Family Planning Queensland

Annual Report
2007/2008

Sexual and reproductive health for all
Family Planning Queensland
ABN 61 009 860 164
Incorporated in 1972 as a Company Limited by Guarantee

FPQ 37th Annual Report

Member of Sexual Health and Family Planning Australia Inc. (SH&FPA)
Affiliated with the International Planned Parenthood Federation (IPPF)

Acknowledgements
Family Planning Queensland acknowledges all donations from members, clients and the community

Front Cover: The former Governor of Queensland, Her Excellency Ms Quentin Bryce, AC at the official opening of Family Planning Queensland’s renovated premises, 14 December 2007.
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In December 2007, the Brisbane centre re-opened after extensive renovations. The two buildings are now purpose designed to meet the needs of FPQ clients and staff. The renovations are an important symbol of our progress, which is due to the staff both past and present, and on behalf of the Board I would like to acknowledge and thank them all.

This year saw us farewell Kelsey Powell, who retired after 20 years with FPQ. Kelsey started as an educator, then as Director of Education Services and for the past six years was Chief Executive Officer (CEO). Kelsey’s legacy is a well run organisation with an excellent reputation as a leader in its field. On behalf of the Board I would like to thank Kelsey for her significant contribution.

It was with much pleasure that we welcomed Christopher Macaulay as FPQ’s new CEO. Prior to his appointment, Christopher was Manager of the Queensland HIV/AIDS, Hepatitis C and Sexual Health Program in Queensland Health. On behalf of the Board I welcome Christopher and look forward to building on our already strong partnership.

The Board also experienced significant change to its membership during the past year. Liz Manning resigned as Chairperson. Liz had been a Director since 2000 and the Chair since 2004. On behalf of the Board, I would like to thank Liz for her significant contribution to FPQ, congratulate her on the completion of her Ph.D and wish her well in her new endeavors. In November 2007, Liz was recognised for her efforts by being awarded the Sexual Health and Family Planning Australia (SH&FPA) President’s Award for outstanding service.

Professor Michael Dunn also retired from the Board after 12 years of service. Michael is Professor of Social Epidemiology at Queensland University of Technology. He has been a valuable member of the FPQ Board and will be missed. We thank Michael for his commitment and contribution to FPQ.

We have been fortunate to welcome Dr Jayne Lucke as a new member this year. Jayne is a Senior Research Fellow at the School of Public Health, University of Queensland, and coordinates the Australian Longitudinal Study on Women’s Health. Her main research interest is in reproductive health.

As an active member of SH&FPA, FPQ continues to contribute to national and international issues. FPQ was part of a SH&FPA delegation to Canberra for discussions with politicians on a national reproductive and sexual health strategy and to advocate for sexuality education. In June, SH&FPA launched a background paper calling for the strategy. Internationally, SH&FPA continues its programs funded largely through AusAID.

On behalf of the Board I am proud to report that FPQ continues to pursue and achieve excellence in clinical services, education, research and policy development. This work would be impossible without the support of staff, clients, community and key government stakeholders, including Queensland Health, Department of Communities, Department of Child Safety and many other organisations that support FPQ’s activities. Thank you all.
The renovation of the Alfred Street premises was completed this year with the opening in December by the then Governor of Queensland, Her Excellency Ms Quentin Bryce AC. This project was first conceived in 2004, started in August 2007 and would not have been possible without the dedication of staff and a Board committed to this ambitious refurbishment program. Renovations continue, following a successful grant to fund the redevelopment of the Alfred Street training facilities.

FPQ’s Gold Coast education team has relocated to larger premises, which will ensure services in this fast growing region can continue to meet demand. In the coming year we will continue to support other regional facilities following successful upgrades last year in Ipswich and Townsville.

Change continued this year in other areas of FPQ, most significantly the retirement of Kelsey Powell after 20 years with FPQ, the past six as CEO. My first six months as the new CEO have been busy. During February I visited regional centres to meet staff and to see first hand the range of services being provided.

Since March this year, work has been underway on the development of the 2009-2012 Strategic Plan. One of the key challenges is how FPQ can continue to provide many excellent services and participate in new activities, while remaining committed to our core values and culture.

With a solid reputation as a provider of education, training and clinical services, we continue to investigate our ability to participate in research projects. This year FPQ has been involved in research projects funded under the National Chlamydia Screening Program, as well as commissioning FPQ’s own research into parents’ attitudes to sexuality education.

