Storytime: FPQ launched its first children’s book *Everyone’s got a bottom* in April.
Photo supplied by Newspix. Photographer: Megan Slade
FPQ 36th Annual Report

Acknowledgements

Family Planning Queensland acknowledges all donations from members, clients and the community.
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I am pleased to present FPQ’s 36th Annual Report detailing another active, productive year. This is my final Chair’s report as I am retiring from the Board at the Annual General Meeting. I have immensely enjoyed being a member of the FPQ Board and valued the opportunity to work with members of the Board and staff to ensure FPQ delivers high quality sexual and reproductive health (SRH) services to Queenslanders. In particular I thank Deputy Chair and Audit Committee Chair, Matthew Schlyder, Strategic Planning Committee Chair, Tricia Davis and CEO Kelsey Powell for their support and guidance.

Kelsey will also retire at the end of this year after 20 years with FPQ, initially as an educator, then as Director of Education Services and for the past six years as CEO. It has been a great pleasure to work with Kelsey who has continued to develop and build FPQ’s well-earned reputation for delivering world class sexual and reproductive health education programs and clinical services throughout the state. As a highly competent CEO, Kelsey made the task of chairing the Board of FPQ very easy.

Kelsey also made a major contribution at a national and international level through her active membership of the CEO Forum which managed the national body, Sexual Health and Family Planning Australia (SH&FPA), and in particular, as manager of SH&FPA’s International Program. This year as part of the SH&FPA accreditation process with the London-based International Planned Parenthood Foundation (IPPF), an international team assessed FPQ’s service delivery which was deemed to be exemplary.

FPQ Board member Professor Michael Dunne will also retire at this year’s AGM after 12 years of service. Michael is a Professor of Social Epidemiology in the School of Public Health at the Queensland University of Technology. His main research interest is the prevention of child maltreatment. He has been a valuable member of the FPQ Board and his expertise, advice and contributions to planning and policy making will be sorely missed. I thank all FPQ’s Board members who contribute their time on a voluntary basis. FPQ benefits greatly from your expertise, experience and advice.

Highlights of the past year include the launch of the award-winning children’s book Everyone’s got a bottom, which achieved wide distribution and has been acclaimed as a useful and practical resource by teachers and childcare workers. FPQ also trialed a SRH training project for indigenous health workers at Hopevale to be extended through the state. Mining company Rio Tinto will fund this project through an innovative industry/NGO collaboration. A new Sexuality and Aged Care Education Program trialled in Rockhampton will be extended to other aged care facilities and services in the next year. Much needed renovations of FPQ’s Brisbane headquarters are underway which will improve the working and service delivery environment for staff and clients.

FPQ’s staff continue to deliver outstanding services to the Queensland community. On behalf of the Board I thank staff and congratulate them on their efforts. Through you, FPQ is a dynamic organisation with a collaborative approach to service delivery enabling it to deliver high quality sexual and reproductive health services. I would also like to thank our key stakeholders, Queensland Health, Education Queensland, the Department of Communities and all the other organisations that support FPQ’s activities.
As this is my last report as CEO of FPQ, I’d like to reflect on the past six years as CEO and on 20 years working for FPQ.

Some things changed dramatically, but many important things stayed the same. There has been an increased public acceptance of the need for young people to access sexuality education and of the role education plays assisting people develop healthy attitudes towards sexuality. Unfortunately, from a minority, there is some resistance to young people accessing sexuality education and this is often sensationalised in the media.

There has been a dramatic increase in the number of professionals accessing FPQ’s education and training programs. It is pleasing to see FPQ has established an excellent reputation for providing high quality education and training, as part of our strategic goal of increasing the capacity of organisations to provide sexual and reproductive health services. This was the main goal of the last two Strategic Plans, and over the last six years there has been a 500% increase in professionals accessing FPQ education and training.

FPQ continues to enhance its reputation as an effective project manager; the result of a high standard of governance and financial management. FPQ now coordinates a range of projects funded by government and private sources. Today FPQ is one of the largest state-based health NGOs in Queensland and has a strong financial base with a budget for 2007/08 of over six million dollars.

Something that does not change is the enduring dedication of FPQ staff, and the culture of an organisation committed to spreading the word about people’s rights to sexual and reproductive health.

**National and international scene**

As a member of Sexual Health & Family Planning Australia (SH&FPA), FPQ contributes significantly to the national and international sexual and reproductive health agenda. This year SH&FPA provided comment on issues including the Federal Government’s pregnancy counselling helpline, the proposed Access Card, sexuality education and contraception. SH&FPA also hosted a visit by Dr Gill Greer, Director General of International Planned Parenthood Federation (IPPF) and Dr Raj Karim, Regional Director of IPPF East & South East and Oceanic Region.

**Highlights of 2006 / 2007:**

Over 61,500 people participated in FPQ’s professional and community education activities and there were over 22,500 visits to our clinic services.

Over 70% of clinical services, 76% of community education and 41% of professional development activities provided outside the Brisbane metropolitan area.

FPQ produced the very successful children’s storybook, *Everyone’s got a bottom* and the *Traffic Lights* DVD training resource.

There are ongoing challenges for FPQ to recruit and retain quality staff, and to procure and maintain appropriate accommodation for FPQ’s ten centres throughout Queensland.

There are also many exciting projects to look forward to with FPQ’s ongoing work in professional training, training of indigenous health workers, development of innovative resources and promotion of sexuality education with a Queensland Parliamentary Forum event early in the new year.

