>Balance at 30 June 2012</td>
</tr>
</tbody>
</table>
## Cash Flow Statement for the Year Ended 30 June 2012

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>Cash flows from operating activities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts from trading</td>
<td>1,814,907</td>
<td>1,706,778</td>
</tr>
<tr>
<td>Receipts from grants</td>
<td>7,448,103</td>
<td>6,744,741</td>
</tr>
<tr>
<td>Interest received</td>
<td>61,855</td>
<td>52,479</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(9,287,941)</td>
<td>(8,245,627)</td>
</tr>
<tr>
<td><strong>Net cash provided by/(used in) operating activities</strong></td>
<td>36,924</td>
<td>258,371</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cash flows from investing activities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payment for plant, property and equipment</td>
<td>(111,936)</td>
<td>(226,496)</td>
</tr>
<tr>
<td>Proceeds from sale of plant, property and equipment</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Net cash used in investing activities</strong></td>
<td>(111,936)</td>
<td>(226,496)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cash flows from financing activities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proceeds from borrowings</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Repayment of borrowings</td>
<td>(43,267)</td>
<td>(28,928)</td>
</tr>
<tr>
<td><strong>Net cash used in financing</strong></td>
<td>(43,267)</td>
<td>(28,928)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net increase/(decrease) in cash held</strong></td>
<td>(118,279)</td>
<td>2,947</td>
</tr>
<tr>
<td><strong>Cash at beginning of the financial year</strong></td>
<td>1,205,461</td>
<td>1,202,514</td>
</tr>
<tr>
<td><strong>Cash at the end of the financial year</strong></td>
<td>1,087,182</td>
<td>1,205,461</td>
</tr>
</tbody>
</table>
FAMILY PLANNING QUEENSLAND
A.B.N 61 009 860 164
(A Company Limited by Guarantee)

DIRECTORS' DECLARATION
For the Financial Year ended 30 June 2012

The directors of the company declare that:

1. The summarised financial report is comprised of the summary of financial position as at 30 June 2012, the summary statement of comprehensive income, the statement of changes in equity, and the statement of cash flows for the year then ended, and was derived from the full financial report of Family Planning Queensland for the year ended 30 June 2012. The full financial report was prepared in accordance with the Corporations Act 2001 to give a true and fair view of the financial position of the company at 30 June 2012 and of the 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. In the making of this statement, the directors have taken into consideration the matters detailed in Note 17 of the financial report and in the Directors' Report.

3. The summarised financial report cannot be expected to provide as full an understanding of the financial performance, financial position and finance and investing activities of the company as the full financial report, which is available on request by calling 07 3290 0240 or emailing info@fpq.com.au.

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

Matthew Schlyder - Chairperson
Dated: 30 October 2012
INDEPENDENT AUDITOR’S REPORT

To the Members of Family Planning Queensland

We have audited the accompanying summarised financial report of Family Planning Queensland, comprising the summary of financial position as at 30 June 2012, the summary statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, which was derived from the financial report of Family Planning Queensland for the year ended 30 June 2012. We expressed an unmodified auditor’s opinion on that financial report in our auditor’s report dated 30 October 2012.

The Responsibility of Directors for the Summarised Financial Report

The directors of the company are responsible for the preparation and fair presentation of the summarised financial report. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the summarised financial report 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 summarised financial report based on our audit which was conducted 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 summarised financial report is free from material misstatement. Our audit procedures in respect of the summarised financial report included testing that the information in the summarised financial report is derived from and is consistent with, the financial report for the year. 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 of the summarised financial report, we have complied with the independence requirements of the Corporations Act 2001.

Auditor’s Opinion

In our opinion the information disclosed in the summarised financial report of Family Planning Queensland for the year ended 30 June 2012 is consistent in all material respects, with the financial report from which it was derived.

For a better understanding of the entity’s financial position and performance and of the scope of the audit performed the summarised financial report should be read in conjunction with the financial report and the auditor’s report thereon.

BDO Audit Pty Ltd

C. J. Skelton
Director

Brisbane: 30 October 2012

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Who we are

Our staff demonstrate a passion and commitment to sexual and reproductive health for all, through the work they do every day. Following is a listing of the staff members who have been a part of the FPQ family in the past year.

25 - 30 Years Service
Christine Payze
Karen Stirling
Lynette Ford

20 - 25 Years Service
Jennifer Tan
Kay Haig
Maxine Ketchell
Nancy Cramond

15 - 20 Years Service
Fiona Mack
Heather Lawson
Holly Brennan
Jo Stewart
Melanie Grabski
Rita Schurmann

10 - 15 Years Service
Caroline Harvey
Cecelia Gore
Diana Earl
Jodi Mauro
Kay Strom
Kerry Smith
Maryna Brands
Sonya Megram
Vivienne Taylor

5 - 10 Years Service
Alison Noller
Amy Williamson
Angela Wunsch
Angela Sinclair-Ford
Angela Carter
Anthony Walsh
Caroline Hill-Murray
Chee Young
Clare Oppy
Danielle Haller
Ellie McAlistor
Elvira Salom
Erin MacDonald
Georgina Hughes
Georgina Livingstone
Gillian Schroeder
Heather Sinclair
HeLEN Wiltshire
Helen Crabtree-Spencer
Jacqui McLellan
Janelle Croft
Jillian Griffin
Judith Graham
Julie Adrian
Julie Todhunter
Karen Murdoch
Kymberlee Wilson
Lisa Harrison
Liz Schluter
Mandy Stephens
Marina Leonor
Mary-Jane Stanley
Michael Rahe
Michelle McNamara
Odette Tewlik
Rhonda Batic
Robyn Kavanagh
Robyn Wearne
Rowena Prentice
Sue Cordell
Thecla Kitas
Tina Amies
Tracey Carr
Tracey Schultz
Vonda McDougall
Wendy Bingham
Yvonne Black