Another challenge facing the organisation is sustainability. Next year our five year contract with Queensland Health expires and we will be involved in the negotiation of a new funding agreement. FPQ is exploring strategies to supplement government funding with other revenue. This will ensure that FPQ can continue to provide quality services into the future and meet increasing costs associated with recruitment and retention of staff.

While acknowledging that there are many challenges ahead, we must celebrate the achievements of the past 12 months. These include work with Indigenous communities through the Aboriginal Health Service Health Worker Program, the provision of scholarships for Indigenous health workers and the development of a low literacy resource for Indigenous prison inmates. Another key achievement has been the expansion of our work with International Medical Graduates (IMGs) working in general practice.

It is pleasing to note that almost 64,000 people participated in professional and community education activities, an increase from 61,500 last year, with 22,292 visits to clinic services compared to 22,500 visits last year. Considering the impact of the renovations at our Alfred Street facilities, this is an excellent outcome.

As a member of Sexual Health and Family Planning Australia (SH&FPA), FPQ participated in developing a “Call to Action” for a national sexual and reproductive health strategy, and was again involved with updating the Contraception: an Australian Clinical Practice Handbook.

In the year ahead I look forward to working with the Board and staff to further enhance the infrastructure and services of FPQ, so that we can continue to build on 37 years of solid work, and maintain our position as the leading provider of sexual and reproductive health services in Queensland.
FPQ's unique network of regional centres works with professionals who respond to the sexual and reproductive health needs of their communities. FPQ uses this regional infrastructure and its partnerships to bring courses to where they are needed, providing and facilitating placements for practical learning and skill development.

Teaching healthy sexuality

FPQ supports school communities to develop and implement sexuality education programs to suit the specific needs of their students.

FPQ provided customised professional development to 20 key teaching staff in special needs settings across the state. This project produced positive outcomes for teachers and students. It also afforded FPQ the opportunity to work with teachers in the school environment to ascertain the type of information and support they require, and encouraged confidence to deliver sexuality education themselves.

People who work with young people

People who work with young people represent a large proportion of FPQ’s focus. FPQ provided training to new Community Visitors employed by the Commission for Children and Young People and Child Guardian and conducted forums to obtain the views of young people. Topics included youth friendly services, sexual health services and perceptions of General Practitioners (GPs). A total of 111 young people participated in these forums.

FPQ also collaborated with Queensland Health to provide accredited training and skill development to School Based Youth Health Nurses (SBYHN) throughout Queensland. This included the establishment and support of networks, training at regional conferences and maintenance of the self-directed learning package CD and website resources.

Indigenous health workers

The Rio Tinto Indigenous Foundation funded FPQ to implement a training project for health workers from Aboriginal Medical Services. Ten participants attended the first training course in Far North Queensland and undertook placements in clinical, sexual assault and health promotion settings.

Over the last 12 months, FPQ has worked with the Queensland Health Indigenous Health Services, local community controlled health services and Indigenous community members to facilitate workshops with youth workers at the Sunshine Coast and Cherbourg.
In the latter part of 2008, FPQ will be partnering with the Aboriginal and Torres Strait Islanders Corporation for Health Education and Training (ATSICHET) to deliver nationally accredited training in sexual and reproductive health for Indigenous health workers employed by Queensland Health.

Cervical screening in general practice

FPQ is an accredited Royal Australian College of General Practitioners (RACGP) professional education provider and has been developing, delivering and evaluating programs for GPs since 1985. A highlight for 2007 was the redevelopment of the Cervical Screening Skills Updates Project. Fourteen workshops were held throughout the state, and adapted to meet the needs of different locations. The project offers a six hour active learning module specifically designed for inexperienced GPs, including International Medical Graduates (IMGs) and GP Registrars. This component is supported by a simulated patient program where ‘patients’ are employed to undertake role plays and supervised clinical procedures. Traditionally this practical component occurred through placements in FPQ clinics, however the program now offers an alternative learning event in a more controlled environment and provides direct constructive feedback to the clinician.

Another key element of this project is FPQ’s partnership with local Divisions of General Practice, which has made education delivery in regional areas much more cost effective.