At the end of this year I will be retiring as CEO, and I would like to take this opportunity to thank FPQ for the wonderful experience of working here. I had no idea when I started at FPQ in 1986 as a casual educator that I would one day have the privilege of being the CEO.

I would also like to thank all the Board members, especially Liz Manning who is retiring from the Board this year. I have appreciated Liz’s contribution to FPQ and the support she has given me during her time as Chair. I also thank the staff who provided me with their support and friendship during my time with FPQ and to wish you and the organisation all the best for the future.
Supporting Workforce Development: flexible responses to emerging needs

Responding to emerging workforce needs in sexual and reproductive health requires ongoing innovation and capacity to adapt to changing circumstances and opportunities. This is something FPQ does extremely well. FPQ uses its unique network of ten regional centres to continue to develop new models to skill and resource professionals who respond to the SRH needs of their communities. We use our regional infrastructure and local partnerships to bring courses where they are really needed and provide placements for practical learning and skill development. We work directly with organisations to improve the quality of services through developing policies, and implementing resources.

In the changing world of general practice

FPQ is an accredited RACGP professional education provider and has been developing, delivering and evaluating education programs for GPs since 1985. FPQ has the capacity to deliver training throughout Queensland with recent GP training locations including Toowoomba, Townsville, Mt Isa, Cairns, Rockhampton, and Mackay. In the last financial year, FPQ’s six-day Sexual Health and Family Planning Australia Certificate in *Sexual and Reproductive Health* certificate course was completed by dozens of GPs at a range of locations around the state. FPQ has also developed, delivered and evaluated GP and nursing education programs in partnership with, and at the request of, a range of other organisations. These include:

- James Cook University (JCU)
- University of Queensland (UQ)
- Royal Australian College of General Practitioners (RACGP)
- Queensland Divisions of General Practice (QDGP)
- Griffith University (GU)
- UQ HIV / HCV Education Projects
- North Qld Workforce Unit
- Royal Flying Doctor Service (RFDS)

Cervical screening

During the previous twelve months, FPQ was contracted by the Queensland Division of General Practice to deliver Pap Smear Provider Modules to Practice Nurses in a number of regional centres around Queensland.
FPQ’s recent delivery of training in cervical screening for Registered Nurse (RN) Pap Smear Providers (PSPs) reflects current evidence and best practice. Aspects of training for RN and medical PSPs include:

- an emphasis on communication skills as a key component of cervical screening provision
- a holistic approach to screening, within a broader women’s sexual health and health promotion context, that also facilitates an opportunistic approach to screening.

This training draws on FPQ clinical expertise built from providing clinical services for women in cervical screening at six clinics around Queensland. These services are provided in a community setting at a primary health service level — a service delivery setting similar to that in which general practice cervical screening occurs.

FPQ has the capacity to provide a range of training opportunities, in a range of locations, for cervical screening clinical skills updates and assessments. This capacity is enabled by the location of FPQ clinics and education support in regional and metropolitan centres and by the employment and ongoing professional development of medical officers who have skills in clinical facilitation and assessment.

Women living in regional Queensland now have access to over one hundred more female Pap smear providers around the state who have completed FPQ’s cervical screening courses.

People with a disability

For many years, FPQ staff have been recognised as Queensland’s experts in the provision of sexuality and sexual health education to people with disabilities and their carers. Since the year 2000, FPQ has delivered training to over 1000 teachers and support staff through face-to-face workshops. In recent years, the focus of this work has been in developing awareness among the service sector of how to identify, assess and respond to sexual behaviours of concern.

Through funding provided by Non School Organisations (NSO), FPQ has been able to deliver specialised training in these skills to over 400 disability workers in the last year. The next phase of this project will allow school and service staff to use a range of tailored learning activities, including team teaching, parent workshops, and networking and formal training sessions to increase the capacity of the school or service to support the healthy sexual development of children and young people with disabilities. In support of this change of focus, in early 2007 FPQ released a new resource package: Responding Positively To Sexual Behaviours: The Traffic Lights Model. The package includes:

- an educational DVD;
- the ‘Sexual Behaviours in Children and Adolescents’ fact sheet;
- a CD with supporting materials and resources. Many of these can be easily reproduced in multiple copies with a standard A4 printer or photocopier.

This package assists education staff to distinguish between healthy behaviours and behaviours that may cause concern using a ‘traffic lights’ concept outlining green, orange and red behaviours. It uses a case study, based on real life scenarios about young people with a disability, to model staff and carer responses to sexual behaviours that may cause concern. It provides teachers with a structured framework to address these issues with students in the special needs context. This is consistent with FPQ’s long-held position that the most appropriate place for sexuality education to be addressed is in the context of the individual’s life, and that therefore the best people to respond to their needs are those (such as parents, carers and teachers) who know them best. This exciting and dynamic resource was produced in partnership with Kiln Productions and is being made available for free to State, Catholic and Independent schools throughout Queensland. The enthusiastic reception of and positive feedback regarding this resource suggests strongly that teachers in the special needs context are engaging with the challenge of addressing the sexuality education needs of their students.