Up To 5 Years Service
Alice Kupara
Alyson Alway
Amanda Thyer
Amy Frieir
Ana De Los Reyes
Analyn Wood
Angela Johnson
Anna Catchpole
Ashwag Mohamed
Astri Baker
Avau lesa
Bronwyn Gibbins-White
Carol Cox
Carol Doneathy
Carol Burow
Cathy Clancy
Charlotte Woolley
Chyrel Moyle
Cindy Fiske
Claire Rogers
Daniella Fraser
Deborah Steele
Diana Bernard
Diane Beesley
Donna Jackson
Edith Santos
Eileen Gordon
Emily Farrell
Fiona Smith
Genelle Spencer
Heather Fageant
Ifrah Mohamed
Jacqui Mein
Janelle Weissman
Jennifer Brett
Jill Kelly
Jillian McCabe
Jillian Fokes
Jo McCarthy
Joanne Leany
Joanne Maclean
Josie Curr
Julie Martin
Karen Hudson
Karen Wright
Kate Wilson
Kathryn Webb
Katie Robbie
Katrina Waugh
Keita Lilwell
Keryn Henry
Kim De Lacey
Kim Minniecon
Kylie Waldren
Kylie Harris
Kymberly Kay
Leslie Hawkins
Lisa Hendry
Lynda Joachim
Margaret Logan
Marguerite Westacott
Marie Clair
Marnie Roberts
Martyn Hyatt
Maryanne Hambrecht
Melanie Cavanough
Melissa Bates
Milena Barbagallo
Miranda Kingston
Najet Charnley
Natasha Milner
Natasha Middlebrough
Nicole Reynolds
Patricia Sparks
Paula Runnals
Rachael Brennan
Rachel Hanrick
Rebecca Stewart
Saba Abraham
Sally Page
Sandra Drury
Sara Maloney
Sarah Shaw
Sarah Lythgoe
Shannon Rees
Shanthie Goonetilleke
Sheena Callaghan
Shereille Iureigh
Sheryl Petersen
Shirley Chapman
Simone O’Brien
Sugantha Jagadeesian
Susan Richardson
Susan Kane
Susan Bebington
Torie Dodd
Tsitsi Maphosa
Umesh Prasad
Valerie Ingram
Victoria Saunders
Wendy Brodribb
Wendy Drew
Yvonne Chivers
Where we work

Brisbane
100 Alfred Street
Fortitude Valley QLD 4006
(P.O. Box 215, Fortitude Valley QLD 4006)

Clinic phone: (07) 3250 0200
Education/Administration phone: (07) 3250 0240
Email: info@fpq.com.au
www.fpq.com.au

Bundaberg
Education services only (no clinic)
Thabeban State School
270 Goodwood Road
Bundaberg QLD 4670
(P.O. Box 4152, Bundaberg South PO QLD 4670)

Phone: (07) 4151 1556
Email: bundabergedu@fpq.com.au

Cairns
Ground Floor Solander Centre
182 Grafton Street
Cairns QLD 4870
(P.O. Box 1678, Cairns QLD 4870)

Clinic phone: (07) 4051 3788
Clinic email: cnsadmin@fpq.com.au
Education phone: (07) 4031 2232
Education email: cnsedu@fpq.com.au
Sexual assault phone: (07) 4031 3590
Sexual assault email: cnssexualassault@fpq.com.au

Gold Coast
Education services only (no clinic)
7 Short Street, Level 3
Southport QLD 4215
(P.O. Box 1733, Southport MC QLD 4215)

Phone: (07) 5531 2636
Email: gcoastedu@fpq.com.au

Ipswich
Shop 5/54 Limestone Street
Ipswich QLD 4305
Phone: (07) 3281 4088

Clinic email: ipsclinic@fpq.com.au
Education email: ipseducation@fpq.com.au

Rockhampton
83 Bolsover Street
Rockhampton QLD 4700
(P.O. Box 11, Rockhampton QLD 4700)

Clinic phone: (07) 4927 3999
Clinic email: rckclinic@fpq.com.au
Education phone: (07) 4921 3655
Education email: rckedu@fpq.com.au

Sunshine coast
Education services only (no clinic)
Suite 4, 43-45 Primary School Court
Maroochydore QLD 4558
(P.O. Box 674, Maroochydore QLD 4558)

Phone: (07) 5479 0755
Email: scoastedu@fpq.com.au

Toowoomba
First floor
4 Duggan Street
Toowoomba QLD 4350

Clinic phone: (07) 4632 8166
Clinic email: twbclinic@fpq.com.au
Education phone: (07) 4632 8166
Education email: twbedu@fpq.com.au

Townsville
Suite 2, 5 Castlemaine Street
Kirwan QLD 4817
(P.O. Box 4067, Kirwan QLD 4817)

Clinic phone: (07) 4723 8184
Clinic email: tvlclinic@fpq.com.au
Education phone: (07) 4723 6597
Education email: tvledu@fpq.com.au