Nurses

Recognition of the role of nurses as providers of cervical screening has had an unexpected flow on effect, with nurses seeking further training in broader sexual and reproductive health issues. There have been an increased number of hits on the FPQ website, and increased number of enrolments in FPQ’s Clinical Aspects course. This course is delivered in partnership with the statewide sexual health nurse educator from Queensland Health, and is unique in its focus on practical skills development and application across the spectrum of sexual and reproductive health issues. FPQ has refined its flexible intake and progression pathways to reflect this increased demand.

Conference presentations

- **Australian Association of Special Education Conference**, Brisbane, September 2007, Responding positively to sexual behaviours: The traffic lights model - A DVD resource for teachers
- **Australasian Sexual Health Conference**, Gold Coast, October 2007, **Implanon Audit**
- **Child and Adolescent Family Health Conference**, Noosa, October 2007, Behaviours in Children and Adolescents... Traffic Lights
- **42nd Annual Australasian Society for the Study of Intellectual Disability Conference**, Fremantle, November 2007, Responding positively to sexual behaviours: the traffic lights model and DVD
- **PSCQ Conference**, Maroochydore, February 2008, Positive and Protective Sexuality and Protective Education in Childhood
- **24th Annual Pacific Rim Conference on Disabilities, Hawaii, April 2008**, Sexuality education to meet the needs of people with disabilities
- **Rural Doctors Association of Queensland Conference, Cairns, June 2008**, Traffic Lights
- **Let’s Get Savvy; Working Well with People Affected by Sexual Violence Conference, Brisbane, June 2008**, I’ve found the solution, now what was the problem? A solution oriented approach for working with survivors of sexual assault and sexual abuse

Sexual and reproductive health for all

**Statistical highlights**

<table>
<thead>
<tr>
<th>Participants</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical practitioners</td>
<td>1685</td>
</tr>
<tr>
<td>Nurses</td>
<td>664</td>
</tr>
<tr>
<td>Teachers</td>
<td>1862</td>
</tr>
<tr>
<td>Indigenous health workers</td>
<td>203</td>
</tr>
<tr>
<td>Disability workers</td>
<td>3370</td>
</tr>
<tr>
<td>Allied health workers</td>
<td>7514</td>
</tr>
<tr>
<td>Other nonhealth workers</td>
<td>5055</td>
</tr>
<tr>
<td>Medical students</td>
<td>108</td>
</tr>
<tr>
<td>Nursing students</td>
<td>82</td>
</tr>
<tr>
<td>Teaching students</td>
<td>278</td>
</tr>
<tr>
<td>Other tertiary students</td>
<td>103</td>
</tr>
<tr>
<td>Total</td>
<td>20924</td>
</tr>
</tbody>
</table>
Adolescent sexuality has been under the spotlight this year. There has been political and public interest in issues such as confidentiality for young people accessing health care and the legislated mandatory reporting of young people at risk. FPQ calls for the development of best practice guidelines to ensure that young people can be protected from potential harm, while still having access to appropriate, confidential sexual health services.

FPQ clients have their say
As part of FPQ’s ongoing monitoring and evaluation processes, a client survey was conducted in 2007. The survey asked nearly 1000 clients across all six clinics a range of questions, focusing on accessibility, acceptability and affordability of clinical services. Some specific questions were directed at clients less than 20 years of age.

Responses were analysed, and the recommendations from the report will assist FPQ improve its clinic services and decide on future directions. In response to direct client feedback, FPQ will review the appointment system and continue to improve facilities and procedures in reception and waiting areas.

FPQ provides significant clinical training to health professionals, and clients were asked if they felt this impacted on the level of services. The majority of clients who had a trainee nurse or doctor attending their clinic consultation said they did not mind this, with some clients feeling it had improved the service they received.

Clinical care for young people
FPQ also conducted a retrospective chart audit of all under 16 year old clinic attendees in 2007. The main objective of the audit was to review the characteristics of the under 16 year olds presenting at FPQ. The audit also aimed to identify how often issues of concern were identified and the frequency of notification to the Department of Child Safety.

The study identified a number of factors indicating increased vulnerability for some young clients. While these were not at a level that warranted notification to the Department of Child Safety, the importance of supporting their needs was highlighted. All clinic staff have participated in training to work with younger clients, ensuring they take a holistic view of young people and the risk and protective factors in their lives.
Research

FPQ conducted a retrospective audit of the charts of clients who have had a contraceptive implant (Implanon®) inserted. This was to review the demographic of users, calculate continuation rates and understand the reasons for early discontinuation of this method in the Australian context. FPQ received funding from Organon Shering-Plough, to assist with this research, and the findings were presented at the Australasian Sexual Health Conference in October 2007. FPQ has contributed to both national and state research projects funded under the pilot nationally targeted Chlamydia screening project.