Statistical Highlights

<table>
<thead>
<tr>
<th>Number of participants</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical practitioners</td>
<td>1533</td>
</tr>
<tr>
<td>Nurses</td>
<td>836</td>
</tr>
<tr>
<td>Teachers</td>
<td>2858</td>
</tr>
<tr>
<td>Indigenous health workers</td>
<td>205</td>
</tr>
<tr>
<td>Disability workers</td>
<td>2926</td>
</tr>
<tr>
<td>Allied health workers</td>
<td>3935</td>
</tr>
<tr>
<td>Other non-health workers</td>
<td>3343</td>
</tr>
<tr>
<td>Medical students</td>
<td>410</td>
</tr>
<tr>
<td>Nursing students</td>
<td>15</td>
</tr>
<tr>
<td>Teaching students</td>
<td>115</td>
</tr>
<tr>
<td>Other tertiary students</td>
<td>299</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>16475</strong></td>
</tr>
</tbody>
</table>
FPQ clinical standards are strengthened by professional development, funded conference attendance and internal procedures including regular peer review, case review meetings and risk management procedures. These key tools encourage reflective practice, knowledge sharing and team building.

The expertise and skills clinicians gain from working in the specialised sexual and reproductive clinical practice environment of an FPQ clinic is transferred to other health professionals through courses, conferences and partnerships. Education and training programs in sexual and reproductive health are offered to health professionals every year. Some programs, such as the SH&FPA Certificate in Sexual and Reproductive Health, and the Pap Smear Provider module, include clinical placements. It is through these clinical placements that FPQ doctors and nurses move from being providers of clinical services to also being clinical trainers demonstrating and teaching best practice in clinical consultations. Some courses and placements are offered through FPQ exclusively and some in partnerships with health professionals and their representative bodies such as the Queensland Division of General Practice.

Supporting national and state health priorities
FPQ clinicians balance client-focussed services with relevant new health priorities areas, including implementation of the 2006 NHMRC Guidelines for management of abnormal Pap smears, HPV vaccination and targeted chlamydia screening. FPQ clinicians support these priorities by:

• participation in committees and panels including the Queensland Cervical Screening Quality Management Committee;
• contributing to professional development forums such as the Women’s Health Queensland Wide teleconferences; and
• taking part in research including a state-wide collaborative chlamydia screening research project.

Young people a priority
Young people are a priority group for FPQ. Our aim is to increase the number of clinic visits from under 25 year olds, with a range of strategies including staff training, youth friendly appointment systems and strengthening referral networks with youth agencies.
FPQ clinics receive an increasing number of referrals of complex and high needs cases involving young people from organisations including the Department of Child Safety and Disability Queensland, and from school-based youth health nurses. In these consultations, FPQ clinicians have four responsibilities:

- provision of high quality, confidential clinical services
- promotion of healthy sexuality
- education about behavioural change to reduce risks to sexual health
- mandatory reporting of children at risk as part of the Queensland Government’s Child Protection strategy

FPQ doctors and nurses are encouraged to conduct comprehensive assessments of all young clients, and all clients under 15 years old are subject to a case review process to assess their risk and protective factors.

Young clients coming to FPQ also benefit from our integrated service delivery, which includes input from FPQ’s Education and Disability Programs. Some FPQ clinicians are sexuality educators as well and all clinicians have access to FPQ’s range of high quality sexuality education resources.

**Support for GPs**

FPQ provides valued support to General Practices in Queensland by training Medical Practitioners and Practice Nurses in sexual and reproductive health, providing timely clinical information and expert advice, and through meaningful partnerships. The FPQ partnership with the Queensland Division of General Practice for delivering Pap Smear Provider training is an example. Queensland and Northern New South Wales GP newsletters regularly publish FPQ articles and FPQ is committed to continuing to strengthen partnerships with GPs through the QDGP and its regional branches.

**Professional development at FPQ: a flexible, supportive environment**

FPQ is a Registered Training Organisation (RTO), offering a wide range of sexual and reproductive health education services and training programs. These include accredited professional development programs and clinical placements.

Education and training programs are offered every year for medical and nursing professionals. Courses can be flexibly arranged to meet the needs of medical practitioners, registered nurses and allied health professionals.

Mackay RN Donna Rini, did her Clinical Attachment Practicum (Module 4 of the FPQ Registered Nurse Certificate in Sexual & Reproductive Health) with FPQ in July 2007. She was attracted to the flexibility and self-paced structure of the FPQ course.

Donna says the intense focus of the FPQ clinical practicum on sexual and reproductive health made for a ‘rich learning experience’.

‘It’s excellent because you get a lot of exposure to a range of sexual and reproductive health issues. You get a lot of support from the staff.

‘The assessors here are very knowledgeable and I really appreciate their expertise. They take the time to discuss and give feedback between consultations.’

Donna said the Clinical Practicum at FPQ qualified under Recognition of Prior Learning towards her Graduate Certificate of Sexual Health at Griffith University.

‘I’ve completed many training courses and two uni degrees and the bottom line is that FPQ is a very supportive and rich learning environment.’

**Conference presentations:**

- **Rural Doctors of Australia Queensland Conference, Yeppoon, June 2007** ‘What’s new, what’s hot in contraception’
- **RACGP (QLD Faculty) Conference, Gold Coast: May 2007** ‘Contraception-past, present and future’
- **Australian Practice Nurse Association Conference, Brisbane: March 2007** ‘Sexual Health for practice nurses’
- **Annual Women’s Health Conference, Gold Coast: February 2007** ‘Contraception-Perils and Pitfalls’
- **RACGP North Queensland Conference, Townsville: October 2006** ‘Adolescent Sexual Health’ AND ‘Contraception update’

**Statistical Highlights**

<table>
<thead>
<tr>
<th>Clinic consultations</th>
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<tbody>
<tr>
<td>Number of clients</td>
<td>14185</td>
</tr>
<tr>
<td>Number of visits</td>
<td>22585</td>
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</table>

<table>
<thead>
<tr>
<th>Age of clients</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 15</td>
<td>0.8%</td>
</tr>
<tr>
<td>15-19</td>
<td>11.9%</td>
</tr>
<tr>
<td>20-24</td>
<td>16.3%</td>
</tr>
<tr>
<td>25-29</td>
<td>13.3%</td>
</tr>
<tr>
<td>30-34</td>
<td>12.3%</td>
</tr>
<tr>
<td>35-39</td>
<td>11.7%</td>
</tr>
<tr>
<td>40-54</td>
<td>25.3%</td>
</tr>
<tr>
<td>55 and over</td>
<td>8.4%</td>
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<tr>
<td>Totals</td>
<td>100.00%</td>
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<table>
<thead>
<tr>
<th>Services provided</th>
<th>Totals</th>
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</thead>
<tbody>
<tr>
<td>Contraception</td>
<td>36.9%</td>
</tr>
<tr>
<td>STI</td>
<td>8.9%</td>
</tr>
<tr>
<td>Gynaecological</td>
<td>44.4%</td>
</tr>
<tr>
<td>Pregnancy</td>
<td>4.2%</td>
</tr>
<tr>
<td>Other</td>
<td>5.6%</td>
</tr>
<tr>
<td>Totals</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

Promoting Healthy Sexuality:

opening hearts and minds to sexuality conversations

FPQ is the leading Queensland organisation promoting positive and healthy sexuality for all people, through all stages of life. Extensive research from Australia and overseas indicates that comprehensive sexuality education programs increase the use of contraception and safe sex practices and can play a role protecting young children from sexual abuse. This message is communicated to the community and professionals through resources and services, education and training and through public advocacy. The message is being increasingly embraced by the public and education professionals, evidenced by the purchase and use of FPQ resources and services and by the number of presentations at professional conferences.

A strong regional presence

FPQ’s network of ten centres makes us uniquely placed to respond to regional needs and foster community support and action. FPQ staff are involved in local community education programs as well as structured health promotion projects such as the recent Hopevale project supporting Aboriginal health workers with sexual health promotion. This year has also seen increased focus on innovative resource development and media and promotional advocacy. This increased public profile is also reflected in more than 240 000 visits recorded to the FPQ website www.fpq.com.au

On the ground level, FPQ staff maintain strong visibility and presence in the community by providing more than 300 hours of stalls at Orientation Week, educational institutions, women’s health expos, shopping centre displays and other promotional events. As well as these grass roots activities, FPQ is committed to producing materials that enable all Queenslanders to access quality resources.

New resources

A highlight of 2007 was production of Everyone’s got a bottom, an early childhood sexuality education resource in the form of a beautifully illustrated children’s storybook. The storybook was a collaboration between FPQ, writer Tess Rowley and illustrator Jodi Edwards and is written for children aged between three and eight. It is a powerful and simple tool for parents, carers and workers in the early childhood sector, promoting positive communication about sexuality, sexual development and prevention of child sexual assault. The response to the book’s publication has been overwhelming, with more than 5000 books sold in the first few months of its release. Professional development to complement the book is being developed for C&K and other early childhood centres as the annual report goes to print. Further recognition came when Everyone’s got a bottom, was presented with the annual Queensland Child Protection Award for an Education Initiative at Queensland Parliament House in September 2007.

www.fpq.com.au/teaching_aids/everyones_got_a_bottom.stm
New sexuality education resource for primary schools

FPQ’s comprehensive approach to sexuality education contributes significantly to a range of health and educational outcomes, particularly for students in school settings. Another key achievement in 2006/07 has been the new sexuality education resource for primary schools titled Bodies and Relationships Education Essentials. The resource is designed to support schools and teachers to implement sexuality education programs from Prep to Year 7. Lesson content in the resource is linked to syllabus documents and student outcomes identified in Education Queensland’s Student Health and Wellbeing Curriculum Framework. The resource focuses on themed lessons around the topics of Making Healthy Choices, Growing and Changing, Staying Safe and Human Development. This resource contains extensive information designed to support teachers in developing and implementing a sexuality education program to meet the unique needs of their school community.

Healthy sexuality message gets good media

FPQ’s enhanced capacity for media, marketing and promotions has been demonstrated following development of FPQ’s Communication Strategy in May 2006. FPQ’s messages about healthy sexuality got a positive reception at mainstream and specialist media outlets last financial year.

Highlights included:

- An opinion piece co-authored by FPQ and the Queensland Association for Healthy Communities (qahc), critiquing the Queensland Government’s decision to take a school assignment exploring sexual diversity off the curriculum was published in ‘Online Opinion’.
- The launch of Everyone’s got a bottom, received major coverage including: Channel 10’s ‘9am with David and Kim’, Channel 9’s ‘The Catch up’ and ‘Brisbane Extra’, Channel 7’s ‘Sunday Sunrise’, The Sunday Mail, The Sydney Morning Herald, The NT News and Australian Table magazine.
- FPQ staff published letters to the editor on sexually explicit song lyrics by pop singer ‘Pink’, sexual assault statistics in Far North Queensland and early childhood sexuality education.
- The Courier Mail featured a sexuality education program involving FPQ Gold Coast and St Stephens High School students at Coomera.
- FPQ staff provided expert comment on stories about young people’s sexual behaviour and the FPQ medical director was profiled in The Courier Mail giving expert comment on contraception.
- Sexual assault services in Far North Queensland were covered in the Port Douglas and Mossman Gazette and local Douglas Shire publications. The Cairns launch of the children’s book attracted good coverage.
- The new educator at Ipswich FPQ has got messages about healthy sexuality into several Ipswich newspapers and education newsletters and the renovated clinic was covered in The Queensland Times and the Ipswich News.
- The Townsville FPQ’s Relay for Life team got their picture in The Townsville Bulletin and the Townsville launch of the children’s book got good coverage on Townsville commercial radio.