Working on the national agenda

FPQ worked in close collaboration with other state family planning organisations in medical and nursing areas, including curriculum reviews, media responses and clinical practice discussion forums.

The Medical Directors from all state family planning organisations have joined forces to call for national contraceptive guidelines that ensure health professionals throughout Australia are able to provide evidence based contraception services.

Future

FPQ is a leading provider of both theoretical and clinical sexual and reproductive health training, and will continue to build capacity of clinic services to provide this training. FPQ also recognises the importance of partnerships, and works with a range of organisations, including the Royal Flying Doctors’ Service (RFDS), Divisions of General Practice and Queensland Health sexual health and cervical screening programs.

Statistical highlights

<table>
<thead>
<tr>
<th>Clinic consultations</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of clients</td>
<td>13682</td>
</tr>
<tr>
<td>Number of visits</td>
<td>22292</td>
</tr>
</tbody>
</table>

Age of clients

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 15</td>
<td>1.0%</td>
</tr>
<tr>
<td>5-19</td>
<td>12.3%</td>
</tr>
<tr>
<td>20-24</td>
<td>15.7%</td>
</tr>
<tr>
<td>25-29</td>
<td>13.4%</td>
</tr>
<tr>
<td>30-34</td>
<td>11.5%</td>
</tr>
<tr>
<td>35-39</td>
<td>11.8%</td>
</tr>
<tr>
<td>40-54</td>
<td>26.0%</td>
</tr>
<tr>
<td>55 over</td>
<td>8.1%</td>
</tr>
<tr>
<td>Not given</td>
<td>0.1%</td>
</tr>
<tr>
<td>Totals</td>
<td>100%</td>
</tr>
</tbody>
</table>

Services provided

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Contraception</td>
<td>36.1%</td>
</tr>
<tr>
<td>STI</td>
<td>9.8%</td>
</tr>
<tr>
<td>Gynaecological</td>
<td>42.7%</td>
</tr>
<tr>
<td>Pregnancy</td>
<td>4.2%</td>
</tr>
<tr>
<td>Other</td>
<td>6.4%</td>
</tr>
<tr>
<td>Unknown</td>
<td>0.9%</td>
</tr>
<tr>
<td>Total visits</td>
<td>100%</td>
</tr>
</tbody>
</table>
positive discussions about sexuality

FPQ remains the leading organisation speaking positively about sexuality in Queensland. In the past year, FPQ has increased its public advocacy activities to promote effective responses to sexual and reproductive health needs.

FPQ works with parents, carers, teachers, disability workers and other professionals to support children and young people develop healthy and positive sexuality. FPQ provides a range of support services to schools, including teaching kits, lesson plans, professional development, mentoring and assistance with classroom presentations.

Young people and sexual and reproductive health

In February 2008, FPQ hosted a visit from Simon Blake, Chief Executive of Brook, the leading provider of sexual health services for young people in the UK. Simon presented a number of lectures and workshops for wide ranging audiences, including the Sexual Health Society of Queensland, the Department of Child Safety and Queensland Health. Hosting this event provided an excellent opportunity to further develop FPQ staff skills, and refine the development of youth forums held in Ipswich and Rockhampton.

Simon Blake’s visit generated extensive media interest, with feature articles in the print media as well as radio interviews and web based news articles.

During this time, FPQ hosted a public forum at Parliament House for those interested in sexuality education in Queensland schools. As a result, FPQ has formed partnerships with a number of key stakeholders and is planning a celebration in 2009 to celebrate 21 years of sex education in Queensland.

A framework for responding

Evolving from FPQ’s work in the disability sector, Responding Positively to Sexual Behaviour: the Traffic Lights Model provides a tool for identifying and responding when there are problems, while promoting sexual development as normal and healthy. The Traffic Lights Model has been utilised by FPQ staff throughout Queensland with parents, carers, childcare sector workers, police, school based youth health nurses, general practitioners (GPs), teachers and child safety staff. FPQ will conduct forums for young people as the next step in the development of this framework as one of the foundations of FPQ’s work.
Safe sex. No regrets.

FPQ has worked in partnership with Queensland Health and non-government organisations (NGOs) to produce a media campaign, Safe sex No regrets to promote condom use among young adults. The campaign uses a combination of internet advertising, press advertisements, bar coasters, and posters in nightclub venues to communicate with the target group about the risks of contracting sexually transmitted infections (STIs), and the need to be prepared for safe sex.

Research

To create further opportunities for positive discussions about sexuality, FPQ commissioned a range of research initiatives this year. These included an independent evaluation by Griffith University of the successful children’s storybook Everyone’s Got a Bottom; and the evaluation of the FGM Project’s work with affected communities, funded by a grant from the Queensland Community Foundation. FPQ was also funded by the Department of Child Safety to undertake a literature review of the needs of children in care in Queensland, Settings and Solutions: Supporting access to sexuality and relationships information for children in care.

As a response to frequently expressed concerns that sex education is controversial, FPQ has commissioned Galaxy Research Company to undertake a poll of parents’ attitudes to the provision of sexuality and relationships education by schools, the results of which will be launched later in 2008.

Statistical highlights

<table>
<thead>
<tr>
<th>Participants</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary school children</td>
<td>23813</td>
</tr>
<tr>
<td>12 years and under</td>
<td></td>
</tr>
<tr>
<td>Young people (13-24 years)</td>
<td>4569</td>
</tr>
<tr>
<td>People with a disability</td>
<td>1237</td>
</tr>
<tr>
<td>Aboriginal and Torres Strait Islanders</td>
<td>459</td>
</tr>
<tr>
<td>CALD people</td>
<td>6931</td>
</tr>
<tr>
<td>General public</td>
<td>2189</td>
</tr>
<tr>
<td>Other targeted groups</td>
<td>1353</td>
</tr>
<tr>
<td>Parents</td>
<td>2194</td>
</tr>
<tr>
<td>Women’s groups</td>
<td>112</td>
</tr>
<tr>
<td>Total</td>
<td>42857</td>
</tr>
</tbody>
</table>
creating partnerships

FPQ continues to provide leadership, advocating for inclusive approaches to sexual and reproductive health. FPQ is ensuring the most disadvantaged populations are able to access clinical and educational support in meeting their sexual and reproductive health needs, by facilitating and participating in specific partnership projects, and in everyday business.

Correctional facilities

In addition to the continuing work being conducted across Queensland in 14 adult correctional facilities, FPQ has received funding from the Office of Aboriginal and Torres Strait Islander Health (OATSIH) to work with young Indigenous people in Youth Detention Centres in Brisbane and Townsville. The program has engaged young participants in learning about sexual and reproductive anatomy, safer sex and contraception, sexual health checks and blood borne virus risks. For many participants, this was their first experience of formal sexuality education.

This project built on the partnerships already developed through the Correctional Facilities Education Project, and used specific resources and strategies aimed at this target group.

Youth workforce development

Since 1994, FPQ has coordinated the HIV/AIDS, Hepatitis C and Sexual Health Promotion with Young People project. This project continues to deliver innovative approaches to the professional development of the youth workforce.

In partnership with Children by Choice, FPQ delivered training in pregnancy options counselling for School Based Youth Health Nurses (SBYHN). This was in response to an identified need, as their scope of practice has expanded to include pregnancy testing. The training emphasised the importance of unbiased counselling and taking the opportunity to introduce information about future contraceptive needs, safe sex and sexual decision making.

Youth project staff have consulted with young people in Ipswich and Rockhampton to explore their sexual and reproductive health needs, and how these might be better met. Over 100 young people were consulted, and their responses presented at seminars for health and youth service providers. The project is now exploring how to extend this process and embed the findings into all the professional development FPQ delivers to those working with young people.
The Youth Project has funded the production of a DVD of a presentation by Simon Blake, Chief Executive of Brook, the leading provider of sexual health services for young people in the UK. The presentation was about the complexity of providing sexual and reproductive health clinical services to young people under the age of 16. This thought provoking discussion will be available for distribution late in 2008.

Children in foster care

The needs of children in the care of the state have been highlighted in recent years, and in 2007 the Department of Child Safety funded FPQ to conduct a literature review of the sexuality and relationship needs of children and young people in care.

The review, presented in February 2008, concluded that children in care have significantly poorer sexual health outcomes, and recommends specific initiatives in a number of areas, including policy, training and education, resource development and research and evaluation.