Statistical Highlights

<table>
<thead>
<tr>
<th>Number of participants</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary school children 12 yrs and under</td>
<td>26912</td>
</tr>
<tr>
<td>Young people (13-24yrs)</td>
<td>5265</td>
</tr>
<tr>
<td>People with a disability</td>
<td>1016</td>
</tr>
<tr>
<td>Aboriginal and Torres Strait Islanders</td>
<td>335</td>
</tr>
<tr>
<td>CALD people</td>
<td>3440</td>
</tr>
<tr>
<td>General population</td>
<td>1446</td>
</tr>
<tr>
<td>Other targeted groups</td>
<td>5981</td>
</tr>
<tr>
<td>Totals</td>
<td>44440</td>
</tr>
</tbody>
</table>


Conference presentations

Teaching it like it is conference, Adelaide: July 2006.
- ‘Self-disclosure in sexuality education: to do or not to do?’
- ‘Schools are more than classrooms, sexuality education is more than teaching facts: applying the Health Promoting Schools Framework to Sexuality Education in Primary Schools’
- ‘Abstaining from sex: Why primary school teachers may be reluctant to teach sexuality education programs’
- ‘1 Can – Promoting Self Protection Posters’
- ‘Health promoting schools in action: what collaboration looks like’
- ‘Students with Disabilities and Sexuality Education Project: a collaboration between Lockyer District High School and FPQ’
- Protect All Children Today ‘From little things, big things grow’ Conference, Brisbane: Sept 2006.
- ‘The Traffic Lights Framework for identifying and assessing childhood sexual behaviours’
- ‘Positive and Protective: Putting sexuality education into prevention of childhood sexual assault programs’

- ‘Disclosures by children of child sexual violence following sexuality education’
- ‘Never Too Early: Supporting parents and carers to confidently manage healthy communication about sexuality with young children’
- ‘Never Too Early: positive and protective effects of communication about sexuality issues’
- ‘I can talk about sexuality: sexuality education for children aged 7-14’
- ‘Positive and Protective: putting sexuality education into prevention of childhood sexual assault programs’
- ‘The benefits of group work on teaching adults with intellectual disability about sexuality and social skills’

QCAN Conference Gold Coast: August 2006.
- ‘Positive and Protective: self protection and sexuality education’

ATSI Child and Youth Health Workers Conference Brisbane: August 2006. ‘Promoting protective behaviours and sexual health to children and young people’

Queensland Centre for QEO 4TH Biennial Conference on Early Childhood Melbourne: Nov 2006. ‘Evidence into Practice: Rethinking Current Interventions and Strategies’


Sexuality Education: we can’t just leave it to the cows! A rationale for parents/carers and child health professionals to talk to children about sexuality’

Early Childhood Teachers’ Association (ECTA) Annual Conference Brisbane: June 2007.

‘Healthy Sexuality in Early Childhood’

www.fpq.com.au
Accessing Priority Populations: innovative project models

As Queensland’s lead agency promoting and advocating for sexual and reproductive health, FPQ is uniquely placed to form partnerships and develop innovative projects to improve access for populations with the most need.

**Indigenous people**

A creative coalition between FPQ’s education, clinic and sexual assault counselling services in Cairns led to an innovative program of training and work placement for Aboriginal Health Workers at the Hopevale Primary Health Care Centre. The project focussed on the participants’ roles as opinion leaders and influential community members as well as health workers and supported them to develop skills promoting sexual health in this remote indigenous community.

Building on this success, FPQ has secured funding from Rio Tinto Aboriginal Fund to provide a comprehensive training and workforce development project for workers in Aboriginal Medical Services across Queensland, over the next three years. This project will include the development of local health promotion initiatives, work placements with various FPQ worksites and ongoing mentoring to support these workers to incorporate SRH into their daily practice.

**Culturally and linguistically diverse communities**

FPQ’s flagship program addressing the needs of people from culturally and linguistically diverse communities has been the Multicultural Women’s Health Female Genital Mutilation (FGM) project. The project has built strategic partnerships with the Ethnic Communities Council of Queensland (ECCQ), the Immigrant Women's Support Service (IWSS) and the Transcultural Mental Health Centre (TMHC). The project continues to involve bilingual educators in the delivery of sexual and reproductive health education to women and men from a variety of ethnic groups, with a strong focus on recently arrived migrants and refugees. An exciting development has been the recruitment of a number of male educators to this project. The project also launched a multilingual poster addressing the practice of FGM, and a DVD featuring highlights of the keynote speakers from the 2005 National Conference on FGM. The DVD addresses religious/cultural and health/medical aspects of FGM and has been enthusiastically received by workers in the sector.

People who work with young people

*The HIV/AIDS hepatitis C and sexual health promotion with young people project (Youth Project for short) continues to develop innovative responses to training and workforce development needs of staff who work with young people. In the past year, strong and effective partnerships saw the project facilitate seminars by Simon Blake, an international expert on young people’s health. Training was delivered to staff of the Commission for Children Young People and the Child Guardian (CCyPCG). This is the first time FPQ has been engaged to present to this agency and represents a crucial shift in the way that early childhood sexuality is seen in the context of the CCyPCG’s work. Finally, the project facilitated an opportunity to extend training in identifying, assessing and responding to sexual behaviours of concern (which until now has focussed on the disability sector) to mainstream workers with young people, including School Based Youth Health Nurses and Child and Youth Mental Health workers.