Culturally and linguistically diverse communities

For the last ten years FPQ has coordinated the Multicultural Women’s Health Female Genital Mutilation (FGM) project. This year, with funding from the Queensland Community Foundation, an external consultant is conducting an evaluation of the effectiveness of community education workshops conducted by the bilingual educators. The findings of the report will be used to further improve the FGM project.

With funding from Queensland Health, the project developed and launched a comprehensive DVD which outlines appropriate medical and surgical support for women who had undergone FGM. The DVD will be an important tool for obstetricians and midwives who provide care to women who have undergone this procedure.
FPQ maintains a strong presence in regional Queensland; forming successful partnerships and developing innovative programs to assist regional communities.

**Sisters speaking on the Gold Coast**

Sisters Speaking is a community development project funded by Multicultural Affairs Queensland in the Department of Communities. The project aims to enable women from culturally and linguistically diverse communities to increase their knowledge about sexual and reproductive health. After consulting with the community, six workshops were conducted, four of which were held at the Gold Coast Mosque. The workshops provided the opportunity for participants to discuss a range of issues including sexuality education, personal safety, menopause and healthy relationships. The workshops were well attended, with all participants feeling more confident in communicating openly about sexuality, and many expressing enthusiasm for future events.

**Regional partnership in Bundaberg**

FPQ formed a successful partnership with the Wide Bay Division of General Practice to provide training programs for general practitioners (GPs) and practice nurses in the Bundaberg region. FPQ clinical staff worked with education staff to conduct a cervical screening training course for international medical graduates (IMGs), as well as injectable contraception (Implanon®) insertion training for GPs. A Pap smear provider training course was also conducted for practice nurses and this has resulted in the Division actively supporting nurses in their roles as Pap smear providers.

**Art project in Townsville**

FPQ has been coordinating a blood borne viruses (BBV) and sexual health education program in Queensland Correctional Facilities for over ten years. This year the project received additional funding from the Office of Aboriginal and Torres Strait Islander Health (OATSIH) service to extend the program to include an Indigenous health program in two prisons in Townsville.

The primary aim of the project was to develop an educational resource using Indigenous art. Inmates were invited to produce pieces of art that could be used in the resource. The resource provides culturally appropriate and up to date BBV and STI information.
The program improved inmates’ awareness of BBV and STIs in a friendly and non-threatening environment. The project was positively received by both staff and inmates, with the inmates participating confidently and enthusiastically. Inmates produced over 30 pieces of art work. This art work has been displayed at correctional facilities, with 18 pieces selected to use in the production of an information booklet. The booklet will be distributed to all Queensland correctional facilities.

**Consent is... awareness campaign**

FPQ Cairns continues to provide counselling services to women and children who have experienced sexual assault, using a wide range of therapeutic frameworks. The service has strong referral networks with the Cairns Adult Mental Health Services, Alcohol, Tobacco and Other Drugs Services (ATODS), Cairns Sexual Health, Wuchopperen Aboriginal Health Service and Queensland Police Services. The FPQ Sexual Assault Service also works closely with the Regional Domestic Violence Service and other NGO’s, including Relationships Australia and Lifeline.

The Sexual Assault Service has conducted a range of health promotion, awareness raising and educational activities over the past 12 months. These have included in-service training for nurses, participation in the inaugural Working with Survivors of Sexual Violence Conference and facilitation of a self defence class for women as part of International Women’s Day.

A marketing campaign was developed for the Port Douglas Carnivale. The campaign, Consent is... aimed to raise community awareness of consent issues relating to sexual assault, and had advertisements and a feature article in the Douglas and Mossman Gazette. The campaign included a competition calling on people to describe what consent means to them.

**INDIGENOUS PRISONERS' BOOKLET**

Stay Strong Stay Black Stay Clean

**Advertisement for Consent is... campaign**

**Indigenous prisoners’ booklet**

Stay Strong Stay Black Stay Clean
FPQ continues to upgrade its facilities to improve client access, enhance service efficiencies and provide staff and clients with pleasant and friendly spaces.

Renovations

Over the last year, there was a major renovation of the organisation’s Brisbane centre, including construction of state of the art clinical facilities, and modern offices for education and corporate services.

The new Townsville centre was officially opened after relocating to a purpose built facility in an area with better public transport. The new building has modern clinic facilities as well as improved and expanded education facilities.

FPQ continues these improvements with the relocation of the Gold Coast education office to larger premises in Southport. This will accommodate the increased staffing numbers necessary to provide services in this rapidly growing region. The new premises will be officially opened in August, 2008.

In the coming year, FPQ will explore options for the expansion or relocation of the Cairns centre to accommodate the increased services that are being provided by FPQ to the communities of Cairns and surrounding regions. There will also be an upgrade of the training facilities in Brisbane, with funding provided by the Commonwealth Education Centre Non-schools Organisation.

Workforce environment

The impact of shortages in the Australian workforce continues to be a challenge for FPQ. The FPQ Board and management continue to explore innovative strategies to assist in recruitment and retention of skilled staff. Some of these challenges are being addressed through a review of salaries and income streams. Salary sacrifice options and flexible working hours are made available to all staff, and the introduction of six weeks paid maternity leave was approved by the Board in October 2007.

FPQ continues to monitor current work trends and changes in legislation to ensure working conditions are continually improving and provide a suitable work/life balance for all employees.
The sexual and reproductive health and blood borne viruses CD

This CD provides access to high standard factsheets and resources about HIV/AIDS, blood borne viruses (BBV), and sexual and reproductive health. This year Queensland Health funded FPQ to produce the third edition of this popular resource. The CD had previously been produced by Queensland Health, and is distributed free of charge to agencies and health practitioners including sexual health clinics, hospitals, mobile health nurses and school based youth health nurses.

Workers in the sex industry project

Since June 2007, FPQ has managed the Workers in the Sex Industry (WISI) Information Service, a telephone and email information and referral service for workers in the sex industry. This was requested by Queensland Health, to ensure provision of information to this target group, while Queensland Health investigates appropriate options for a new service. In addition to providing the basic services, FPQ reviewed the website and updated the online workshop for sex workers and brothel owners, and will soon include a quiz to assess knowledge gained from the information on the website.
The Directors present their report on the company for the financial year ended 30 June 2008.

**Directors**

The names of Directors in office at any time during or since the end of the financial year ended 30 June 2008 are as follows:

Ms Patricia Davis  
Dr Jayne Lucke  
Dr Diane Rowling  
Mr Matthew Schlyder  
Dr Charrlotte Seib  
Mr Paul Stephenson  
Mrs Laurelle Williams  
Prof. Michael Dunne (retired at October 2007 AGM)  
Ms Elizabeth Manning (retired at October 2007 AGM)

**Company secretaries**

Ms Kelsey Powell (July 2007 - January 2008)  
Mr Christopher Macaulay (January 2008 - June 2008)

**Directors’ details**

**Ms Patricia Davis**, BPhty, MBA  
(Chairperson)  
Principal Consultant and Managing Director of SANDBOX Pty Ltd. SANDBOX is a specialised provider of marketing strategy and marketing management services to commercial, government and not for profit organisations. Ms Davis has extensive experience in sales and marketing including senior roles with Optus and Energex and started her own consultancy in 2003. Ms Davis originally practiced as a physiotherapist and has experience in workplace health and safety.  
Special responsibilities: Chairperson; Member, Audit and Finance Committee.

**Dr Jayne Lucke**, BA (Hons), PhD (Psychology)  
Senior Research Fellow, School of Population Health, University of Queensland. Dr Lucke was appointed in February 2008. She coordinates the Australian Longitudinal Study on Women’s Health and her main research interest is in reproductive health.  
Special responsibilities: Member, Strategic Planning Committee.

**Dr Diane Rowling**, MBBS, FAFPHM, FAChSHM  
Senior Medical Officer, Sexual Health and AIDS Service, The Northside Health Service District. Dr Rowling was appointed in 2006.  
Special responsibilities: Chairperson, Clinical Advisory Committee.

**Mr Matthew Schlyder**, BBus, ACA, (Deputy Chairperson)  
CEO and Partner of Elliotts Accounting. Mr Schlyder has been a director since 2002.  
Special responsibilities: Chairperson, Audit and Finance Committee.

**Dr Charrlotte Seib**, BN, Grad Cert Sexual Health Nursing, MN Women’s Health, PhD  
Lecturer at QUT School of Nursing. Dr Seib has extensive experience as a sexual and women’s health nurse with Brisbane Sexual Health clinic. She has completed a research project, Selling Sex in Queensland, which examined prostitution in Queensland including community attitudes towards sex work.  
Special responsibilities: Chairperson, Clinical Advisory Committee.