The success of the Youth Project is reflected in the fact that Queensland Health has extended funding for another year and expanded funding to allow for three regionally focussed pilot projects, exploring innovative models of service delivery. These will include more focussed work with youth workers in indigenous communities, establishment of a regional sexual health network and a regional youth sexual health forum.

The Youth Project also upgraded its dedicated website which can be viewed at [http://www.fpq.com.au/youthproject](http://www.fpq.com.au/youthproject)

Correctional Facilities

It’s estimated that the rate of hepatitis C infection among prisoners is as high as 80%, and with most prisoners on sentences of six months or less, reducing transmission and promoting appropriate management to this target group is vital to limiting the potential spread of this disease among the wider population. Now entering its seventh year, the FPQ Correctional Facilities Education Project exemplifies the strength of taking a partnership approach to health promotion activity.

When addressing the risks of HIV/AIDS, hepatitis C and other sexual health issues in the prison environment, the project facilitated several prison-wide hepatitis awareness days and training for staff in the majority of Queensland’s prisons in the last year. More significantly, the project has facilitated 12 other agencies to access prisoners and correctional staff. For many of these agencies, this is the first time they have been able to reach this important and under-serviced target group. [www.fpq.com.au/projects/projects_correctionalfacilities.stm](http://www.fpq.com.au/projects/projects_correctionalfacilities.stm)
Gold Coast FPQ pilots group for teens with Asperger’s

A successful Gold Coast discussion group on ‘Growing Up, Sexuality and Relationships’ for teenagers who have Asperger’s Syndrome may be a model for similar groups in other Queensland regions.

Gold Coast educator Judy Graham established the group in response to requests from parents who had identified that their children had mixed messages about sexuality issues.

‘Young people with Asperger’s have special needs which are sometimes overlooked because they often have above average intelligence, go to mainstream schools and have good verbal skills,’ Ms Graham said.

‘Asperger’s affects social skills with problems picking up visual clues from body language and interpreting language, especially double meanings, jokes and sarcasm. This can mean people with Asperger’s find it difficult to ‘fit in’ and are vulnerable to peer pressure and messages like ‘you have to have sex to be popular’. They may not realise that while other kids might be talking about sex, it doesn’t necessarily mean they’re doing it.’

‘One of the great outcomes of running the group was the peer support young people got from each other. Participants said in the feedback that they felt comfortable talking to other young people with Asperger’s about these issues. Even though they hadn’t met before, they felt like they could relate to each other and be themselves,’ Ms Graham said.

The six-week ‘Growing Up, Sexuality and Relationships’ discussion group was for young people aged between eleven and fourteen and ran in October and November 2006 at All Saints Anglican School in Merrimac on the Gold Coast.

Through the group, FPQ aimed to help the young people involved feel positive about themselves and their bodies and develop decision making skills and assertive behaviour.

FPQ educators in other regional centres are now considering this approach for young people with Asperger’s Syndrome in those areas.

Sexual Assault Service in Far North Queensland

The Far North is reported as having the highest rate of sexual assault in Queensland. According to police statistics there was a 17 per cent increase in sexual assaults in the region in 2005-2006. The rates of child sexual abuse in Far North Queensland are also unacceptably high.

FPQ responds to the need for adult and child sexual assault services in the Far North with a service integrating sexual assault counselling, education and clinical support. Increasing regional access is a priority and the Sexual Assault Service is available from FPQ offices in Cairns, Mossman and Port Douglas.

FPQ’s staff are trained to support people who have experienced sexual assault and assist with clients’ other sexual and reproductive health needs.

Queensland Health funds the Sexual Assault Service to support women 15 years or older who have experienced sexual violence. The Department of Communities funds counselling services for children who have been sexually assaulted and support and information for their families and carers.

Sexual Assault Service staff also provide training and information to other services supporting women and children, and develop community awareness raising events throughout the year.

In October 2006, the service hosted a networking dinner to mark Sexual Violence Awareness Month. This presented an excellent opportunity to develop, strengthen and celebrate the networks and partnerships with other service providers throughout the Cairns district.


Supporting Hopevale health staff in sexual and reproductive health

Staff of the Hopevale Primary Health Care Centre (PHCC) this year took part in a pilot project run by FPQ Cairns aimed at increasing staff capacity to advocate for sexual and reproductive health (SRH).
The FPQ project responded to a request from the Director of Nursing at the PHCC and ran through 2007. It involved assessment of Indigenous health workers’ existing knowledge of SRH and on-site visits from FPQ staff to Hopevale. Hopevale health workers also visited FPQ Cairns.

Regional Education Coordinator Chris Payze said: ‘There is evidence that Indigenous communities have a high rate of sexually transmissible diseases and the number of women accessing cervical screening and reproductive health checks is lower than the non-Indigenous population.

‘Staff at the Hopevale PHCC requested education and training to build staff knowledge and comfort in addressing sexual and reproductive health issues’.

The training workshops delivered education on

- young people and SRH
- contraceptive choices
- positive and protective behaviours
- responding to sexual violence
- communicating about sexuality
- STIs

‘A highlight of the project was FPQ’s integrated service delivery through a ‘whole of centre’ approach,’ Ms Payze said. ‘The three branches of FPQ Cairns: clinic, education and the sexual assault service, all contributed through training presentations and practical placements at the FPQ Centre in Cairns.

‘There has been an acknowledgement from the Hopevale community that sexual and reproductive health is on the agenda and FPQ is committed to furthering education in response to the need.’

FPQ partnerships boost capacity in Central Queensland

In Rockhampton, FPQ is pursuing a range of community partnerships and outreach services to maximise Central Queenslanders’ access to sexual and reproductive health services.

The Regional Clinic Coordinator and the Regional Education Coordinator this year worked with GPs, school nurses, child care centres, indigenous health workers, university teachers and disability groups.

The team have had significant success engaging local child care centres, working with fourteen centres to apply for Child Protection Week grants. Four of the centres received grants and are keen to work with FPQ to deliver self-protection messages to young children, their families, staff and to the community.

Priority populations

FPQ has consulted with Autism Queensland and Mackay and Rockhampton Autism support groups to identify needs and promote FPQ services and is investigating a group education program for young people with Autism based on a successful program trialed on the Gold Coast.

FPQ is developing a partnership with the Queensland Association for Healthy Communities (qahcl) and the Indigenous Health Service on increasing access to the clinic services and education for youth and people from GLBTI communities.

FPQ will provide clinical supervision and learning opportunities to students enrolled in the University of Queensland, School of Medicine.

Partnership between FPQ and the Capricornia Division of General Practice has been established to jointly manage and deliver the Women’s Health education series for GPs and other health care providers.

FPQ has supported School Based Youth Health Nurses in the region by providing new nurses with clinical education and advice and helping deliver sexuality education to students.
Operational Capacity

Workforce environment

Shortages in the Australian health professional workforce have an impact on FPQ. Many state and territory governments, including the Queensland Government, are offering strong incentives to doctors and nurses to work in public health systems. It is this environment in which family planning organisations are forced to compete when recruiting. Staff recruitment and retention will be one of FPQ’s most significant challenges over coming years.

FPQ’s Board and management are aware of current and future challenges facing the organisation with recruitment of skilled staff and are continually looking at strategies to assist with staff recruitment and retention. There are a number of initiatives to assist in the recruitment and retention in place. Many of the 140 plus staff at FPQ are attracted to work at one of our 10 centres for the following reasons:

• A philosophical commitment to working for an organisation that is independent, progressive and proactive: In the past year FPQ and our parent body Sexual Health and Family Planning Australia (SH&FPA), advocated strongly on issues including sexuality education in schools, cervical screening, young people and healthy sexuality, prevention of child sexual abuse, abortion and transparency in pregnancy counselling.

• Salary packaging: FPQ is a Health Promotion Charity so staff are eligible for generous salary packaging. Salary packaging raises the total packages of staff significantly and helps FPQ compete with for-profit organisations when recruiting quality staff.

• Flexible working hours: FPQ is a family-friendly organisation and understands the importance of a work-life balance. Where possible, many staff arrange their working hours in a way that is sympathetic to family life.

• Professional development opportunities: FPQ has a funded professional development program and encourages staff to attend conferences and seminars.

• Exploring paid maternity leave: The Board is currently examining the viability of introducing paid maternity leave for FPQ staff in the next financial year.

Renovations

There is currently a mining and property boom in Queensland and this affects the cost of property values and rents. Most FPQ centres are leased so our ten centres around Queensland are all affected by the increase in property prices, with varying pressure in particular regional areas.

FPQ is committed to reviewing accommodation of all our centres to improve client access. Disability access is a priority as we still have centres without appropriate access. The following upgrades are part of FPQ’s ongoing commitment to providing optimal accommodation and client access at all centres:

• FPQ Ipswich held an opening party in March to celebrate its clinic renovation and new education office. The renovation improved the reception and waiting room for clinic clients and provided accommodation for a new Ipswich educator.
• FPQ Townsville moved to a new building in July and will have disability access and improved consultation rooms.

• FPQ Brisbane’s renovations commenced in August 2007. This renovation involves fitting out a new clinic with disability access in the former education building at 106 Alfred St and moving Education and Corporate Services into the renovated 100 Alfred St building. These buildings are FPQ property and have not undergone any significant renovations for over 20 years. The Alfred Street renovations are due for completion at the end of the year.

Improving quality of services

Following a thorough review, the FPQ Policy and Procedures manual has been updated and uploaded to the FPQ website. The manual documents policies and procedures that relate to FPQ to ensure consistent provision of service and employment conditions within the organisation. The manual also ensures that FPQ complies with the Australian Quality Training Framework (AQTF) twelve standards for Registered Training Organisations (RTO) and with the standards for other identified accreditation bodies. A key change resulting from the review was that RTO procedures were incorporated into FPQ Policy and Procedure Manual.

The information in this manual provide guidance to all staff in the areas of

• human resources,
• administration,
• workplace health & safety,
• information and communication technology,
• FPQ financial policies and
• RTO.

Human resources

FPQ has reviewed the letters of employment to ensure that they comply with state and federal legislation, and protect employment conditions for FPQ staff.
Directors’ Report

Family Planning Queensland
(A Company Limited by Guarantee)
A.B.N 61 009 860 164
For the Financial Year ended 30 June 2007

The Directors present their report on the company for the financial year ended 30 June 2007.

DIRECTORS

The names of directors in office at any time during or since the end of the year are as follows:

Ms Tricia Davis
Prof Michael Dunne
Ms Elizabeth Manning
Dr Diane Rowling
Mr Matthew Schlyder
Dr Charlotte Seib (formerly Woodward)
Mr Paul Stephenson
Mrs Laurelle Williams

DIRECTORS’ DETAILS

Ms Tricia Davis, BPhty, MBA
Principal Consultant with Sandbox Pty Ltd.
Sandbox Pty Ltd focuses on marketing and sales strategy. 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: Member, Audit and Finance Committee. Chairperson, Strategic Planning Committee.