**Mr Paul Stephenson**, RN, Grad Dip Sexual Health, GradCert Management  
Mr Stephenson has been a director since 2003. Mr Stephenson is District Manager, Cape York Health Services District, Queensland Health.

**Mrs Laurelle Williams**, Midwife, RN, BA, BAppSc (Nsg), MSPD  
Mrs Williams has been a director since 2003. Mrs Williams is a Fellow of the Australian College of Midwives, conducts a pro bono mother / baby (child health) club at Nundah and provides support and advice to new mothers and their babies. She has retired from paid employment.  
Special responsibilities: Member, Governance Committee; Member of Supplementary Funding Working Group.

**Retired at AGM 18 October 2007**

**Prof. Michael Dunne**, BA (Hons), PhD Psychology  
Prof Dunne was appointed to the board in 1995 and retired at the October 2008 AGM.

**Ms Elizabeth Manning**, BA (Hons)  
Ms Manning was appointed as a director in 2000. She was elected as board Chairperson in October 2004 and retired at the October 2008 AGM.
The principal activity of the Company remained unchanged during the year and was to provide sexual health and family planning services in accordance with the Constitution and to ensure that the service is adequately funded.

The final result for this period was a net profit of $9,825. The previous year's net profit was $193,592. The variation is mainly due to the renovations of Alfred Street buildings, which resulted in the write off of $36,103 in building fixtures that were affected by the renovations. There were additional renovation costs that also increased the amount of depreciation. A further impact on the net profit was the additional rental cost for Toowoomba and Townsville, as well as a decrease in the sales of contraceptive CDs and handbooks and the children's story book, which were significant revenue contributors last year.

During the year, the Company provided 22,292 clinic consultations. Over 42,000 clients participated in a range of community education and promotion activities and 21,000 received workforce development services including education and training.

The Company is not subject to income tax. The Constitution provides that no dividends may be paid to members.

Queensland Health, through the Public Health Outcome Funding Agreement (PHOFA), Reproductive Health Program, provides the major funding to FPQ. FPQ has signed a five year agreement, until 30 June 2009, with Queensland Health, through the Public Health Outcome Funding Agreement (PHOFA), Reproductive Health Program, provides the major funding to FPQ. FPQ has signed a five year agreement, until 30 June 2009, with Queensland Health, through the Public Health Outcome Funding Agreement (PHOFA), Reproductive Health Program, provides the major funding to FPQ. FPQ has signed a five year agreement, until 30 June 2009, with Queensland Health, through the Public Health Outcome Funding Agreement (PHOFA), Reproductive Health Program, provides the major funding to FPQ. FPQ has signed a five year agreement, until 30 June 2009, with Queensland Health, through the Public Health Outcome Funding Agreement (PHOFA), Reproductive Health Program, provides the major funding to FPQ. FPQ has signed a five year agreement, until 30 June 2009, with Queensland Health, through the Public Health Outcome Funding Agreement (PHOFA), Reproductive Health Program, provides the major funding to FPQ. Negotiations were also undertaken for a new lease agreement for the Gold Coast service, which increased the annual rental allocation by $25,000pa plus an initial fit out costs of around $16,000.

The Company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the Company or a related body corporate indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings, but has paid a premium in respect of a contract insuring against a liability incurred as an officer for the costs of expenses to defend legal proceedings. The conditions of the Directors and Officers Policy at 4.2 do not permit any detailed disclosures.

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

There are no significant environmental regulations with which the company must comply.

The Independence Declaration of the lead auditor is included on Page 18. Signed in accordance with a Resolution of the Directors.
Report tabled at the 37th Annual General Meeting of Family Planning Queensland held on Thursday 16 October 2008 at 100 Alfred Street Fortitude Valley Brisbane Queensland.

If you have enjoyed reading this annual report and want your friends and colleagues to obtain a copy visit www.fpq.com.au
Sexual and reproductive health for all

FPQ is a leading provider of sexual and reproductive health services to people in Queensland.

FPQ offers clinical, education, training and information services from metropolitan and regional locations throughout the state.

**Vision**
Sexual and reproductive health for all.

**Mission**
To promote and achieve sexual and reproductive health for all.

This will be achieved through excellence in clinical services, education, research and policy development.

**Key Values**
Respect for others
Social justice
Professionalism
Innovation
Courage
Openness and honesty