Prof Michael Dunne, BA (Hons), PhD (Psychology)
Professor in Social Epidemiology, School of Public Health, Queensland University of Technology.
Prof. Dunne was appointed in 1995. He teaches Epidemiology and Health Sociology at the School of Public Health, Queensland University of Technology. His main research interest is in prevention of child maltreatment.

Ms Elizabeth Manning, BA (Hons), Chairperson
PhD student with the Australian Studies Centre at the University of Queensland.
Ms Manning has been a director since 2000. She was elected as Chairperson in October 2004. Ms Manning is a Board member of Sexual Health and Family Planning Australia, Chairperson, International Program Advisory Committee and a SH&FPA representative on the Regional Council of IPPF. Special responsibilities: Chairperson, Board Governance Committee. Member, Strategic Planning Committee.

Dr Diane Rowling, MBBS, FAFPHM, MTH
Senior Medical Officer, Sexual Health and AIDS Service, Brisbane 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 Charlotte Seib (formerly Woodward), 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: Member, Strategic Planning Committee.

Mr Paul Stephenson, RN, RIN, IPN, Grad Dip Sexual Health, Grad Cert Management.
District Manager, Cape York Health Services District.
Mr Stephenson has been a director since 2003.
Mrs Laurelle Williams, RN, Midwife, BA, BApp Sc Nsg, MSPD
Mrs Williams has been a director since 2003. Mrs Williams is a member of the Australian College of Midwives, voluntarily conducts a mother/baby (child health) club at Nundah and supports new mothers and their babies. She has retired from paid employment. Special responsibilities: Member, Governance Committee.

CHIEF EXECUTIVE OFFICER
Ms Kelsey Powell, RN, Midwife, BEd Studies, Grad Cert Bus Professional Management, GAICD CEO, FPQ.
Ms Powell has been Company Secretary and Chief Executive Officer since 2002. Prior to her current position, Ms Powell was the Director of Education Services at FPQ, and has been involved in education and training in the areas of sexual and reproductive health services for over 20 years. Special responsibilities: Member, Audit and Finance Committee, Board Governance Committee, and Strategic Planning Committee.

The number of meetings held represents the number of meetings the Directors were eligible to attend.

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<th>Directors' meetings</th>
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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.

Operating profit for the financial year amounted to $193,592 compared with the previous year's profit of $167,819. The significant contributor to the variation is the increased sales of contraceptive CDs and handbooks and the popularity of newly introduced education resources such as a children's story book, and an increase in revenue from course fees from Health Professional Programs.

During the year, the Company provided 22,585 clinic consultations. Over 42,000 clients participated in a range of health promotion activities and 16,500 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 Reproductive Health Program, provides the major funding to FPQ, and FPQ has signed a five-year agreement, until 2009, with Queensland Health for this funding.

No matters or circumstances have arisen since the end of the financial year which significantly affect or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in financial years subsequent to the year ended 30 June 2007, other than as disclosed in this report and in the attached financial statements. Family Planning Queensland contracted Westpac Bank for additional $200,000 loan facilities for Alfred Street renovation project. The additional loan has been approved by the board of directors after the cost for renovating Alfred Street has been finalised at $1,100,000. Family Planning Queensland will review its cash flow surplus quarterly and will pay off the loan in the short term as soon as cash surplus is available.

There has not been any significant change in the state of affairs of the Company during the financial year. There are no significant likely developments to report.

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 policy 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.

Elizabeth Manning – Chairperson
Date: 30 August 2007

Matthew Schlyder – Deputy Chairperson
Date: 30 August 2007
FPQ would like to thank our partners and colleagues who worked with us over the past year.

The FPQ Board
Locations

Brisbane
100 Alfred Street (PO Box 215) Fortitude Valley QLD 4006
Phone: 61 7 3250 0240
Email: enquiries@fpq.com.au

Cairns
37 McLeod Street (PO Box 1678) Cairns QLD 4870
Clinic: 07 4051 3788
Education: 07 4031 2232
Sexual Assault Service: 07 4031 3590

Douglas Shire
(PO Box 862) Mossman QLD 4873
Sexual Assault Service: 07 4099 5066

Townsville
5 Castlemaine Street (PO Box 4067) Kirwan QLD
Clinic: 07 4771 2005
Education: 07 4772 1462

Rockhampton
83 Bolsover Street (PO Box 11) Rockhampton Qld 4700
Clinic: 07 4927 3999
Education: 07 4921 3655

Bundaberg
(PO Box 4152) South Bundaberg Qld 4670
Education: 07 4151 1556

Sunshine Coast
(PO Box 674) Maroochydore Qld 4558
Education: 07 5479 0755

Gold Coast
(PO Box 1733) Southport BC Qld 4215
Education: 07 5531 2636

Ipswich
Ipswich Health Plaza Bell Street
(PO Box 429) Ipswich Qld 4305
Clinic: 07 3281 4088
Education: 07 3250 0240

Toowoomba
Hopetoun House 4 Duggan Street Toowoomba Qld 4350
(PO Box 3361) Toowoomba Village Fair Qld 4350
Clinic: 07 4632 8166
Education: 07 4632 8166

Report tabled at the 36th Annual General Meeting of Family Planning Queensland held on Thursday 18 October 2007 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
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